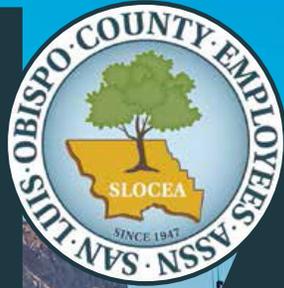


THE COUNTY

BLADE



VOLUME 37, NO. 6

JUNE, 2022

SLOCEA'S SPECIAL EMERGENCY GRANT PROGRAM



AM I "ON
CALL"??

SLOCEA'S
ENDORSEMENTS
FOR JUNE PRIMARY
ELECTION

IN MEMORY OF
LEISA MARRS, LINDA
ANN KLINTWORTH,
& GINA FLORES



SLOCEA BOARD OF DIRECTORS

— SLOCEA MISSION STATEMENT —

The mission of the San Luis Obispo County Employees' Association is to advocate for fair compensation, safe working conditions, affordable healthcare, and a secure retirement for our members, who provide vital services to the public.

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THE COUNTY BLADE

SLOCEA San Luis Obispo County Employees' Association

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The opinions expressed in **The County Blade** do not necessarily reflect the official opinion of the **San Luis Obispo County Employees' Association** unless so specified.

For advertising information, please call Tana Pigeon at 951-686-7575.

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**HAVE A QUESTION?
CALL SLOCEA
805-543-2021**

SLOCEA's Special Emergency Grant Program

Pat McNamara, *Executive Director*

In April 2021, SLOCEA's Board of Directors established a **Special Emergency Grant (SEG)** program, which is intended to get cash rapidly into the hands of a member's **designated recipient** in the event of the members death. All Regular members qualify to participate in this program, which is cost free to members.



Although the **SEG** program is not a life insurance policy, some of its features resemble a life insurance

policy. For example, members must enroll in the program and pre-designate a SEG Grant recipient. The designated recipient is the person (family member or friend), that SLOCEA will issue the grant check too in the event of the member's death.

Even though the **SEG** program is available cost free to all Regular SLOCEA members, less than 25% of the membership had enrolled in the program as of press time.

Let's face it, anything to do with our own mortality is an uncomfortable discussion to have. However, as responsible adults, it's a conversation that needs to take place from time to time. Accordingly, let me encourage all of our members who have not

already done so, to immediately enroll in SLOCEA's **SEG** program. Enrollment forms are available for download from SLOCEA's website (www.slocea.org). You can also call SLOCEA's office at (805) 543-2021 to have one sent to you.

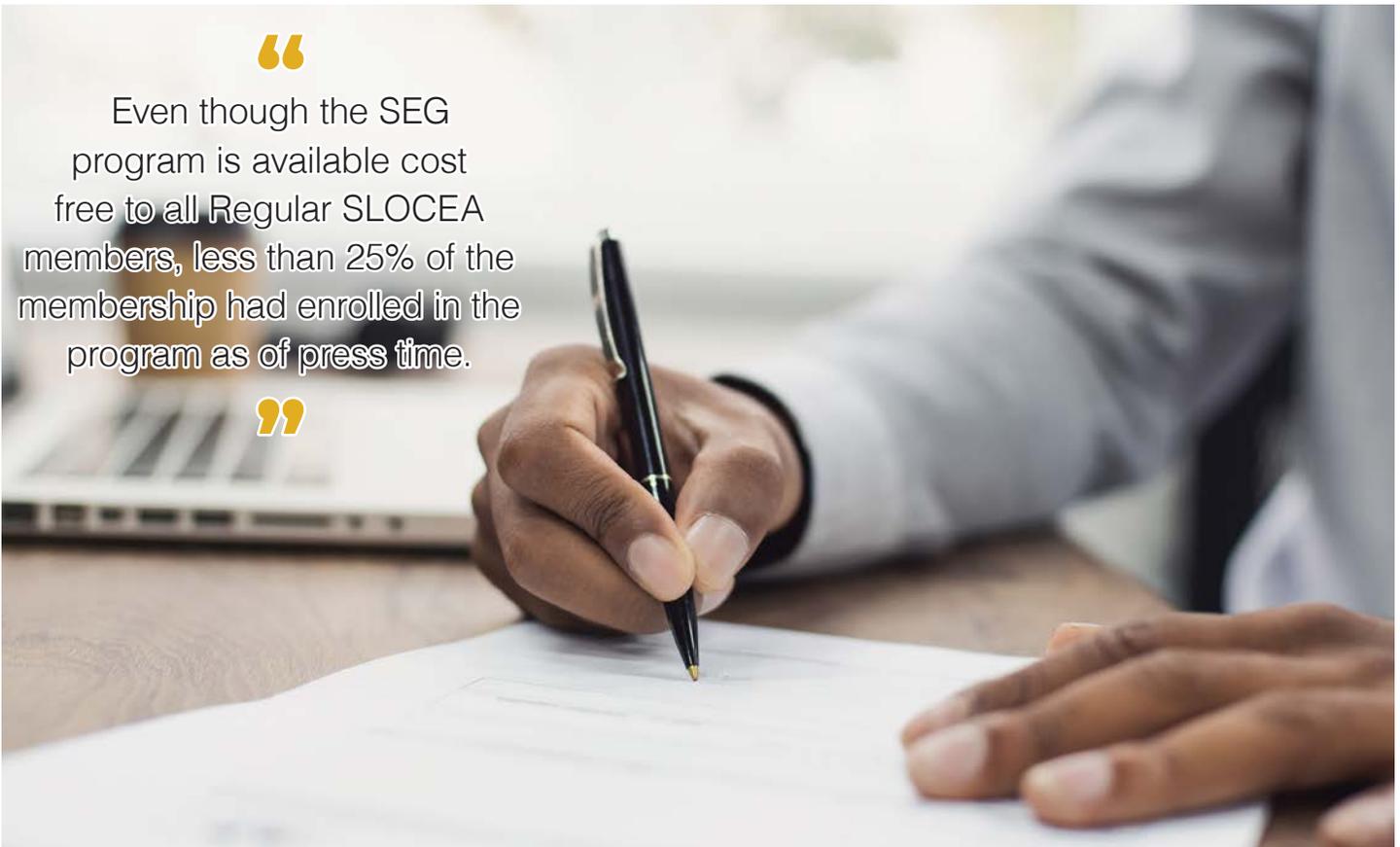
Presently, SEG Grants are two thousand two-hundred dollars (\$2,200), issued upon the verified death of a Regular member. The Association's Member Benefit Committee has a goal of increasing this amount as soon as fund growth permits. For all Regular members who have not yet taken advantage of this cost-free benefit, I encourage you to do so without further delay.

God Bless!

“

Even though the SEG program is available cost free to all Regular SLOCEA members, less than 25% of the membership had enrolled in the program as of press time.

”



Am I “On Call”??

