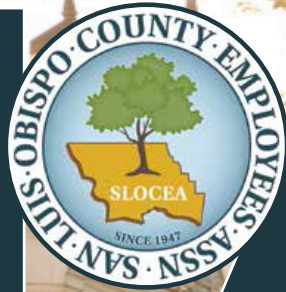


# THE COUNTY

# BLADE



VOLUME 39, NO. 6

JUNE 2024

## THE CRUCIAL ROLE OF INTERACTIVE PROCESS MEETINGS IN ADA ACCOMMODATIONS.



### Find Feathers!

SLOCEA'S MASCOT, **FEATHERS**, IS **HIDDEN** SOMEWHERE IN THIS MONTH'S EDITION OF THE COUNTY BLADE.

THE **FIRST FIVE** SLOCEA MEMBERS TO FIND FEATHER'S HIDING SPOT

**WIN A \$5.00 STARBUCKS GIFT CARD!**

EMAIL [INFO@SLOCEA.ORG](mailto:INFO@SLOCEA.ORG) WHEN YOU **FIND FEATHERS** FOR A CHANCE TO **WIN!**



**GROWING AND STRENGTHENING OUR STEWARD ROSTER**

**INTRODUCING NEW BOARD DIRECTOR, JEANNETTE SAENZ**

**THE IMPORTANCE OF TIMELY AND COMPREHENSIVE SUPERVISORY TRAINING**

# 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.

### EXECUTIVE OFFICERS

Nate Larsen

**PRESIDENT**

Dept. of Social Services, Seat 1

Norma Domingo

**VICE PRESIDENT**

Public Health, Seat 2

Teresa Collins

**SECRETARY/TREASURER**

Superior Court, Seat 3

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Behavioral Health, Seat 5

Mark McCullough

Dept. of Social Services, Seat 6

Kelly Michel

**Assessor, Seat 7**

Angela Garcia

Planning and Building, Seat 8

Katya Goodman

**Assessor, Seat 9**

### B.U. #2 TRADES, CRAFTS & SERVICES UNIT

VACANT

Seat 10

Robert St Cyr

Public Works, Seat 11

### B.U. #5 SUPERVISORY UNIT

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### B.U. #13 CLERICAL UNIT

Kathleen Curtis-Ames

Sheriff's Office, Seat 13

VACANT

Seat 14

### COURT SUPERVISORY UNIT

VACANT

Seat 15

### LOS OSOS CSD

Carol Gilmer

LOCSD, Seat 16

### AT LARGE

Tim Faes

Parks, Seat 17

Arlene Hernandez-Tapia

Behavioral Health, Seat 18

VACANT

Seat 19

## THE COUNTY BLADE

### SLOCEA

#### San Luis Obispo County Employees' Association

1035 Walnut

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### OFFICERS

Nate Larsen

**President**

Norma Domingo

**Vice President**

Teresa Collins

**Secretary/Treasurer**

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**Executive Director**

Theresa Schultz

**Senior Labor**

**Representative**

Brooke Daphne

**Labor Representative**

Briana Dickey

**Administrative Assistant**

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

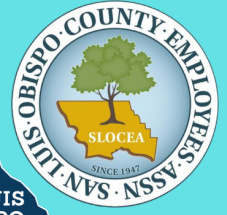
**Cover Image:** Afternoon light shines on the historic buildings of downtown San Luis Obispo. *Photo Credit: MattGush via iStock by Getty Images.*

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.

**The County Blade** is published digitally monthly, distributed to the SLOCEA membership through the website, email, and social media.

# The 2024 Summer Childcare Reimbursement Program



Camp



Recreation



Daycare



Sports



LEARN  
MORE!

APPLICATION DEADLINE: JUNE 30

## How It Works

- Submit an application to the SLOCEA office **before June 30th**
  - Select **your choice** of qualifying childcare program
  - **Enroll your child** and pay the fees
  - Submit a **Claim Form** with your **original receipt**
  - **Receive reimbursement** for a portion of your costs!\*
- \*Subject to full program guidelines.



## Eligibility Requirements

- Open to County employees in **Bargaining Units 01, 02, 05, 11, & 13**
- **Must be a permanent employee** working a minimum of 20 hours/week
- Children **under 14** enrolled in a qualifying program
- 2023 gross annual family income **below \$130,000**



Questions? Call today!

805-543-2021 | [bdickey@slocea.org](mailto:bdickey@slocea.org)

[SLOCEA.org](http://SLOCEA.org)

Full program guidelines can be found on SLOCEA's website, [SLOCEA.org](http://SLOCEA.org) ..or scan the QR code!

# The Crucial Role Of Interactive Process Meetings In ADA Accommodations

Emily Landis,  
*Executive Director*



**T**he Americans with Disabilities

Act (ADA) is a cornerstone of workers' rights, ensuring that employees with disabilities (both temporary and permanent) receive reasonable accommodations to perform their jobs effectively. Labor unions play a pivotal role in advocating for these rights, particularly during the interactive process meeting—a collaborative effort between employers and employees to find reasonable accommodations.

In fact, public employees have the *right* to representation during the interactive process based on a ruling from the Public Employment Relations Board (*Sonoma County Superior Court (2017) PERB Decision No. 2532-C.*) The ruling clarified that interactive process meetings qualify as meetings regarding “matters related to an employee’s terms and conditions of employment,” and therefore union representation must be allowed. Employees must make the request if they want to have a union representative present. Once the request is made, it cannot be denied.

## UNDERSTANDING ADA ACCOMMODATIONS

ADA accommodations are modifications or adjustments to a job or work environment that enable an individual with a disability to have an equal opportunity to perform their duties. These can range from physical adjustments, like ergonomic workstations, to policy changes, such



as flexible working hours.

In California, the Fair Employment and Housing Act (FEHA) complements the ADA by providing additional protections, including a broader definition of disability and a lower threshold for establishing discrimination. This dual framework strengthens the rights of workers with disabilities, making the role of labor unions even more critical in ensuring these laws are upheld.

## THE INTERACTIVE PROCESS MEETING

The interactive process is a mandated dialogue between the employer and the employee, with the goal of identifying appropriate accommodations. This process is a collaborative conversation that respects the employee’s input and the employer’s capacity to provide reasonable accommodations.

## SLOCEA’S ROLE IN THE INTERACTIVE PROCESS

- 1. Advocacy and Support:** SLOCEA labor representatives advocate for our members by ensuring that the interactive process is conducted fairly and transparently. Reps attend

the meetings with members to provide support and ensure that their rights are protected. Reps may also be able to assist members in brainstorming creative accommodations to meet the needs of both employee and employer.

- 2. Ensuring Compliance:** When members request SLOCEA’s support with ADA accommodations, we also ensure employers adhere to the legal requirements of the interactive process. This includes ensuring that the employer does not prematurely dismiss accommodation requests or fail to consider viable options.
- 3. Facilitating Communication:** Effective communication is the cornerstone of the interactive process. SLOCEA helps facilitate this by bridging gaps between employees and employers, ensuring that both parties understand each other’s perspectives and limitations. SLOCEA proactively engages with the employer’s HR department to foster a culture of inclusivity and compliance.

#### 4. Providing Proper

**Documentation:** Insufficient medical or job-related documentation can often hinder the process, making it take longer than necessary or leading to dismissal by the County for lack of verification. SLOCEA labor representatives can assist employees with the medical certification paperwork, ensuring that the employee can communicate what is needed to their medical provider.

#### 5. Collaborative Solutions:

SLOCEA works with County HR and department representatives to find innovative solutions that meet the needs of both the employee and the County or agency. This collaborative approach often leads to more sustainable and effective accommodations.

### EXAMPLES OF REASONABLE ACCOMMODATIONS

A reasonable accommodation is any practical adjustment that allows an employee with a disability to carry out the key duties of their position, without causing undue hardship to the employer. Reasonable accommodation can include, but is not limited to, the following:

- Modified job duties
- Additional leave time
- Modified work schedules
- Mechanical or ergonomic equipment
- Adjusting or modifying exams, training, materials, or policies
- Reassignment to a vacant position with job duties that meet the specific needs of the employee.

Certain accommodations or adjustments are not considered reasonable, such as providing an unknown amount of time off with no estimated return date or changing an employee's supervisor. Reasonable

accommodations cannot cause undue hardship on the employer. This includes consideration for the cost, staffing resources, and type of operations at the affected Department or agency.

### SUCCESS STORIES

Several success stories highlight the impact of SLOCEA's involvement in the interactive process:

- SLOCEA successfully advocated for a County employee with a medical injury, sustained off-the-clock, that had not healed by the time the employee ran out of FMLA-protected leave-time. Working together with HR and the Department, SLOCEA was able to assist the member in achieving an ADA accommodation of extended leave time, ensuring that the member had the time off needed to heal before returning to work full-time.
- For an employee struggling to get the ADA paperwork completed correctly by their medical provider, SLOCEA was able to provide support and clear direction on what was missing. The labor representative met with the member, compared the doctor's treatment directives with the job specifications, and helped the member draft a list of what was needed to ensure the documentation was complete and met the needs of the employer.
- SLOCEA assisted a member who was in treatment for a medical condition and unable to work standby/call back



shifts due to their recovery plan. Through this effort, the member was temporarily relieved from these night shifts, to ensure they had the necessary sleep and medical treatment needed to fully recover and regain their health.

### CONCLUSION

The interactive process meeting is a critical component of ensuring ADA compliance. These meetings are not just procedural necessities but essential opportunities to advocate for workers' rights and foster inclusive workplaces. By actively participating in and supporting the interactive process, SLOCEA plays a crucial role in upholding the principles of fairness and equality, ensuring that every employee can thrive, regardless of their disabilities. SLOCEA is committed to partnering with our members seeking ADA accommodations, striving to create workplaces where diversity is not only acknowledged but celebrated.

### RESOURCES

- [State of CA Civil Rights Department – Reasonable Accommodation](#)
- [State of CA Civil Rights Department – Discrimination Laws Regarding People with Disabilities](#)
- [Job Accommodation Network](#)

# Introducing New Board Director, Jeannette Saenz

**Emily Landis,**  
*Executive Director*



**S**LOCEA is thrilled to have

Jeannette Saenz join our Board of Directors in seat #5, BU 01 Public Services, having been sworn in at the Board of Directors meeting on May 15, 2024.

Jeannette began her career with the County in 2022 and is currently a Behavioral Health Specialist III at Public Health, working as a case manager for Mental Health Diversion Court. Prior to her County position,

Jeannette was a Housing Specialist at the Housing Authority of San Luis Obispo and worked as an advocate at the Social Security Administration.

Jeannette states “My passion lies in working directly with people and I thrive in an environment where I can connect with the community who are in need of services or assistance.”

With a long commitment to education, Jeannette holds a master’s degree in Human Resources Management, as well as a certificate in Alcohol Drug Addition Counseling. She is also currently enrolled in a doctorate program for Behavioral Health Management.

In addition to her many educational



**New Board Director  
Jeannette Saenz**

achievements, Jeannette comes to us with plenty of experience serving on several non-profit Boards, including the San Luis Obispo Alano Club, Middle House Sober Living, and the City of San Luis Obispo Human Relations Board.

With her passion for advocacy and serving the community, SLOCEA has no doubt Jeannette will be a valued addition to our Board of Directors. Thank you, Jeannette, for your willingness to serve with SLOCEA!

**HAPPY**  
**Father's Day**

**May your day be filled with laughter, love, & plenty of dad joke's!**

# The Importance Of Timely And Comprehensive Supervisory Training

**Theresa Schultz,**  
*Senior Labor  
Representative*



## THE ROLE OF A SUPERVISOR

**S**upervisors play a critical role in the County and Superior Court's structure. They are responsible for managing teams, ensuring productivity, and maintaining a positive work environment. Effective supervisors act as the bridge between employees and management, addressing concerns, providing support, and fostering open communication. Their ability to lead and motivate can significantly impact job satisfaction, employee morale, and organizational success.

SLOCEA is committed to advocating for a positive and productive work environment for our members that includes supervisors and line staff. A key factor in achieving this goal is ensuring that recently promoted supervisors receive timely and comprehensive supervisory training, so they are well-equipped with the skills and knowledge they need to lead effectively. By equipping supervisors with the skills and knowledge they need to lead effectively, a more positive, productive, and fair work environment is created for all employees.

## TRAINING TIMELINESS

Supervisory training should occur shortly after the employee is promoted. Training should be designed to teach and develop leadership skills while equipping supervisors with the tools they

need to manage teams effectively. Training should cover essential areas such as communication, conflict resolution, decision-making, departmental policies, and the important components of public employment. By developing these skills, supervisors can more effectively lead with confidence, build trust, and develop a successful team under their leadership.

Unfortunately, all too often employees are promoted into supervisory positions and do not receive the essential training they need in a timely manner. To address this issue, during the 2022 County collective bargaining cycle, SLOCEA tabled a proposal that upon promotion, supervisory staff would receive formalized job and supervisory training within 30 days. The goal was that the County would train new supervisors utilizing their own Supervisory Practices Guide and thereafter provide an annual refresher course. The County rejected SLOCEA's proposal, providing their counterproposal that instead created a Joint Labor Management Committee to address such matters.

Some supervisors are indeed completing the County HR's Supervisory Academy and other courses through the Learning and Development Center. However, courses are often not completed until a year or more after being promoted. In addition, basic elements of supervisory training are not covered.

## THOROUGH AND ADEQUATE TRAINING

Supervisors need to be well-versed in the agency's policies, procedures, labor laws, and

applicable MOUs. Supervisors need clear understanding of how to complete a performance evaluation correctly and fairly. In addition, training should ensure that supervisors are aware of their legal obligations and the rights of employees. This knowledge helps prevent potential legal issues such as unfair labor practice charges and ensures that all employees are treated fairly and consistently.

Effective supervisory training programs teach supervisors how to set clear expectations, delegate tasks appropriately, and monitor performance. It further trains supervisors on the importance of open communication, appropriate counseling, and the basic elements and importance of progressive discipline. Training equips supervisors with conflict resolution techniques, helping to address and resolve issues before they escalate. This results in a more harmonious workplace with fewer complaints and potential grievances.

## IMPORTANCE OF A WELL-TRAINED SUPERVISOR

Well-trained supervisors are an essential and vital investment in the overall success of the individual supervisor and the staff they supervise. Positive employee relations lead to higher job satisfaction, reduced turnover, and a more motivated workforce. SLOCEA will continue to do our part in advocating for timely and comprehensive supervisory training not only for our members in the Supervisory Bargaining Unit, but also for the benefit of the entire workforce.