Theresa Schultz,
Senior Labor Representative

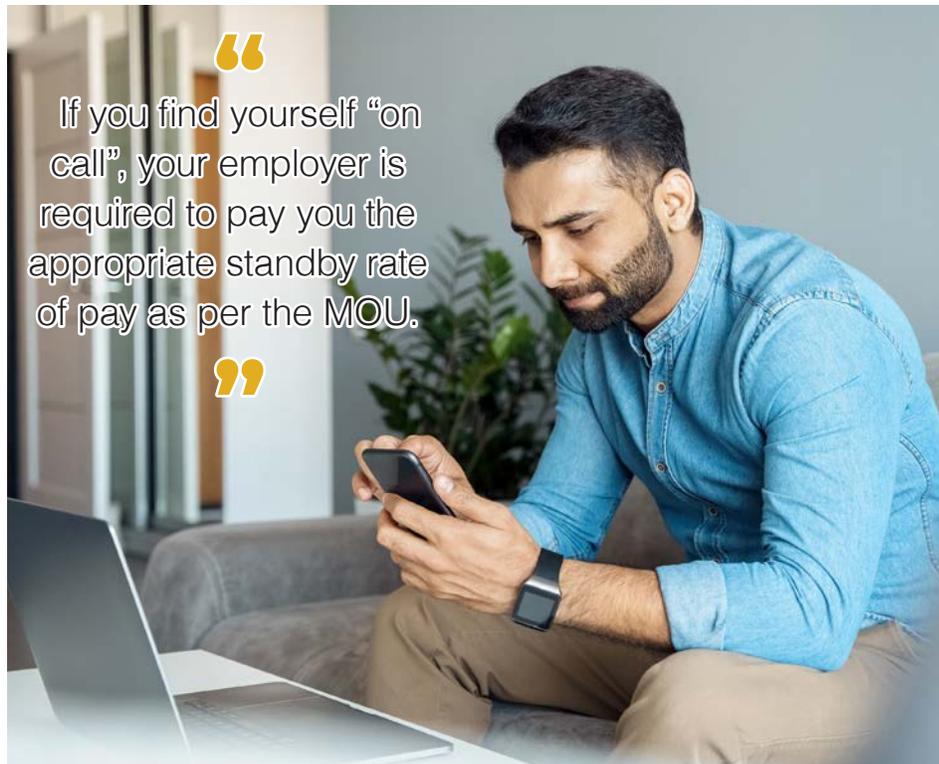
We all know that anytime you are doing work for your employer you must be compensated.



However, some employees don't realize that they also need to be compensated if they are off duty but required to be available to respond to unforeseen issues. This may have come as a directive from a supervisor or manager that the employee be available by phone on the weekend or after business hours to handle situations or respond to matters. There are specific pay practices in the SLOCEA MOUs that address these times.

In the bargaining unit MOUs for the Big Unit: Public Services (01), Supervisory (05) and Clerical (13), and the Trades Unit (02), there is “Consultation Standby” pay wherein the assigned employee is paid \$100 a month as additional compensation for occasionally being called or texted after scheduled work hours to provide work-related information or consultation. These employees are also paid their regular hourly rate of pay for time spent doing work while on Consultation Standby. Employees that surpass a threshold of calls/texts in a quarter must then be placed on Regular Standby Duty.

There are many classifications within the County and the Los Osos Community Services District (LOCS D) that are assigned to “Standby Duty” which requires employees to be on call due to the type of work they perform. A wide variety of County and LOCS D classifications are placed on standby



“
If you find yourself “on call”, your employer is required to pay you the appropriate standby rate of pay as per the MOU.

”

and must be available and respond during hours outside of regular business hours to crisis, safety and emergency matters for the agency's operations and the general public.

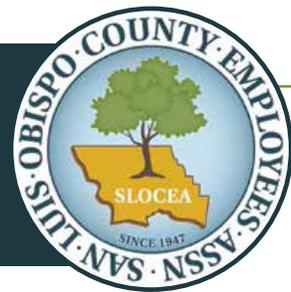
Employees are paid an hourly standby rate of pay for all hours assigned. Oftentimes this means from 5:00 p.m. until 8:00 a.m. the next day and may include the entire weekend. SLOCEA represented employees for the County received \$3.00 an hour for standby pay with the exception of employees assigned to the Suspected Abuse Response Team (S.A.R.T.) that are paid \$3.75 an hour. The LOCS D and SLOCEA recently negotiated a well-deserved bump in standby pay for its employees to \$4.25 an hour. Employees on regular standby are paid overtime for doing work and responding to crisis, safety and emergency matters.

The MOUs for the Big Unit, Trades and the LOCS D state that employees on standby must:

- Be ready to respond in a reasonable time to calls for his/her service;
- Be readily available at all hours by telephone, or other communication devices, and;
- Refrain from activities which might impair his/her assigned duties upon call.

If you find yourself “on call”, your employer is required to pay you the appropriate standby rate of pay as per the MOU. If you are not being paid while on standby, it's time to call SLOCEA at 805-543-2021.

SLOCEA's Endorsements For June Primary Election



The San Luis Obispo County Employees' Association is proud to endorse

**Bruce Gibson
Dawn Ortiz-Legg
and Jimmy Paulding**

for the County Board of Supervisors

These three individuals are committed to organized labor and a fair collective bargain process that all county employees deserve.

We also believe these three are the best candidates to move our county forward as we emerge from the COVID-19 pandemic and address the financial challenges of accelerating inflation.

PLEASE MARK YOUR BALLOTS FOR:



Bruce Gibson in District 2

Dawn Ortiz-Legg in District 3

Jimmy Paulding in District 4

on or before Tuesday, June 7th



Leisa Marrs

Never To Be Forgotten

Jean Goodrich

Born in Fort Ord, California, Leisa was the youngest of four army brats. I'm her sister Jean and remember the day my dad took us to pick her and mom up from the hospital. Ed, our brother, made me promise he would get to hold her first. The moment they came out of the hospital I yelled, "I get her first!"

Leisa worked for the San Luis Obispo Sheriff's office for over 40 years was also active in her community outside of work. She served on committees to help youth in crisis, supported charitable events, advocated for anything related to the military, and was a lifetime member of the Atascadero Wranglerettes, among other things.

Leisa was first diagnosed with cancer in 2020 and in 2021 when she went into remission, we all thought the cancer was behind her. After being told the cancer came back in 2022 her last wishes were to take her dogs and travel to Oregon where I live with my husband Ed and our family.

Thanks to her loving work family and the San Luis Obispo Law Enforcement Assistance Foundation



Leisa recognized for 40 years of service pictured with Undersheriff Jim Voge (left) and Sheriff Ian Parkinson (right).

(SLO LEAF) Leisa's final wishes were fulfilled. Graciously they made arrangements to fly Leisa from Paso Robles to Roseburg, Oregon. Many of Leisa's co-workers were at the airport to give her a beautiful send off. The love and support from everyone meant so much to her. Her entire family greeted her in Roseburg

and she was able to meet the youngest member of our family, her three-year-old great nephew Kemp.

Leisa enjoyed her time in Oregon, sitting on the back porch, looking at the beautiful Umpqua River roll by, and watching her three dogs play and sunbathe in the yard. Although her time here was short, I think she was able to relax, not have any day-to-day worries, and enjoy the quiet.

During her last few weeks with us the Hospice Chaplain came to ask her a few questions. The one that stood out to me was, "What do you feel were some of your greatest accomplishments or impacts?" Leisa thought for a moment and said there were two things.

The first one started with a voicemail message on her work



If you knew Leisa you are sure to remember her smile, laugh, and how she was always there to lend a helping hand. Through her journey and the obstacles Leisa faced she was always more worried about her family and friends than she was about herself.



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IN MEMORY



phone, left by a gentleman. His message explained that years ago his girlfriend announced to him that she was pregnant and shortly thereafter, she disappeared from his life. For years he tried to find her and their child, but with no luck. He had continued his search and had recently found possible contact information for his now, adult daughter. Not wanting to put any pressure on the daughter, his voice mail message asked if someone would contact his daughter and let her know he had been looking for her since before she was even born. Leisa made the call and told the woman his story and gave her the man's contact information, and then wished her well. The woman told Leisa she'd been looking for her father as well.

Leisa thought that was the end of the story, but a few weeks later a man and woman came into the Sheriff's station asking for Leisa. It was the father and daughter. To show their appreciation, they brought her flowers and thanked her for what she did to bring them together.

Leisa's other personal impact story was of an officer who was involved in a shooting on duty. Years earlier Leisa had a similar experience with her husband at the time and decided



to write the officer a letter of support and encouragement. She had never met the officer but knew what he and his family were going through. To her enjoyment, the officer showed up at the Paso Robles airport as she was leaving for Oregon. He wanted to introduce himself to Leisa and tell her how much that letter meant to him and his wife. In fact, it meant so much that they had the letter framed and it hangs in their home.

This photo was taken on February 2, 1981, Leisa's first day of work for the County's Sheriff Department at 18 years of age! This would be the start of a long and fulfilling career that began as an Intermediate Typist Clerk and then a Legal Clerk in the law enforcement field that she loved. Leisa worked for 41 years in both Records and Warrants and at the North Substation in Templeton and even when diagnosed with cancer during the onset of the pandemic, she persevered working up to the end. Leisa remained SLOCEA's longest tenured member and County employee until she lost her battle with cancer in May. Leisa's fun spirit and kind heart will live on, and she will be deeply missed!

Leisa's answers to the Hospice worker's questions reflect the kind of a person Leisa was, selfless, thoughtful, and loyal. If you knew Leisa you are sure to remember her smile, laugh, and how she was always there to lend a helping hand. Through her journey and the obstacles Leisa faced she was always more worried about her family and friends than she was about herself. She faced her cancer battle with strength and grace right up until the end still saying, "Don't worry, I got this."

Our family loves hearing stories of the impact Leisa had on others and how she affected the lives of so many people.



This was the morning Leisa left Paso Robles. One of her friends caught a beautiful rainbow over the plane before it took off. We thought it was beautiful and so appropriate.

If you are interested, the family requested that memorial donations be made in her name to the SLO LEAF, San Luis Obispo Law Enforcement Assistance Program, PO Box 13126 San Luis Obispo, CA 93406-3126 or to Roseburg Hospice, 2675 NW Edenbower, Roseburg, OR 97471.



Linda Ann Klintworth

Tribute To An Amazing Person

Sandra Jimenez,
*Program Review Specialist
 and compiled by DSS
 Friends and Associates*

Linda Ann Klintworth passed away on May 16, 2022, surrounded by her family. She worked at the Department of Social Services (DSS) for close to 14 years. She started her career on June 29, 2008, as an Employment Resource Specialist in Paso Robles and Atascadero determining eligibility for programs such as Medi-Cal, CalFresh and Cash Aid. She was passionate about helping the most vulnerable people in her community through advocating for resources and services while collaborating with partner agencies to help better serve families.

Linda demonstrated an incredible zest for life, was intentional about her connections with others, and was known by her colleagues to have an exceptional work ethic and witty humor, while always maintaining the utmost integrity.

Linda had a passion for learning and pushing herself to constantly grow personally and professionally. She taught herself how to paint and created masterpieces for her family that are hung in her father's home. Once she mastered a goal she set for herself, she would move on to another. She spoke five languages and was always ready to learn more. She was an avid reader and always knew what book was being discussed because more than likely she had already read it and it was sitting in a box to go into



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IN MEMORY



her newly built library.

Before working for the DSS, she worked at Sinton Helicopters where she was the accountant, but decided she wanted to learn to fly and took all the required hours and training and received her pilot license. That is when she decided to take her wings from the aircraft hangar to DSS.

Linda moved to DSS's Staff Development on July 7, 2013, as a Program Review Specialist where she took on new programs in Child Welfare Services. It was through Child Welfare Services, that Linda found her wings again with a passion and drive to ensure children's safety, well-being and permanency through her work in supporting the department's fundamental programs and staff.

Linda loved working with her colleagues in Staff Development on a daily basis and was known at DSS for her vast knowledge and expertise. Linda often provided training, data and technical assistance to Social Workers,

Supervisors, Division Managers, Deputy Directors, and community partners to support their work.

Linda was instrumental in providing training to new Social Workers and was known for building connections and making herself available to them when they had questions. She always wanted to make sure they had everything they needed and felt supported by the department.

Linda played an integral role in many of the department's programs that were implemented over the years. She worked closely with Family Care Network, Inc., CAPSLO, Seneca, the District Attorney's Office,

and County Counsel and was known for her organization, punctuality, and communication skills.

Many employees at DSS considered Linda their friend, a mentor and even a mother figure. She was an inspiration to all those that knew her and will be missed dearly as she was a light in this world and irreplaceable in her role at the department.

She is survived by her husband Ron Landrum and her cats, Cami and Catmandude. She is also survived by her father Bob Klintworth; and her siblings, Karen, Sharon, and Buck Klintworth.

“ Linda had a passion for learning and pushing herself to constantly grow personally and professionally. ”



Gina Flores

The Bedazzled Standard

Theresa Schultz,
with assistance from *Lena Cox, Erika Flores, Lori Guidotti and Kindra Pauls*

Last month we lost one of the most kind, knowledgeable, generous, and bubbly people to have worked for the County. A true mentor, role model, and office “Work Mom” to all, Gina Flores passed away on May 10th and left behind an indelible void for all who loved her.

For more than 28 years, Gina worked for the Tax Collector side of the County’s longest-name department, the Auditor, Controller, Treasurer, Tax-Collector, Public Administrator (ACTTC). Gina was

an authority on payment processing and collections. Over the span of her career, she worked as the Delinquent Collection Officer, Public Service Supervisor and for the last 13 years as the Payment Processing Collections Supervisor.

Principal Financial Analyst and Gina’s supervisor Lori Guidotti said, “Gina could talk anyone into paying their taxes. Gina had a very special way about her when a ‘less than pleasant’ person would come into or call the office about their taxes.” All her peers say that Gina could calm down anyone who was upset or angry and quickly deescalate situations because of her personality and willingness to help people.

Collections Supervisor Lena Cox said that Gina would go out of her way to help people, “She went above and beyond in her role” at the Tax-Collectors office. Cox said, “People were happy to pay their taxes through Gina” because she had a special way of working with people, with her thoroughness in explaining things and assisting with penalty waivers if they qualified. She was knowledgeable in all aspects of her job and was a great resource for all in Tax-Collectors office.

Despite her 5-foot-high stature, Gina had the biggest presence in the room. She had a great sense of style and loved purses and trendy

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This photo was taken one week before Gina passed away. From left to right: Barbara Bowden, Gina Flores, Kindra Pauls, Jennifer Summerell and Anna Houston.



clothes. Public Service Supervisor Kindra Pauls remarked how, “Gina loved her family... and she loved her purses. She could have retired much sooner but Gina said she liked having purse money.” Gina loved sequins and rhinestones and was described as “bedazzled” because of her flashy, stylish clothes and vibrant personality.

Gina was a fabulous cook and was always making special food for her co-workers. She was especially known for her homemade Lumpias (Filipino spring rolls), Pancit (a chicken noodle dish) and specialty

Gina (center) received her 25 years of service anniversary clock and was recognized by the Board of Supervisors, with Lori Guidotti left of Gina.

baked goods. In fact, the week before she died, Gina had a medical appointment but dropped by the office to visit everyone and brought in Lumpias for all to enjoy. Gina had a generous and giving heart and always thought of others first.

All those at the ACTTC office have fond memories of Gina and teared up when reflecting on the huge loss they are experiencing. “She was a mother-figure in our office. I miss talking to her, I miss her every day,” said

Lena. “Gina was not only a mentor for me, but she was like a Momma and a dear friend. If I were to leave you with one sentiment it would be a Bible verse that I sent to her that she adored: Proverbs 31:25, ‘She is clothed in Dignity and Strength and she laughs without fear of the future,’” said Kindra.