# Growing And Strengthening Our Steward Roster

**S**LOCEA is pleased to announce that on May 15<sup>th</sup> Janet Soto was appointed by the Board of Directors to serve on the Steward Committee. Janet completed the in-person comprehensive Steward training on May 29<sup>th</sup>.

Janet is a Behavioral Health Clinician II for Youth Services in Arroyo Grande and has worked for SLO County since January 2023.

Janet is very excited to serve SLOCEA in this capacity and we are thrilled to have Janet as a representative for the Behavioral Health department.

## WHY SLOCEA NEEDS STEWARDS

By becoming a Steward, you help build a stronger, more informed, and more unified membership and union. Gaining a deep understanding of your rights as a public employee and learning how to advocate in your workplace are crucial steps toward fostering a supportive and equitable work environment.

If you are interested in learning more about the Steward Committee, please contact Senior Labor Representative Theresa Schultz at 805-543-2021 or [tschultz@slocea.org](mailto:tschultz@slocea.org).



**Steward Janet Soto**



# MAY'S FIND FEATHERS WINNERS!



1. Maria Zendegas—Behavioral Health
2. Venessa Jones—Behavioral Health
3. Nancy Trujillo—Behavioral Health
4. Angela Garcia—Planning Dept.
5. Megan Bruenning-Van Artsdalen—Library



# Recognizing The Achievements Of The Los Osos Water Recycling Facility



**Emily Landis,**  
*Executive  
Director*



Set back from Los Osos Vally Road, thousands of people will drive by the Los Osos Water Recycling Facility (LOWRF) and never even know it's there. It's hidden behind hills and trees, with only a small sign to point out the driveway. But the facility serves a vital function for the community of Los Osos and San Luis Obispo County.

The LOWRF was designed to deliver highly treated wastewater for irrigation and other purposes to promote sustainability within the Los Osos Groundwater Basin. The first location to connect to the system in 2016 was the Sea Pines Golf Resort, who use recycled water from the plant for irrigation. The recycled water they receive supplements up to 200,000 gallons of groundwater water per day, which would otherwise be pumped from the Los Osos aquifer. This effort to preserve and reuse wastewater is vital for our community and local ecosystem, especially here in California, where we have faced drought for many years.

The LOWRF was recently named 2023 Small Plant of the Year by the California Water Environment Association (CWEA) for the facility's accomplishments in compliance, innovative practices, cost effectiveness, and superior plant performance. The County of San Luis Obispo Board of Supervisors recognized this achievement during its meeting on May 21, thanking



“

The LOWRF was recently named 2023 Small Plant of the Year by the California Water Environment Association (CWEA)

”

the Public Works staff who manage the wastewater services for the Los Osos community.

While the original project to build the LOWRF was highly divisive and controversial in the County at the time, this award affirms the decision and the project itself as a great success! Sean Loveridge, Chief Wastewater Treatment Plant Operator, credited the successes of the facility and the Plant of the Year Award to the skill and level of experience the staff bring to the table.

“The facility offers staff exposure to every aspect of maintenance, water quality compliance, engineering,

safety, finance, and environmental restoration needed for the wastewater collection, treatment, disposal, and recycled water distribution systems that support the Los Osos community. It makes for a well-rounded team,” he said.

At the Board of Supervisors meeting, John Diodati, Director of Public Works, said, “This award is about the operational team, who are the real winners here today. They were given a brand-new plant and, with their passion and hard work, they're running it at a level that's being recognized as the best in the state. That is pretty amazing, and I am proud to call [them] my coworkers. Thank you all so much for your hard work out there, day in and day out.”

SLOCEA would like to extend a heartfelt congratulations to our members, and to all the Public Works staff who work at the LOWRF, on this achievement. The staff at the Los Osos Water Recycling Facility work hard to ensure our community remains safe, resilient, and healthy, with the water resources needed to thrive.



# Celebrating Pride Month

## Honoring The Legacy Of LGBTQ+ And Labor Rights

**Brooke Daphne,**  
*Labor Representative*



**A**s Pride Month rolls around, your first thoughts might not be of the labor movement or its connection to the LGBTQ+ community. While Pride is a time to celebrate and commemorate the rich history and culture of this community, it is also a time for action. Despite significant progress over the last century, the LGBTQ+ community continues to fight for equality and justice in the workplace and beyond.

For centuries, LGBTQ+ individuals have faced discrimination and marginalization in many aspects of their lives, including employment. As union representatives, it is our duty to ensure that all workers, regardless of sexual orientation or gender identity, are treated with dignity, respect, and fairness on the job.



In the 1950s, WWII veteran and professional astronomer Frank Kameny was one of the first to challenge discrimination based on sexual orientation.



**Frank Kameny**

### HISTORICAL SOLIDARITY

The solidarity between the movements for labor rights and LGBTQ+ rights dates back decades. In the 1950s, WWII veteran and professional astronomer Frank Kameny was one of the first to challenge discrimination based on sexual orientation. After being fired from the U.S. Army Map Service and barred from future federal employment due to his sexuality, he took his activism to the courtroom and the streets.

Acting as an amateur attorney, Kameny defended government employees who faced similar discrimination and organized protests at major federal buildings demanding equal rights and employment opportunities. He later coined the famous slogan “Gay is Good,” modeled after Stokely Carmichael’s “Black is Beautiful.”



**Harvey Milk**

### THE POLITICAL LEGACY OF HARVEY MILK

In 1973, small business owner Harvey Milk realized that politics were key to making lasting and meaningful changes for the gay community in San Francisco. “I knew I had to become involved or shut up,” he said. Milk encouraged gay rights groups to coordinate with labor activists, organizing a boycott of Coors Brewing Co. for their discriminatory and anti-union practices.

He also successfully campaigned against Prop 6, which mandated the firing of gay public school teachers and known gay rights supporters. He ran for San Francisco City Supervisor twice before eventually winning the 1978 election, becoming the first openly gay man elected to public office in California.

That year, Milk passed a bill banning employment and housing discrimination based on sexual orientation and spoke publicly about

hope and equality for the LGBTQ+ community. Sensing the danger that he faced as a gay political leader and activist, Milk stated, “If a bullet should enter my brain, let that bullet destroy every closet door.”

When Milk was tragically assassinated 10 months into his term, the city mourned the loss of a courageous and charismatic advocate for equality and justice. Milk’s legacy lives on, inspiring many LGBTQ+ individuals to become more involved in their communities and politics. He understood that systemic change required systemic action, stating, “You can stand around and throw bricks at Silly [City] Hall or you can take it over. Well, here we are.”



When Milk was tragically assassinated 10 months into his term, the city mourned the loss of a courageous and charismatic advocate for equality and justice. Milk’s legacy lives on, inspiring many LGBTQ+ individuals to become more involved in their communities and politics.



Joni Christian

### JONI CHRISTIAN: A TRAILBLAZER FOR TRANSGENDER RIGHTS

In the late 1970s, Joni Christian was a 26-year-old assembly line worker for General Motors in Lordstown, Ohio. After months of hormone replacement therapy, she underwent gender-affirming surgery and came out as transgender at work. She was immediately met with hostility and shunned by her peers.

Her female coworkers circulated a petition to keep her out of the women’s restroom, and she was regularly jeered at and called slurs by her male coworkers. Joni turned to her union, United Auto Workers (UAW), for support, and with their



Joni turned to her union, United Auto Workers (UAW), for support, and with their help, she sued GM for invasion of privacy.



help, she sued GM for invasion of privacy. After winning her case, the UAW continued to ensure her rights were protected at work.