Like a tightly wrapped Lumpia, Gina’s daughter Erika Flores, who works for the Assessor’s office wrapped up all things wonderful about her mom, “Gina Flores was and always will be a unique ‘Standard’ in her own right. She was an incredible friend, supervisor, mentor, and a mother figure to all. Her incredible work ethic, very nurturing and fun-loving disposition were unparalleled. Gina was the ‘Bedazzled Standard.’”

Gina and her bright spirit will forever be deeply missed.



All her peers say that Gina could calm down anyone who was upset or angry and quickly deescalate situations because of her personality and willingness to help people.





The Summer Childcare Reimbursement Program is back!

APPLICATION DEADLINE: JULY 1, 2022

Learn More Here!



Eligibility Requirements



- Open to employees in Bargaining Units 01, 02, 05, 11, and 13
- Children must be under age 14
- Family gross income below \$83,950
- Permanent employee working 20 hours per week minimum

Full Program guidelines can be found at slocea.org/benefit-details.php?id=2



How It Works

- Submit your Application to the SLOCEA office before July 1st
- Pick the childcare or qualified tutoring service of your choice
- Enroll your child, and pay for the cost
- Submit a Claim Form to SLOCEA with the original receipt
- Receive your reimbursement for a portion of the costs!*

*Subject to full Program guidelines; reimbursement is for a predetermined percentage of childcare costs dependent on household income

SLOCEA.org | bdaphne@slocea.org

805-543-2021



Planning to Retire?

Plan to join SLOCREA: SLO County Retired Employees' Association!

Miki Gillman, SLOCREA President

Check out our website at www.slocrea.org. We have links to many organizations important to Seniors, people considering retiring, &/or people needing info for aging relatives. Please let us know of any other links you'd like to see on our website.



Also on our website we have a brochure containing a new member application. We are an all-volunteer organization for everyone who receives a pension from SLO County Pension Trust. Everyone. Including DROPpers! Yes, if you are in DROP, you are qualified right now to join SLOCREA! Divorced and widowed spouses are also qualified to join. We are pleased that many new retirees are indeed getting application forms from our website.

Remember, your first year of membership is free!

JUNE SHOUT OUT

June's shout out goes to dads and grads. Happy Father's Day to all dads, regardless of how you qualify for that title! And Happy Graduation to any of you, your children, grandchildren, or other family or friends who are graduating.

TIMING YOUR RETIREMENT

I was only 33 when I began my county career and I had never worked any one place for more than

2 years. Vesting my pension after 5 years seemed like an eternity. But one day I attained that milestone. It was strange because it seemed momentous, but there were no fireworks, bells ringing or anyone doing cartwheels. Nor were there bells ringing, fireworks or cartwheels a few decades later when I passed my pension maximum, so I was unaware for many months! It was fine because I wasn't ready to retire yet. Nevertheless, it's a good idea to pay attention to these dates.

Some people want to retire the minute they are eligible or have reached their maximum pension amount or other financial goal. Others base their readiness to retire on job satisfaction or having achieved certain work goals, or on changes in work assignments or conditions. One of my mentors chose to retire at 59 and a half because, "It's not fun anymore." That can occur anytime. She also received a golden handshake, but that happens rarely. These are just some of the factors to consider when selecting your retirement date.

Your spouse, other family members and Pension Trust can help you figure out the best time for you to retire.

WHAT TO DO AFTER

Some people want to work part-time at some other job once they retire from the county; some want to volunteer; and others choose to travel and/or spend time with family or friends.

I needed an idea of what I wanted to do when I was "all grown up," and



Next SLOCREA Meeting will be the 2nd week of July

Details To be Announced. We are hoping for an in-person, outdoor picnic at a local park. Hear that, COVID?

Next SLOCREA Board Meeting will immediately follow.

ready for something new. When The Hearst Cancer Resource Center was founded about a year before I retired, I knew I wanted to volunteer there and I did for a few years. I also always thought I would open a small private practice once I retired; however, when I delayed doing that for several months, I discovered I was not in town enough to do that effectively. With aging parents in another state, opening a private practice was not practicable for me. Although some friends had encouraged me to open a practice and share an office with them, others had told me it's not worth the trouble. It soon became clear that not only was I too busy traveling and doing other stuff, I also did not need the money. My pension was sufficient, plus I had managed to do a good job of funding my Deferred Comp and IRA accounts. That's one reason

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SLOCREA President

I stress funding those vehicles so much in this column: it makes a big difference. While I was working, I had not known how much of a difference it would make. I just did it as much as I could.

“Doing other stuff” included my usual swimming, hiking, beach walking, yoga, and being on a scholarship committee, etc., but also some other activities which landed in my lap. I joined SLOCREA right away and was soon writing the newsletter. A few years later I became SLOCEA’s president.

I was invited to become a Consumer Reviewer for the Breast Cancer Research Program (BCRP) through the Congressionally Directed Medical Research Program (CDMRP.org). I do that once a year with some skip years here and there (when I’m too busy). That work is very intense (though not totally consuming) for 4-8

“

Some people want to retire the minute they are eligible or have reached their maximum pension amount or other financial goal. Others base their readiness to retire on job satisfaction or having achieved certain work goals

”

weeks and equally as gratifying.

CDMRP has a list 3 pages long of various diseases and other afflictions for which Congress funds research through the Department of Defense. Check out their website (CDMRP.org) if you are interested in learning more.

As a result of my work with the BCRP, I was invited to become an

Advocate Reviewer for the Cancer Prevention and Research Institute of Texas (CPRIT). A lot of that research is done at the M.D. Anderson Cancer Center in Houston, which is recognized as one of the best Cancer Centers in the USA. That work is usually twice a year, although some years it’s been only once. If anything, I find it even more gratifying than the breast cancer research: there’s more of a focus on prevention and the program addresses all cancers. (Of which there are much too many!)

Along the way I also became involved with Central Coast Survive Oars and our parent non-profit: Central Coast Dragon Boat Association.

So after a 33-year career in Public Social Services, I started 2 very small woman-owned businesses and became involved in some non-profit agencies.

More about this later!



Thanks for all you do, SLOCEA Members!

I look at each of our complex issues with a critical eye toward benefits, risks, opportunities and costs – and how any decision impacts all SLO County residents. I ask for your support when you vote for County Supervisor on June 7.

Gibson
BRUCE
SUPERVISOR

www.brucegibsonforsupervisor.com

Is There a Labor Union Resurgence?

Are unions making a comeback in the United States?



Brian Floyd

According to the federal Bureau of Labor Statistics, 10.3% of American workers are members of labor unions. The majority of union membership is in the public sector, representing employees working for federal, state, and local government, like SLOCEA does.

In the private business sector however, union membership has been in steady decline for several decades. Is that about to change?

Recent events across America may be evidence of a rise in unionization of private sector businesses. Employees of many businesses have begun pushing to unionize their workplaces and collectively bargain for wages and benefits with their employees.

Starbucks employees have been able to unionize nearly 80 individual

coffee stores. Starbucks recently brought back its two-time former CEO Howard Schultz in part to convince employees they are better off without a union.

After years of failures attempting to unionize Amazon facilities, workers at Amazon's Staten Island fulfillment center – its largest such center in the country – voted this spring to go union. Efforts to organize other Amazon facilities are underway.

The unionization effort has also spread into Target. Workers at the Target in Christianburg, Virginia recently filed to hold a union election. The last unionization vote for a Target was in Long Island, New York in 2011 where it lost.

What is triggering this spike in unionization efforts?

Clearly having a President and a Congress friendly to organized labor

provides an assist.

Coupled with an extremely tight labor market, major inflation, impacts of globalization, and workplace issues that arose during the pandemic all seem to have coalesced to make unions more appealing to workers in the private sector.

Will this be a one-time blip that will evaporate with the next change in control of the Congress or the White House? It's difficult to predict.

There's much in flux in America and its monster economy. Perhaps a return of labor union membership in the private business sector is one of the changes that will take hold during this period of uncertainty and change.

Brian Floyd is an author, historian, and political strategist who frequently contributes commentary to the SLOCEA County Blade.

2022 Negotiating Teams

SLOCEA Member Representatives, SLO County

BIG UNIT NEGOTIATING TEAM: Bargaining Units 01, 05 and 13

- **Erin Stich:** President, Clerical Unit, Administrative Assistant III, District Attorney
- **Emily Landis:** Vice President, Public Services, Program Review Specialist, Social Services
- **Jeremiah Damery:** Public Services, Environmental Health Specialist III, Public Health
- **Chris Summers:** Supervisory Unit, Supervising Water Systems Worker, Public Works

TRADES, CRAFTS & SERVICES NEGOTIATING TEAM: Bargaining Unit 02

- **Tim Faes:** Park Ranger Specialist, Parks
- **Jim Hutchinson:** Facility Maintenance Mechanic III, Public Works
- **Mike Johnson:** Water Systems Worker III, Public Works
- **Robert St. Cyr:** Public Works Worker IV, Public Works
- **Kevin Sulitz:** Park Ranger I, Parks

SLOCEA Member Representatives, Los Osos Community Services District

- **Carol Gilmer:** Admin Clerk I, Administrative/Clerical Representative
- **Ehan Good:** Water Resource Operator II, Field Representative

SLOCEA Member Representative, SUPERIOR COURT, Supervisory Unit 19

- **Teresa Collins:** Courtroom Operations Supervisor

Soups Prepared Daily

Hungry for real food?

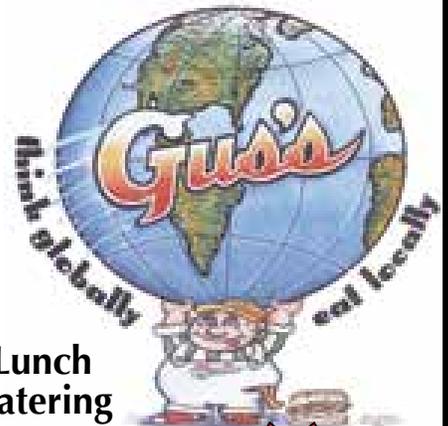
Come to Gus's for a quick, healthy bite to eat.

Award Winning Sandwiches!

Enjoy the
Sunshine on
Our Patio!



Lunch
Catering



Want it right now? Call ahead! Delivery M-F 10-2

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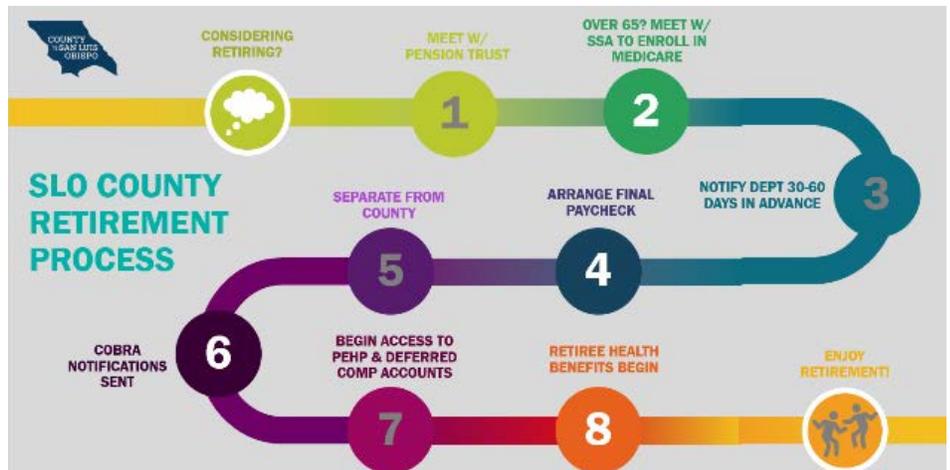
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How to Retire

8 Steps on the Path to Retirement: Basics and Benefits

Carl Nelson, *Executive Director*
San Luis Obispo County Pension Trust (SLOCPT) &
Ashleigh Szkubiel, *San Luis Obispo County Benefits Manager*

Looking ahead to retirement, but not sure where to start? We've put together an overview of the retirement process for vested County employees, in partnership with our friends at the San Luis Obispo County Pension Trust.



HERE ARE THE 8 STEPS YOU NEED TO BE AWARE OF BEFORE BEGINNING YOUR JOURNEY TO RETIREMENT:

1 -MEET WITH THE PENSION TRUST (SLOCPT)

When approaching retirement, make sure to schedule and meet with SLOCPT for a pre-retirement counseling session. You will then submit your application and pick an official retirement date. You will also select important pension benefit options that set the amount of continuing benefit your spouse may receive should you die first. Lastly, you'll learn about your eligibility to select your County-provided retiree health benefits.

2- ELIGIBILITY FOR RETIREE HEALTH BENEFITS

As a retired member of SLOCPT, you may be eligible for medical and/or dental and vision benefits through the County. Note – Retirees from the SLO Court have a different retiree

health benefit through CalPERS Health. Review the current Retiree Benefits Brochure to see the County's full benefits package and premiums available to retirees.

2A- MEDICAL- If you're under the age of 65 when you retire, you'll have two opportunities to enroll in medical. If you waive at retirement, you will have one final opportunity to enroll in a Medicare supplement plan when you turn 65 to enroll. The County offers four non-Medicare medical plans, and two Medicare supplement plans. Retirees eligible for the County provided health plans receive \$149/month as a stipend from the County to offset part of their medical premiums.

Many retirees, for a variety of reasons unique to their circumstances, do not use the County-provided medical benefit. They may have medical coverage through a new employer or a spouse's coverage. Sometimes retirees find that a Medicare supplement plan from elsewhere better suits their

needs despite not getting the \$149/month stipend that only applies to the County Plans. It pays to shop around and compare benefits for your own unique situation.

2B- DENTAL AND VISION- You are eligible to enroll annually during Open Enrollment and can come on and off throughout retirement. The County offers one dental plan and one vision plan to retirees.

2C- IF YOU'RE OVER 65- Employees separating need to meet with the Social Security Administration to enroll in Medicare. If you're enrolling in a County Medicare supplement plan, enrollment in Medicare parts A and B is required, but you should not enroll in Part D Pharmacy. If you waive retiree medical at retirement, you are unable to enroll in a County medical plan in the future. You will need to submit a copy of your Medicare card in order to process your retiree benefits in time!

CONTINUES ON NEXT PAGE

SLO COUNTY HUMAN RESOURCES

3- NOTIFY THE COUNTY

Notify your department 30-60 days in advance of your last day! Failure to do so may result in a delay of the remaining steps.

4- ARRANGE YOUR LEAVE PAYOUT WITH PAYROLL

Start the process for receiving your final paycheck by choosing between cashing out your remaining vacation balance or rolling it over into your Deferred Compensation account. Contact County Payroll for questions.

In order to roll over any unused leave balances into your Deferred Compensation account, you must contact County Payroll the month

before you retire to complete the required Nationwide form. Any roll over is subject to the annual maximum deferral amounts into the Deferred Compensation Plan. Don't forget the trick of maximizing your deferrals the last year before you retire, retire on December 31st, and then when your accrued leave is paid out it is in the next year so you can greatly increase the amount under the limit for that next year using your accrued leave payout.