“Returning to work after undergoing gender reassignment surgery was challenging. I would have been fired if not for the union. The union respected me as a person, even if some members didn’t approve of me. I learned that an injury to one was an injury to all.”

Joni Christian courageously defended her gender identity during a period when LGBTQ+ Americans faced widespread hostility. She leveraged her union and the legal system to enhance her own life and set a precedent, becoming an inspiring role model for those who continue her legacy today.

## The Role of Unions in Advancing LGBTQ+ Rights

As a labor union, we have a unique opportunity to leverage our collective power and influence to affect change. By working together, we can ensure that LGBTQ+ workers have a seat at the table and a voice in the decisions that affect their lives.

This Pride Month, let us celebrate the progress we’ve made while recognizing that the fight for LGBTQ+ rights is far from over. As a proud member of the LGBTQ+ community, I encourage each of you to recommit to fighting for a future where every individual, regardless of sexual orientation or gender identity, can live and work free from fear, discrimination, and prejudice.



**PUBLIC SERVICE  
SPOTLIGHT**

*June 1998 – 26 years  
Supervising Environmental  
Health Specialist*

**By Briana Dickey,**  
*Administrative  
Assistant*



**J**eremiah began his career with the County of San Luis Obispo in 1998, working for the Sheriff’s Department as a Correctional Officer. During this time, he pursued his education at Cal Poly, where he initially considered a career in physical therapy or sports-related fields. After earning his degree in biology in 2001, Jeremiah explored job opportunities on the county website and discovered a position for an Environmental Health Specialist. Intrigued by this role, he arranged a "ride-along" to experience it firsthand. This experience led him to make the significant decision to leave the Sheriff’s Department and embark on a new career path.

Environmental Health Specialists are responsible for inspecting food facilities, public pools, and tattoo and piercing shops. They also oversee environmental health programs that impact the health and well-being of the county’s water systems and oceans.

Jeremiah successfully transitioned into the Environmental Health Specialist role, advancing through the career series, and eventually becoming a supervisor. For the past three years, he has overseen the Water Well program team. This

# Jeremiah Damery



**Jeremiah Damery**



Jeremiah’s advice to newer employees and anyone pursuing their career goals is to "enjoy the journey."



program aims to protect public health and the potable water supply through multiple inspections, permits, and chemical testing. He ensures that new wells are properly drilled and sealed to prevent contamination and regulates non-community water systems like those at wineries. Additionally, he manages the cross-connection program to prevent backflow contamination in the city water supply.

One unique aspect of Jeremiah’s

job is taking ocean water samples along the coast every Monday morning to ensure the safety of beachgoers. This involves driving the coast and collecting samples, ensuring that the waters are safe for recreational use.

Jeremiah appreciates the variety in his job, which keeps him engaged and constantly learning. The flexibility of his schedule also allows him to balance work and family life effectively. As a father of four, he has coached his children’s sports teams in baseball, basketball, soccer, and football, amassing 35 seasons of youth sports coaching.

Outside of work, Jeremiah enjoys camping with his family, whether near the beach or in the mountains. Their adventures have included intense backcountry hikes in Yosemite and other challenging trails, fostering a love for nature and exploration.

Jeremiah’s advice to newer employees and anyone pursuing their career goals is to "enjoy the journey." He emphasizes the importance of finding happiness in the present rather than constantly waiting for the next milestone. This philosophy has guided him through his career transitions and personal growth, making him a well-rounded and fulfilled individual.

In reflecting on his career, Jeremiah takes pride in his progression and the responsibilities he has gained over the years. From his early days in the Sheriff’s Department to his current role in Environmental Health, his dedication to public service and continuous learning has defined his journey. His story is a testament to the value of perseverance, adaptability, and finding fulfillment in one’s work.



# GETTING TO KNOW OUR CIVIL SERVICE COMMISSIONERS

## Lesley Santos

**By Lesley Santos,**  
*Civil Service Commissioner*

**A**s professionals, we wear a lot of hats – parent, caregiver, volunteer. It can be challenging to take on more responsibility, but when I was approached to join the County of San Luis Obispo Civil Service Commission, I jumped at the opportunity because the work strongly resonates with my personal values. And, it has become one of my great pleasures to serve our County in this capacity for a few specific reasons.

First, through my career in the nonprofit sector, I have gained a deep appreciation for San Luis Obispo County employees and how their work directly benefits the safety and well-being our community enjoys. Much of the good work nonprofit organizations aspire to achieve would not be possible without the close partnership of the County and its employees. It's important to me to help ensure that those same employees have the educational opportunities, supervisory support, and fair compensation they need to be successful in their professional roles.

Second, writing and reviewing policies and protocols is something I've always enjoyed. I am firm believer in the importance of having clear, comprehensive, and thoughtful guidelines to govern organizational



**Commissioner  
Lesley Santos**

operations. Well-designed and consistently implemented policies lead to objectivity in resolving conflicts, healthier work cultures, widespread equitability, and greater financial efficiency. Everyone deserves the benefit of working for an organization with good policies.

Third, I welcome new challenges and opportunities to learn. Working alongside my fellow Civil Service Commissioners, each of whom offers unique personal perspectives and professional knowledge from a variety of industries, inspires me to reconsider

many of my previous assumptions. I enjoy working together as a team to help the County find new solutions for developing and sustaining a diverse, high-performing workforce.

And, lastly, for a purely sentimental reason, serving as a Commissioner allows me to continue a legacy of public service in my family that started with my grandfather, a heavy equipment operator for the San Luis Obispo City Street Department (as it was known) for more than 30 years. No matter how many times I asked, he never grew tired of telling me about the day he used a tractor to rescue a woman and child from the big flood (he couldn't swim!) of January 1973 (for which he received a citation from City Council). The pride he had in his public service career was palpable and inspired my father, a civil engineer and land developer, to build his own career through meaningful, mutual relationships with elected representatives and city, county and state employees throughout California. Now, in a small way, the County Civil Service Commission offers me an opportunity to follow in their footsteps. I am grateful to Supervisor Bruce Gibson for allowing me to serve in this capacity.

It is a great honor to be of service to County employees and the residents who benefit from their work. I hope I prove to serve them well.

**Did You Know We're  
On Social Media?  
Follow Us Here!**

 **your\_slocea**

 **SLOCEA**

# What is Carrum Health?

**Scout Bidleman**, *Human Resources Technician*

**C**arrum Health is a surgical benefit providing access to hand-picked surgeons who have statistically lower complication and readmission rates. Carrum Health gives exclusive access to Centers of Excellence for qualified surgeries and a care concierge team that guides you through each step. There are zero or minimal out-of-pocket costs for surgeries and consultations (HDHP members must meet their deductible first).

**COVERED PROCEDURES:**

- Total hip and total knee replacement (inpatient and outpatient)
- Outpatient musculoskeletal procedures:
- Shoulder
- Elbow
- Wrist/Hand
- Hip



- Knee
- Ankle/Foot
- Outpatient back pain management procedures
- Spinal Procedures
- Weight-Loss Surgery
- Coronary Bypass Surgery
- Carrum Health Oncology Benefits

Carrum Health benefits have been expanded to include oncology services, consisting of guidance for members with any cancer diagnosis, and surgical services for first-time, non-metastatic breast cancer.

With the Carrum Health Guidance services, members will be able to receive a second opinion on their diagnosis. In addition, members can access:

- Consultations with medical, surgical, and radiation oncologists

- An oncology-certified nurse
- Recommendations for local oncology providers

Carrum Health Treatment services are available to members with first-time, non-metastatic breast cancer. Treatment will be through one of the leading cancer centers in the country, City of Hope, and may include:

- Mastectomy
- Breast reconstruction

**WHO IS ELIGIBLE?**

Employees, early retirees (under age 65), and their dependents on the County's Blue Shield medical plans are eligible for this program.

**WANT TO GET STARTED!**

Visit: [my.carrumhealth.com](http://my.carrumhealth.com)  
Phone: (888) 855 – 7806



## **WORLD MILK DAY!**

World Milk Day was established by the Food and Agriculture Organization of the United Nations in 2001 and this day is celebrated annually on June 1st!

Milk is a rich source of essential nutrients, including calcium, protein, vitamins and minerals which are crucial for the development of health bones, teeth, and growth—especially in children.

### **DELICIOUS FACTS ABOUT MILK:**

- Whole milk contains about 87% water. The remaining 13% is fat, protein, carbohydrates, minerals, & vitamins.
- Whole milk contains about 149 calories per 8oz, while 1% milk contains about 102 calories.
- A cup of milk contains 10% of a person's recommended dietary allowance for potassium and 24% for Vitamin D.



**SOUNDS LIKE  
THE PERFECT  
TIME  
TO DRINK  
A BIG,  
FROSTY GLASS OF  
MILK!**



**CALL FOR  
NOMINATIONS**

**FOR THE  
SLOCEA BOARD  
OF DIRECTORS**



### **QUALIFICATIONS**

- **Must be a SLOCEA member for 1 year prior to nomination.**
- **Must submit a nomination form to the SLOCEA office**

**NO LATER THAN 5:00 PM JUNE 30, 2024**



# Retirement Benefits FAQ Section

## Part 2

**Katie Girardi,**  
*Executive Director,  
San Luis Obispo  
County Pension  
Trust (SLOCPT)*



**W**elcome back to the second installment of our Retirement Benefits FAQ Section! In this continuation from last month, we'll further explore your questions about retirement planning, pension benefits, and post-retirement considerations. Whether you're seeking clarity on medical insurance, employment opportunities post-retirement, or additional insights into maximizing your retirement benefits, we've got you covered. Let's pick up where we left off and continue empowering you on your journey towards a secure and fulfilling retirement.

### Q: WHAT HAPPENS TO THE MONEY TAKEN OUT OF MY PAYCHECK?

A: Employee contributions are collected and accumulated in an accrual account held at SLOCPT. These contributions accrue interest at a rate determined by the Board of Trustees. Members can access their accrual account balance by contacting SLOCPT or creating an online account in SLOCPT's Member portal. Additionally, they will receive an annual statement via email each January detailing their balance as of year-end. It's important to note, that these balances do not determine retirement benefits. If a Member

leaves employment before retiring, they have the option to either take a refund of their accumulated balance or, if eligible, leave their funds with SLOCPT to receive a lifetime monthly benefit upon eligibility.

### Q: WHAT HAPPENS IF I BECOME DISABLED AND CAN NO LONGER WORK?

A: The Plan offers Disability Retirement options for Members who become permanently disabled and are unable to perform their job duties. There are two (2) types of Disability Retirement benefits available. Ordinary Disability Retirement is open to any eligible Member who becomes permanently incapacitated to the extent they can no longer work, provided they have accrued at least five (5.0) PTSCs. Industrial Disability Retirement is specifically for Safety and Probation Members. Requiring the disability to be predominately service-connected, with no minimum PTSC requirement. Approval for Disability Retirement requires sufficient medical evidence of permanent disability. The burden of proof lies with the Member, and an application for Disability Retirement must be submitted to SLOCPT before employment termination.

### Q: IS THERE COST OF LIVING ADJUSTMENTS (COLAS) IN RETIREMENT?

A: Yes. Annual retiree COLAs are based on a two (2) year average change of the San Francisco and Los Angeles Consumer Price Indexes (CPI). For Tier 1, there is a 3.00%

max COLA with carryover if the calculated rate is over 3.00% for Tiers 2 and 3, there is a 2.00% max COLA with no carryover.

### Q: WILL MY PENSION BENEFIT BE TAXABLE IN RETIREMENT?

A: Yes, pensions are subject to Federal and State income taxes, as they are funded by pre-tax Employee and Employer contributions, as well as pooled investment returns.

### Q: DOES MY PENSION PROVIDE ANY DEATH BENEFITS?

A: Yes. For an Active Member who hasn't reached retirement eligibility, the Basic Death Benefit includes the Member's Accrual Account balance at the time of death, plus one and a half times the Member's monthly base pay multiplied by the total number of full PTSCs accrued (up to a maximum of 12 PTSCs). If an Active Member is eligible for retirement and has an eligible Survivor at the time of death, the Survivor may opt for the Basic Death Benefit or choose to receive the Option 2 monthly Survivor Benefit to be paid throughout their lifetime. The Option 2 benefit is calculated based on the benefit amount as if the Active Member retired on the date of their death. An eligible Survivor includes a spouse or registered domestic partner married or registered for at least one (1) year before their death, or, in specific circumstances, an eligible minor child. For retirees, the death benefit depends on the option chosen at retirement plus a \$1,000 lump sum.

**CONTINUES ON NEXT PAGE**



CONTINUED

**Q: WILL I STILL RECEIVE SOCIAL SECURITY BENEFITS IF I AM A MEMBER OF THE PLAN?**

A: Yes, if a Member meets the eligibility requirements for Social Security benefits.

**Q: DO I GET MEDICAL INSURANCE AS A RETIREE?**

A: Eligibility for medical insurance after retirement depends on the policies of the participating Employer for whom the Member worked and what they offer. To determine eligibility for medical, dental, or vision insurance during retirement, contact your Employer or SLOCPT for assistance.

**Q: AFTER I RETIRE, MAY I CONTINUE TO BE EMPLOYED BY THE COUNTY OR ANOTHER OF THE PARTICIPATING EMPLOYERS?**

A: If a Member is retired and receiving a retirement benefit from SLOCPT, they may work for any

participating Employers temporarily, not exceeding 960 hours in a fiscal year (July 1st to June 30th). However, retired Miscellaneous Members must wait 180 days after their retirement date before returning to work in a temporary capacity. This waiting period doesn't apply to retired Safety or Probation Members. In addition, retirees can serve as jurors or election officers and receive compensation payable for such service without affecting their retirement benefits.

**Q: CAN I ACCESS MY SLOCPT MEMBER ACCOUNT ONLINE?**

A: Yes, and SLOCPT highly encourages you to take advantage of the convenience of our Member Direct portal. Please contact SLOCPT at (805) 781-5465 to request your PIN. You can then visit the portal at Members.SLOCPT.org to use your unique PIN to enroll.

As we conclude this two-part series on Retirement Benefits FAQs, we hope the information provided has been valuable in guiding you through the complexities of retirement planning. Remember, your financial future is a journey worth investing in, and knowledge is your greatest asset. Should you have any further questions or require additional assistance, don't hesitate to reach out. Here's to a prosperous and fulfilling retirement ahead – Cheers!

For questions regarding your pension, please call us at 805-781-5465 or email us at [slocpt@co.slo.ca.us](mailto:slocpt@co.slo.ca.us). Many of your questions may be answered by logging in to MemberDirect!