5- SEPARATE FROM COUNTY SERVICE

Once you officially separate from the County, your employee health

benefits will remain active until the end of the following month. For example, if you retired on June 2, your employee benefits would remain active through the July 31. Ensure your phone number, home address and email address is up-to-date in Benxcel and SAP before you separate.

6- RECEIVE COBRA NOTIFICATIONS

COBRA notifications are sent out in the mail after your separation is processed, and allows you to keep employee medical, dental and vision for up to 18 months in most

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HAVE A QUESTION? CALL SLOCEA 805-543-2021

SLO COUNTY HUMAN RESOURCES

circumstances. The employee is responsible for the full cost of the premiums plus a 2% administration fee. You cannot enroll in both COBRA and retiree benefits.

7- ACCESS YOUR FUNDS

Post separation, you can access your Nationwide Post Employment Health Plan account to reimburse yourself for qualified medical expenses including premiums. You can also access your Nationwide Deferred Compensation account if you have one. You can choose to roll it over into another retirement savings account if you would like.

8- RETIREE BENEFITS EFFECTIVE

Your employee benefits are active until the end of the month following your last worked day at the County, and your retiree benefits subsequently begin the first of the next month. Your County sponsored health insurance premiums are deducted from your SLOCPT disbursement each month. SLOCPT acts as a pay-withholding agent on behalf of the County for insurance premiums. If your pension payment is not large enough to cover your monthly premiums, you will become a direct payee and billed directly for the cost of your monthly premiums.

FOR RETIREE HEALTH BENEFIT QUESTIONS, contact Human Resources at hrbenefits@co.slo.ca.us.

To review this information and more, take the self-paced Neogov Learn Retirement 301-Retiree Health Benefits training available in your Course Catalogue.

YOUR CONTRIBUTIONS ARE WELCOME!

Would you like to submit a feature article, commemoration, or member recognition article for publication in the County Blade? The County Blade welcomes contributions from members!

Guidelines

- Articles must be in MS Word format.
- 600 words or less.
- Content must comply with SLOCEA's editorial policy as determined by the Editorial Committee. Submission of an article is no guarantee of publication.

Email to: info@slocea.org

Mail or hand deliver to:

The County Blade
1035 Walnut Street
San Luis Obispo, CA 93401

Print deadline is the second Friday of every month for the following month edition.





Sylvia Bridge

Whether you are buying a new or used vehicle, refinancing or making plans to renovate, Sylvia can help you get started. Sylvia will tailor options for low down payments, loan terms and the best rates in town. Contact Sylvia today and she'll use her knowledge and expertise to partner with you every step of the way.

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U.S. - Slight Pullback in Inflation Won't Change Fed's Mind

KEVIN TEIXEIRA



This article is provided by TD Ameritrade Institutional for the week of May 13, 2022. Article by Admir Kolaj, Economist.

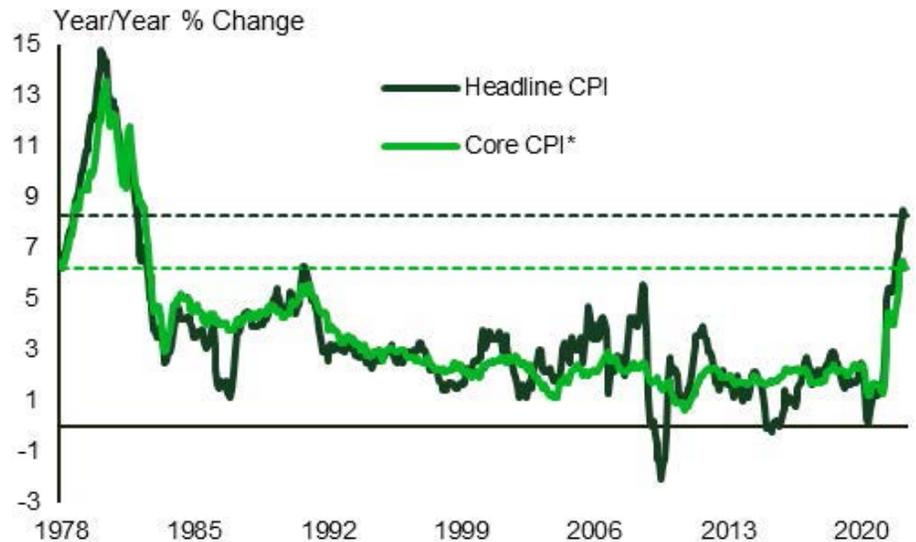
The second week of May carried a light economic calendar, with primary data releases continuing to center on inflation. The consumer price index (CPI) report showed that inflationary pressures eased a bit in April, falling to 8.3% year-on-year (y/y) – down from 8.5% in March (Chart 1).

Base effects are likely to have played a favorable role, as price pressures stemming from supply chain disruptions began to manifest in March and April of last year. Beneath the headline, food inflation accelerated both in yearly and monthly terms, whereas energy prices eased a touch. Both, however, remain elevated at 9.4% y/y and 30.3% y/y, respectively.

Excluding these two volatile categories, core prices also decelerated modestly, falling to 6.2% y/y from 6.5% y/y in March.

However, several important categories bucked the trend. On the goods side, new vehicle prices were higher, while medical care, transportation, and shelter were all meaningful contributors on the services side. The transportation category was buoyed from airfares, which continued to rise sharply (18.6% m/m). Meanwhile, market-based measures of strong home price and rent growth suggest that the weighty shelter component has

Chart 1: Inflation Eased a Touch in April, but Remained at Multidecade High



*Excludes food and energy. Source: BLS, TD Economics.

“

The share of businesses identifying inflation as their top business problem reached a new post-1980 high in April.

”

more upside ahead. This, together with the fact that gas prices have resumed their upward climb this month, and that we're likely to see further upward pressure in food prices from the war in Ukraine, muddy the CPI report's headline message that inflation may have peaked, making it prudent to wait for further confirmation to this notion.

The producer price index (PPI) report echoed a similar message to

last month's CPI numbers. Producer prices were up 11% from a year ago in April, marking an easing from an upwardly revised 11.5% y/y in March. Core PPI also eased a touch. That being said, April's PPI showings, which are not far off from the March record highs, indicate that inflationary pressures continue to build in the production pipeline. The

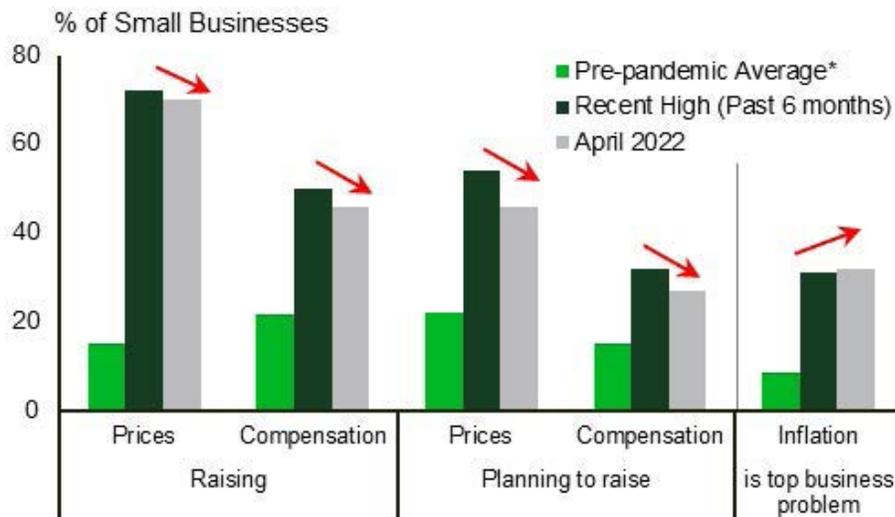
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small business report from the NFIB provided more of the same.

In Chart 2 we can see that while the share of businesses raising (and planning to raise) average selling prices and worker compensation have eased from recent highs, they remain well above historical norms. On the other hand, the share of businesses identifying inflation as their top business problem reached a new post-1980 high in April. Another striking feature of the report is the fact that the share of small businesses expecting an improvement in the economy in the months ahead fell to a yet new record low (-50%).

Doubtful expectations about a further improvement in the economy have some basis. Signs of a slight moderation in inflation will do little to dissuade the Fed from removing monetary stimulus expeditiously, which in turn will weigh on economic momentum. In tune with this notion, risk assets continued their downward slide this week. Despite a notable bounce back Friday, the S&P 500 is down 2.6% from last week's close and roughly 16% from peak. Of course, as Fed Chair Powell noted this week, there's no guarantee that the Fed will see smooth sailing in its goal to engineer a soft-landing. In a speech Thursday, Chair Powell, who was recently confirmed for a second term, noted that getting inflation back to 2% will cause "some pain". For now, however, we're still full ship ahead with another 50-basis point hike in June.

Chart 2: Share of Businesses Raising Prices and Wages Has Eased; Inflation Remains Top Concern



*Long-term average; prices and inflation = 1973-2019; worker compensation 1984-2019. Source: NFIB, TD Economics.

DISCLAIMER

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I LOOK FORWARD TO HEARING FROM YOU TODAY. THANK YOU.

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Labor Representation Report

For the period April 16, 2022 – May 15, 2022

MEETINGS AND BUSINESS

- Held a Board of Directors meeting
- Held a Bylaws Committee Meeting
- Consulted with SLOCEA's General Counsel on various labor matters

MEMBER REPRESENTATION REPORT

MEMBER REPRESENTATION

- 82 Member consultations
- Represents 35 members in 10 different depts.
- 10 Members with case consults
- 25 Members with various consults

CASE REPORT

- 18 Cases carried over
- 05 New cases opened
- 05 Cases resolved and closed
- 21 Cases currently active

MEMBER CONSULTATIONS AND REPRESENTATION

- 5 All matters related to leaves of absence
- 4 Career series, promotion, reclassification matters
- 4 Negotiations inquiries
- 3 MOU, CSC rules and policy inquiries
- 2 Annual performance evaluation
- 2 Informal disciplinary measures
- 1 Formal disciplinary matter

- 2 Workplace issues, working conditions
- 2 Membership inquiries
- 1 COVID related issues
- 9 Miscellaneous

COLLECTIVE BARGAINING (NEGOTIATIONS)

BIG UNIT AND TRADES UNIT

- Held three Negotiating Team Meetings
- Held Negotiation Session #2 with County on April 25, 2022
- Held Negotiation Session #3 with County on May 9, 2022

DON'T MISS THESE MEETINGS!



SLOCEA Board of Directors Meeting:

Wednesday, June 15, 2022 @ 5:45 p.m.
via Zoom. Contact the SLOCEA office
at 805-543-2021 for meeting link.

SLO County Board of Supervisors Meetings

All BOS meetings are being conducted in person.
You may watch live online by going to the County's
home page and clicking "Watch Live Video".

Tuesday, June 7, 2022 @ 9:00 AM

Tuesday, June 12, 2022 @ 9:00 AM

Budget Hearings: June 13, 14 and 15 @ 9:00 AM

SLO County Pension Trust Meeting

Pension Trust meetings are held in the
Board of Supervisors Chambers.

Monday, June 27, 2022 @ 9:30 AM

Civil Service Commission Meeting

The Commission meetings are in the County
Government Center, Room D-271.

Wednesday, June 22, 2022 @ 9:00 AM

SLOCREA Meeting (Retiree organization)

Next SLOCREA Meeting will be
the 2nd week of July.

Details To be Announced. We are hoping
for an in-person, outdoor picnic at a
local park. Hear that, COVID?

Next SLOCREA Board Meeting
will immediately follow.

Steward Roster

Working together to build a UNITED, INFORMED and INVOLVED membership!

The purpose of the Steward Program is to promote open channels of communication between employees and SLOCEA.

The presence of active and effective Stewards at work-site locations increases member participation, helps to educate and

inform the membership and creates a united coalition working to foster improved benefits for its members.

Listed by Department

ASSESSOR

Kelly Michel

BU 01 - San Luis Obispo
Appraiser I

BEHAVIORAL HEALTH

Joe Ferra

BU 01 - SLO Health Campus
Behavioral Health Clinician III

Robert Ortega

BU 01 - Atascadero
Behavioral Health Worker III

CHILD SUPPORT SERVICES

Lori Roberts

BU 01 - San Luis Obispo
Child Support Specialist II

DISTRICT ATTORNEY

Erin Stich

BU 13 - San Luis Obispo
Administrative Assistant III

LIBRARY

Michael Badalamenti

BU 05 - San Luis Obispo
Senior Library Associate

Margaret Kensinger-Klopfert

BU 05 - Arroyo Grande &
San Luis Obispo
Coordinating Librarian

PARKS

Kevin Sulitz

BU 02 - Salinas District
Park Ranger I

PLANNING & BUILDING

Kevin Method

BU 01 - Atascadero
Building Inspector I

PUBLIC WORKS

Jim Emley

BU 02 - San Luis Obispo
Custodian

Leann Siebert

BU 02 - Santa Margarita
Water Systems Worker I

Brian Uder

BU 01 - San Luis Obispo
Engineer IV

SHERIFF-CORONER

Kathleen Curtis-Ames

BU 13 - Los Osos Sub-Station
Legal Clerk

SOCIAL SERVICES

Garrett Frice

BU 01 - Atascadero
Employment Resource
Specialist II

Emily Landis

BU 01 - San Luis Obispo
Program Review Specialist

Nate Larsen

BU 01 - San Luis Obispo
Employment Resource
Specialist IV

Michelle Lowe

BU 05 - Atascadero
Employment Services Supervisor

Mark McCullough

BU 01 - Nipomo
Employment Resource
Specialist III

SUPERIOR COURT

Teresa Collins

BU 19 - San Luis Obispo
Courtroom Operations Supervisor

HAPPY BIRTHDAY TO YOU JUNE BIRTHDAYS!