805-781-5465 • WWW.SLOPENSIONTRUST.ORG

## YOUR RIGHT TO REPRESENTATION

- If you are called in to a meeting with management, you have the **RIGHT** to know the subject of the meeting.
- If you **reasonably believe** the meeting could lead to discipline, you have the **RIGHT** to representation by SLOCEA. **You must ask for that right.** Management **DOES** not have to offer it to you.
- You have the **RIGHT** to consultation with your SLOCEA representative before the meeting.

*When in doubt, call your SLOCEA representative at 805-543-2021.*



**SLOCEA**

805-543-2021 • [www.slocea.org](http://www.slocea.org)  
1035 Walnut St., San Luis Obispo, 93401

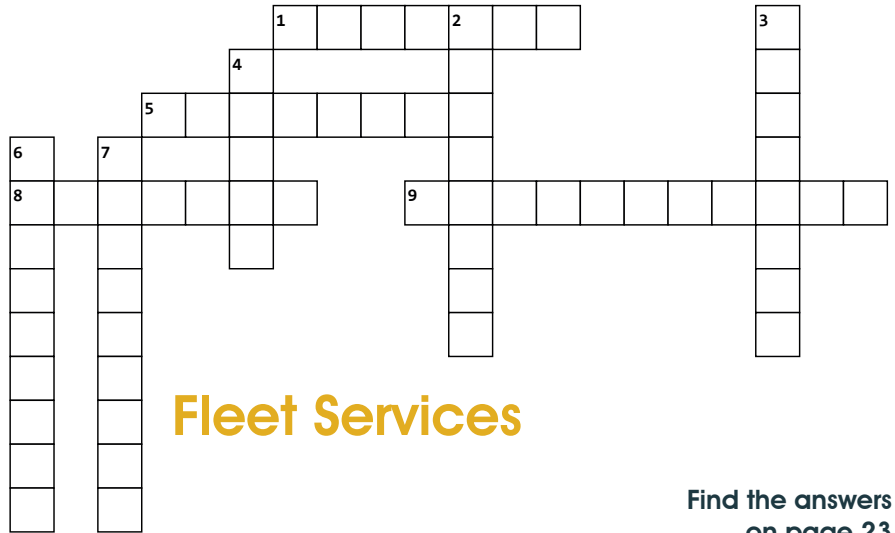
# SLOCEA Crossword

## Across

- Automotive \_\_\_\_\_ Excellence certificate must be maintained by Fleet Service Auto Mechanics
- Fleet Services \_\_\_\_\_ economical and efficient transportation for County depts.
- Fleet Services also \_\_\_\_\_ the County Operation Center's on-site fuel stations and off-site fuel credit card system.
- The department is tasked with acquiring, \_\_\_\_\_, and repairing a wide variety of equipment and vehicles.

## Down

- Fleet services \_\_\_\_\_ emergency equipment on law enforcement vehicles.
- GovDeals is a County service that \_\_\_\_\_ obsolete or replaced items such as vehicles and equipment.
- Last name of the Central Services Director who oversees Fleet Services
- The department provides \_\_\_\_\_ repair services 24 hours a day, 7 days a week for the County-owned fleet.
- Equipment Mechanic has the \_\_\_\_\_ of operating and repairing automotive, ground maintenance and construction equipment.



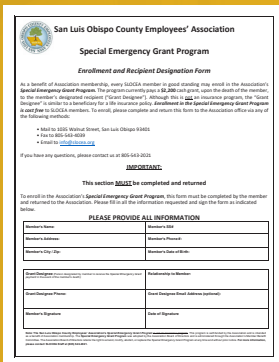
Fleet Services

Find the answers on page 23

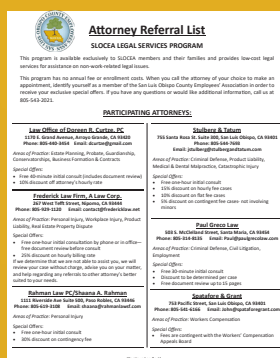
# IMPORTANT INFORMATION

# & LINKS TO KNOW

## Special Emergency Grant Form



## Attorney Referral List SLOCEA Legal Services Program



## Wild At Work

SLOCEA members have access to discounts at major amusement parks in California, attractions in San Diego and the San Francisco Bay Area, car rentals, hotels, motels, campgrounds and more through Wild at Work.

Click here to download the form

Click here to download the list

Click here to register and get discounts

# Planning to Retire?

## Plan To Join SLOCREA: SLO County Retired Employees' Association!

**Miki Gillman,**  
*SLOCREA President*


**T**his month our hearty shout out to all Dads and Grads, Pride Celebrants, Juneteenth Celebrants, and Cancer Survivors and Thrivers!

In May, Katie Girardi gave a wonderful presentation to us at the Elks. Thank you Katie!

I've talked so much about exercise in this column, you may be tired of it. However there are two important points to be stated. One is that to achieve the cardiovascular and brain health benefits of exercise, the exercise does not have to be aerobic, such as running, swimming, dragon boating, cycling. Our bodies can benefit from the Asian Arts also:



Tai Chi, Qigong, Yoga. We usually think of Yoga as a lot of postures, like down dog and chair pose, but it's actually all about breathing. Each of these Asian Arts involves breathing in ways that improve the body's oxygen intake, without doing aggressive aerobic exercise. Increasing the body's oxygen intake and increasing oxygen flowing through the body and in our red blood cells is the goal that improves our cardiovascular system



**UPCOMING SLOCREA MEETINGS**

**Next General SLOCREA Meeting**  
BBQ & Potluck Thursday  
July 11, 2024 @ El Chorro Park.

Email me at [mikigillman@gmail.com](mailto:mikigillman@gmail.com) if you are interested in attending and need more details.

**Next SLOCREA Board Meeting**  
TBA. Email me as above if you are interested in attending.

and keeps the brain healthy. The other point is that we need to be aware of our osteopenia/osteoporosis status, so that we don't cause injuries by doing exercises that are contraindicated when one has

### ABOUT SLOCREA

We are an all-volunteer organization. Check out our website at [www.slocreea.org](http://www.slocreea.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 receiving check from Pension Trust are also qualified to join.

Your 1st year of membership is free. Thereafter it's \$15.00 per year or \$40 for 3 years: your choice.. All we need from a new member is your contact information: Name, address, telephone number, and email address. We also want to know from which department you are retiring. It's that simple.

serious osteopenia or osteoporosis. There are also some exercises that are supposed to be especially good at preventing, slowing the progression of, or helping to reverse osteopenia or osteoporosis. You may need a bone density test before proceeding.

It's important to discuss these issues and other health issues with your doctor before embarking on any physically strenuous exercise regimen.

And another point I introduced awhile back: You may benefit from trying new exercises in a swimming pool before trying them on land. This works well for chair pose or squats; but please do not try to do push-ups or down-dogs from the bottom of the pool! Use your common sense. It's best to be in sufficiently shallow water to keep your head above water as

you exercise. The point here is that water buoys up the body, removing some of the stress and strain on it as you do new exercises. Then your muscles can learn what they are supposed to do before you add gravity to the mix.

One more tip: When you are starting to include hand weights in your routine, give yourself permission to do the movements with no weights at all at first, to help your muscles get used to the idea. Then use light hand weights for a while, building up to heavier ones slowly.

~ Happy Summer Solstice! ~

*The opinions expressed above are solely those of the author and are subject to change at any time.*

“

We need to be aware of our osteopenia/osteoporosis status, so that we don't cause injuries by doing exercises that are contraindicated when one has serious osteopenia or osteoporosis.

”

## 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 Communications Committee. Submission of an article is no guarantee of publication.

Email to: [info@slocea.org](mailto: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.



HAVE A QUESTION?  
CALL SLOCEA  
805-543-2021

## COLLABORATING TO FORM A UNIFIED, WELL-INFORMED, AND ACTIVELY ENGAGED MEMBERSHIP!

### Listed by Department

#### ASSESSOR

**Miranda Donaldson**

BU 01 - San Luis Obispo  
Appraiser I

**Chelsea Hendron**

BU 01 - San Luis Obispo  
Geographic Information  
Systems Analyst I

**Kelly Michel**

BU 01 - San Luis Obispo  
Appraiser II

#### BEHAVIORAL HEALTH

**Megan Beardsley**

BU 05 - Arroyo Grande  
Adult Mental Health  
Program Supervisor

**Joe Ferra**

BU 01 - SLO  
Health Campus  
Behavioral Health  
Clinician III

**Janet Soto**

BU 01 - Arroyo Grande  
Youth Services  
Behavioral Health Clinician II

#### CHILD SUPPORT SERVICES

**Lori Roberts**

BU 01 - San Luis Obispo  
Child Support Specialist III

#### CLERK-RECORDER

**Lucia Maceri**

BU 13 - San Luis Obispo  
Administrative Assistant III

#### COUNTY COUNSEL

**Renee Cooper**

BU 13 - San Luis Obispo  
Administrative Assistant III

#### DISTRICT ATTORNEY

**Erin Stich**

BU 13 - San Luis Obispo  
Administrative Assistant III

#### INFORMATION TECHNOLOGY

**Allen Dailey**

BU 01 - San Luis Obispo  
Geographic Information  
Systems Analyst II

#### LIBRARY

**Kate McMillen**

BU 01 - Arroyo Grande  
Librarian

#### PARKS

**Kevin Sulitz**

BU 02 - Salinas District  
Park Ranger I

#### PLANNING AND BUILDING

**Angela Garcia**

BU 01 - San Luis Obispo  
Building Plans Examiner I

#### PROBATION

**Esther Santiago**

BU 13 - San Luis Obispo  
Departmental Personnel  
Technician

#### PUBLIC HEALTH

**Norma Domingo**

BU 13 - San Luis Obispo  
Accounting Technician

**April Smith**

BU 01 - Paso Robles  
Nurse Practitioner

#### PUBLIC WORKS

**Leann Siebert**

BU 02 - Santa Margarita  
Water Systems Worker I

**Mitch Wallravin**

BU 05 - San Luis Obispo  
Supervising Custodian

#### SHERIFF-CORONER

**Kathleen Curtis-Ames**

BU 13 - Oceano Sub-Station  
Legal Clerk

#### SOCIAL SERVICES

**Obed Elenes**

BU 01 - San Luis Obispo  
Employment Resource  
Specialist II

**Heather Griffin**

BU 01 - Arroyo Grande  
Employment Resource  
Specialist III

**Freddy Hernandez**

BU 01 - San Luis Obispo  
Employment Resource  
Specialist II

**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

**Thomas McGarvey**

BU 01 - Paso Robles  
Employment Resource  
Specialist III

**Bailey Olsen**

BU 01 - Atascadero  
Employment Resource  
Specialist III

#### SUPERIOR COURT

**Teresa Collins**

BU 19 - San Luis Obispo  
Courtroom Operations  
Supervisor

### IF YOU ARE LOOKING FOR A WAY TO GET INVOLVED WITH SLOCEA, CONSIDER BECOMING A STEWARD

**ELIGIBILITY:** You must be a SLOCEA member for  
at least one year.

As a Steward you will:

- Gain a deeper understanding of your rights as a public employee.
- Learn how to be an advocate and source of information in your workplace.

*Contact Theresa Schultz at the SLOCEA office  
(805-543-2021) to learn more.*

# Labor Representation Report

## SLOCEA MONTHLY REPORT

For the period April 16 – May 15, 2024

### MEETINGS AND BUSINESS

- Held two SLOCEA Board of Directors meetings
- Held a Member Benefit Committee meeting
- Held a bi-monthly Steward meeting
- Held a Healthcare Committee meeting with SLOCEA delegates and staff
- Held an Academic Scholarship Committee meeting
- Attended the Civil Service Commission meeting
- Attended a Working Assembly of Government Employees meeting
- Participated in the County's New Employee Orientation
- Trained a new Director of the Board for SLOCEA
- Held two lunch Site Visits for SLOCEA members
- Met with SLOCEA Counsel and HR and Counsel on an Unfair Labor Practice charge
- Consulted with SLOCEA's General Counsel on various labor matters

### LABOR REPRESENTATION REPORT

#### 237 TOTAL Individual Consults on various matters:

- This represents 70 different individual members
- 8 Cases Opened
- 13 Cases Closed
- 29 Cases Ongoing from previous month(s)
- 34 Cases Currently Active and Open

#### Representational Issues and Consults:

- 15 Matters regarding interpersonal matters w/ management, supervisors and/or co-workers
- 11 Inquiries regarding MOU, Civil Service Commission (CSC) Rules and County Code
- 9 ADA Matters, Interactive Process Meetings, Leaves of Absence
- 8 Unfair Labor Practice matters
- 5 Investigation matters (3 outstanding since December 2023)
- 5 Collective Bargaining inquiries
- 4 Matters before the CSC (2 Administrative Hearings held for appeals of discipline)
- 4 Disciplinary matters (ROD, PIP, Suspension)
- 3 Evaluation or performance issues
- 2 Promotions or step placement matters
- 2 Probationary Releases
- 2 Miscellaneous issues



HAVE A QUESTION?  
CALL SLOCEA  
805-543-2021



### DON'T MISS THESE MEETINGS!

#### SLOCEA Board of Directors Meeting

Wednesday, June 19, 2024, at 5:45 PM via Zoom. Please contact the SLOCEA office for the zoom link.

#### SLO County Board of Supervisors Meetings

All meetings are conducted in person at the BOS Chambers. Watch online by going to the County's home page and clicking "Watch Live Video".

Tuesday, June 18, 2024, @ 9:00 AM

#### SLOCREA Meetings

Non-meeting month

#### SLO County Pension Trust Board Of Trustees Meeting

Monday, June 24, 2024, @ 9:30 AM in rm 161/162

### ASSOCIATION COMMITTEES

#### SLOCEA Board of Directors

- Executive Committee
- Personnel Committee
- Finance Committee
- Bylaws Committee
- Members Benefit Committee
- Academic Scholarship Committee
- Summer Childcare Committee
- SLOCEA Political Action Committee (SLO PAC)
- Steward Committee
- Member Appreciation Event
- Communications Committee
- County Healthcare Committee: Four Bargaining Unit Delegates
- Strike Committee