First Name Last Name	Birthday	First Name Last Name	Birthday	First Name Last Name	Birthday
Bradley Gingg	1-Jun	Doris Thirup	11-Jun	Timothy Faes	23-Jun
Cecilia Rivas	1-Jun	Elizabeth Szwabowski	11-Jun	Alexa Holguin	24-Jun
Daniela Gomez	1-Jun	Miranda Donaldson	11-Jun	Connie Velasquez	24-Jun
Jessica Gosselin	1-Jun	Rex Stennett	11-Jun	Ijeoma Njoku	24-Jun
Nick Carra	1-Jun	Andre Foster-Hopkins	12-Jun	Linda Standifer	24-Jun
Kathryn Green	2-Jun	Atoosa Boyd	12-Jun	Maria Oliveros	24-Jun
Kelly Michel	2-Jun	Catherine Vierra	12-Jun	Christine Burg	25-Jun
Stephen Chandler	2-Jun	Jeannie Scott	12-Jun	Lee Hoyrup	25-Jun
Annie Bautista	3-Jun	Whitney Vejvoda	12-Jun	Miki Gillman	25-Jun
Cynthia Chambers	3-Jun	Adare Toral	13-Jun	Rita Villasenor	25-Jun
Kristin Nibbe	3-Jun	Martha Brand	13-Jun	Andrew Mitchell	26-Jun
Laura Henderson	3-Jun	Monica Marchetti	13-Jun	Kristin Bahner	26-Jun
Tylor Bundy	3-Jun	Cynthia Alm	14-Jun	Leah St James	26-Jun
Cindy VanderWielen-Vieyra	4-Jun	Nathan Gardner	14-Jun	Martha Vargas	26-Jun
Gemma Salting	4-Jun	Reghina Haywood	14-Jun	Stefanie Keller	26-Jun
Linnea Chandler	4-Jun	Steven Riconose	14-Jun	Barbara Rigdon	27-Jun
Renee Cooper	4-Jun	Susana Castaneda	14-Jun	Elizabeth Sandoval	27-Jun
Jacilyn DiCarlo	5-Jun	Marisol Lopez	15-Jun	Jessa Ripley	27-Jun
Jordon Bundy	5-Jun	Melissa Hazlett	15-Jun	Kelsi Elliott	27-Jun
Kelly Michels	5-Jun	Brooklyn Farr	16-Jun	Thomas McGarvey	27-Jun
Melissa Richardson	5-Jun	Kyle James	16-Jun	Aaron Tonkin	28-Jun
Paula McGrath	5-Jun	Margaret Ayers	16-Jun	Adilene Torres	28-Jun
Susana Lewis	5-Jun	Stephanie Smith	16-Jun	Aquila Corley	28-Jun
Brian Twaddell	6-Jun	Amelia Dreizler	17-Jun	Cindy Kackert	28-Jun
Ed Costa	6-Jun	Andrew Havarad	17-Jun	Gina Phillips	28-Jun
Harun Forester	6-Jun	Maria Ruiz	17-Jun	Jamie Bacolot	28-Jun
Kathleen Cohen	6-Jun	Ryan Trapp	17-Jun	Lisa Valdez	28-Jun
Lesley Axtell	6-Jun	Alicia Zuniga	18-Jun	Monica Butler	28-Jun
Natalie Angelo	6-Jun	Donald Dana	18-Jun	Nancy Sierra	28-Jun
Stacey King	6-Jun	Fatima Ponce Alvarez	18-Jun	Veronica Delgadillo	28-Jun
Casey Roos	7-Jun	Meryl Castro	18-Jun	Elizabeth Voshal	29-Jun
Jordan Tabin	7-Jun	Shannon LaPalm	18-Jun	Trent Forster	29-Jun
Paula Renner	7-Jun	Lugo Adrienne	19-Jun	Vaughn Aguiar	29-Jun
Sean Loveridge	7-Jun	Diana Steinhauer	19-Jun	Yorveli Santiago	29-Jun
Theodore Heyse	7-Jun	William Adame	19-Jun	Jill Costello	30-Jun
Abel Najera	8-Jun	Carlos Lopez-Galvan	20-Jun	Zella Redus	30-Jun
Diane Beliel	8-Jun	William Wilkerson	20-Jun		
Matthew Leal	8-Jun	Brian Atwell	22-Jun		
Robert Ramos	8-Jun	Loretta Parrish	22-Jun		
Bonnie Richan	10-Jun	Mark Sensenbach	22-Jun		
Craig Nelson	10-Jun	Audrey Armer	23-Jun		
Aaron LaBarre	11-Jun	Chelsea Broucuret	23-Jun		
Darrell Sandoval	11-Jun	Patrice Coulter	23-Jun		

If your birth date is not listed above it is because we do not have it in our database. Please help us keep our records up to date by contacting us at 805-543-2021.

WELCOME NEW MEMBERS

Name	Department	Name	Department	Name	Department
Joel Almas	Public Works	Blake Maule	Planning & Building	Stephanie Smith	Dept. of Social Services
Sean Basalyga	Public Works	Maximillion		Eric Tolle	Planning & Building
Jordon Bundy	Sheriff-Coroner	Milander Chase	ACTTC	Grant Trevett	Animal Services
Trena Cadwell	Behavioral Health	Anthony Moreno	Public Works	Daniel	
Meryl Castro	Public Health	Agustin Munoz	Public Health	Van Beveren	Public Works
Stephen Chandler	Airports	Alexies Oceguela	Sheriff-Coroner	Martha Vargas	Behavioral Health
Brooklyn Farr	County Counsel	Laura Lyn Patacsil	Dept. of Social Services	Apurva Dandekar	Dept. of Social Services
Marta		Domonic Ponce	Sheriff-Coroner	Lilliana Vasquez	Dept. of Social Services
Fuentes-Blevins	Behavioral Health	Marycruz Salinas	Behavioral Health	Jennifer Hopkins	UC Cooperative Extension
Monica Garcia	ACTTC	Cameron		Aemon	
Joseph Goostree	Planning & Building	Schaeffer	Sheriff-Coroner	Kolasienski	Behavioral Health
Jennifer Johnson	Emergency Services	Jesus Sendejas-			
Arya Jones	Behavioral Health	Manriquez	Public Works		
Shannon					
Malindzak	Public Health				

Service Anniversaries

The following county, courts and locsd employees will reach a significant service anniversary during the month of JUNE. We list those employees who have reached their 5th, 10th, 15th and higher years of employment. These anniversaries represent the hire date of our members, not time in service accumulation.

Congratulations to these employees for their years of service!

JUNE ANNIVERSARIES

First Name	Last Name	Department	Years Of Service	First Name	Last Name	Department	Years Of Service
Rusty	Hall	Agricultural Commissioner	37	Donna	Hayes	Behavioral Health	17
Mark	Wagner	Regional Parks	35	Heidi	LoCascio	Library	17
Elizabeth	Ramirez	Public Health Department	29	Carlos	Lopez-Galvan	Sheriff-Coroner	17
Troy	Berry	Public Works ISF	28	Julie	Walters	Agricultural Commissioner	17
Laurie	Salo	Public Health Department	28	Charles	Christian	Public Works ISF	16
Anna	Diaz-Gibson	Community Parks	27	Timothy	Faes	Community Parks	16
Elizabeth	Szwabowski	Planning Department	26	Angela	McCormick	Planning Department	16
Stacia	Burton	Department of Social Services	25	Nathan	Claud	Public Works ISF	15
Sylvia	Aldana	Planning Department	24	Matthew	Mohle	Regional Parks	15
Denise	Cirisan	Behavioral Health	24	Ryan	Wemple	Regional Parks	15
Jeremiah	Damery	Public Health Department	24	Deborah	Guajardo	Public Works ISF	10
Heather	Zickuhr	Department of Social Services	24	Angela	Kasprzak	Probation Department	10
Janis	Ramey	Department of Social Services	23	Robert	Ortega	Behavioral Health	10
Cynthia	Todd	Department of Social Services	23	David	Tracey	Public Works ISF	10
Ryan	Donalies	Planning Department	22	Jennifer	Woodward	Behavioral Health	10
Aaron	LaBarre	Public Health Department	22	Oscar	Cortez	Airports	5
Mary	Cartier	Department of Social Services	21	Joshua	Ens	Public Works ISF	5
Wendy	Fertschneider	Public Health Department	21	Siboney	Lopez	Department of Social Services	5
Julie	Foxford	Department of Social Services	21	Maria	Marcotte	Public Health Department	5
Michelle	Lewis	Department of Social Services	21	Elizabeth	Schmidt	Behavioral Health	5
Holly	Phipps	Planning Department	18	Harbans	Singh Kaler	Public Works ISF	5
				Wendi	Wells	Library	5