# Service Anniversaries & New Members

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 SERVICE ANNIVERSARIES

| First Name | Last Name | Department                       | Years Of Service | First Name | Last Name       | Department               | Years Of Service |
|------------|-----------|----------------------------------|------------------|------------|-----------------|--------------------------|------------------|
| Elizabeth  | Ramirez   | Public Health Dept.              | 31               | Scott      | Curtis          | Golf Courses             | 10               |
| Troy       | Berry     | Public Works                     | 30               | Ryan       | Swift           | Facilities Management    | 10               |
| Stacia     | Burton    | Dept. of Social Services         | 27               | David      | Tracey          | Public Works             | 10               |
| Denise     | Cirisan   | Behavioral Health                | 26               | Michelle   | Ewy De La Torre | ITD                      | 10               |
| Jeremiah   | Damery    | Public Health Dept.              | 26               | Crystal    | Linn            | Dept. of Social Services | 5                |
| Sylvia     | Aldana    | Planning Dept.                   | 26               | Kelsey     | Hurst           | Child Support Services   | 5                |
| Heather    | Zickuhr   | Dept. of Social Services         | 26               | Diane      | Mann            | Behavioral Health        | 5                |
| Cynthia    | Todd      | Dept. of Social Services         | 25               | Craig      | Nelson          | Public Works             | 5                |
| Holly      | Phipps    | Planning Dept.                   | 20               | Michelle   | Turner          | Library                  | 5                |
| Margarita  | Alita     | Dept. of Social Services         | 20               | Walter     | Burgess         | Airports                 | 5                |
| Craig      | Duprey    | Regional Parks                   | 15               | Stephen    | Carroll         | Public Works             | 5                |
| Rhonda     | Earing    | Agricultural Commissioner        | 10               | Andrew     | Hallmark        | Library                  | 5                |
| Cindy      | Nicolds   | Auditor-Contrlr-Treas-Tax-Coll10 |                  | Joy        | Ecklund         | Library                  | 5                |

## WELCOME NEW MEMBERS

| Name              | Department                 | Name             | Department        |
|-------------------|----------------------------|------------------|-------------------|
| Corryn Engdahl    | Agricultural Commissioner  | Amber Weart      | District Attorney |
| Katherine Gorham  | Department Social Services | Bobbi Avery      | Health Agency     |
| Alde Garcia       | Department Social Services | Garrett Kilimnik | Library           |
| Esmeralda Galindo | Department Social Services | Drake Louder     | Public Works      |

## SLOCEA Crossword Answers

### Fleet Services

# Birthdays

## HAPPY BIRTHDAY TO YOU JUNE BIRTHDAYS!

| First Name | Last Name           | Birthday | First Name | Last Name      | Birthday | First Name | Last Name      | Birthday |
|------------|---------------------|----------|------------|----------------|----------|------------|----------------|----------|
| Bradley    | Gingg               | 06/01    | Darrell    | Sandoval       | 06/11    | Mark       | Sensenbach     | 06/22    |
| Myhra      | Miears              | 06/01    | Doris      | Thirup         | 06/11    | Loretta    | Parrish        | 06/22    |
| Daniela    | Gomez               | 06/01    | Jeannie    | Scott          | 06/12    | Patrice    | Coulter        | 06/23    |
| Nick       | Carra               | 06/01    | Andre      | Foster-Hopkins | 06/12    | Chelsea    | Broucaret      | 06/23    |
| Stephen    | Chandler            | 06/02    | Catherine  | Vierra         | 06/12    | Dylan      | Maiden         | 06/23    |
| Kathryn    | Green               | 06/02    | Atoosa     | Boyd           | 06/12    | Timothy    | Faes           | 06/23    |
| Kelly      | Michel              | 06/02    | Martha     | Brand          | 06/13    | Cleida     | Corres         | 06/24    |
| Kristin    | Nibbe               | 06/03    | Monica     | Marchetti      | 06/13    | Linda      | Standifer      | 06/24    |
| Laura      | Henderson           | 06/03    | Nathan     | Gardner        | 06/14    | Christine  | Cowan          | 06/25    |
| Cynthia    | Chambers            | 06/03    | Reghina    | Haywood        | 06/14    | Lee        | Hoyrup         | 06/25    |
| Renee      | Cooper              | 06/04    | Steven     | Riconose       | 06/14    | Rita       | Villasenor     | 06/25    |
| Breanna    | Love                | 06/04    | Cynthia    | Alm            | 06/14    | Emily      | Parrish        | 06/26    |
| Cindy      | VanderWielen-Vieyra | 06/04    | Megan      | Nozil          | 06/15    | Stefanie   | Keller         | 06/26    |
| Linnea     | Chandler            | 06/04    | Brett      | Pelch          | 06/15    | Adam       | Mora           | 06/27    |
| Gemma      | Salting             | 06/04    | Melissa    | Hazlett        | 06/15    | Thomas     | McGarvey       | 06/27    |
| Lori       | Renee               | 06/04    | Marisol    | Viveros        | 06/15    | Jessa      | Ripley         | 06/27    |
| Susana     | Lewis               | 06/05    | Kyle       | James          | 06/16    | Kelsi      | Elliott        | 06/27    |
| Kelly      | Michels             | 06/05    | Andrew     | Havard         | 06/17    | Cindy      | Kackert        | 06/28    |
| Paula      | McGrath             | 06/05    | Amelia     | Dreizler       | 06/17    | Veronica   | Delgadillo     | 06/28    |
| Jordon     | Bundy               | 06/05    | Maria      | Ruiz           | 06/17    | Gina       | Phillips       | 06/28    |
| Jacilyn    | DiCarlo             | 06/05    | Shannon    | LaPalm         | 06/18    | Sharon     | Leonard        | 06/28    |
| Brian      | Twaddell            | 06/06    | Meryl      | Castro         | 06/18    | Aaron      | Tonkin         | 06/28    |
| Yvette     | Franco              | 06/06    | Donald     | Dana           | 06/18    | Aquila     | Corley         | 06/28    |
| Lesley     | Axtell              | 06/06    | Alicia     | Zuniga         | 06/18    | Nancy      | Sierra         | 06/28    |
| Natalie    | Angelo              | 06/06    | Fatima     | Galindo        | 06/18    | Lisa       | Valdez         | 06/28    |
| Janna      | Kliewer             | 06/06    | Jessica    | Madrid         | 06/19    | Miguel     | Morales        | 06/29    |
| Claire     | Girolo              | 06/06    | Dara       | Kerkorian      | 06/19    | Vaughn     | Aguiar         | 06/29    |
| Paula      | Renner              | 06/07    | Linda      | Perales        | 06/19    | Trent      | Forster        | 06/29    |
| Jordan     | Tabin               | 06/07    | Diana      | Steinhauer     | 06/19    | Jill       | Costello       | 06/30    |
| Theodore   | Heyse               | 06/07    | Sharon     | Mann           | 06/19    | Liliana    | Herrera-Magnia | 06/30    |
| Sean       | Loveridge           | 06/07    | William    | Wilkerson      | 06/20    |            |                |          |
| Diane      | Beliel              | 06/08    | Monique    | Campos         | 06/20    |            |                |          |
| Abel       | Najera              | 06/08    | Carlos     | Lopez-Galvan   | 06/20    |            |                |          |
| Robert     | Ramos               | 06/08    | Brenna     | Fechner        | 06/20    |            |                |          |
| Cody       | Warnes              | 06/10    | Raquel     | Vargas         | 06/21    |            |                |          |
| Bonnie     | Richan              | 06/10    | Lucas      | Payne          | 06/21    |            |                |          |
| Craig      | Nelson              | 06/10    | Lorena     | Gallegos       | 06/21    |            |                |          |
| Miranda    | Donaldson           | 06/11    | Brian      | Atwell         | 06/22    |            |                |          |

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.



