



"Accountability"
Glendale's Watchdog

Vanguard
Weekly News Vol III
Week of February 24, 2008
City of Glendale, CA Edition
www.vanguardians.org

Stage Set for Referendum

The four stages of Vanguardians "First they ignore you, then they laugh at you, then they fight you, then you win."
Mahatma Gandhi describing the stages of establishment resistance to a winning strategy of nonviolent activism

When WE are complacent THEY win!

"I don't make jokes. I just watch government and report the facts." Will Rogers

BREAKING NEWS

[City of Glendale 100K Club, Calendar Year 2006 and 2007 Comparison](#)

VALLEJO – Vallejo, CA residents are expected to pack a town hall meeting as the city struggles with a growing deficit that has it on the brink of declaring bankruptcy. City Manager Joseph Tanner says with the city spending more money than it is taking in, by mid-April Vallejo won't have the money to pay its employees. Officials are blaming the city's fiscal crisis on a combination of factors including climbing police and firefighter salaries along with overtime expenses, while tax revenues decline because of a weakening housing market. The report went on to note that Vallejo is over budget, underfunded, and considering bankruptcy.

LETTER Last evening on TV, it was reported that 10 Vallejo firefighters were paid over \$200,000 last year. That would make Glendale Firemen severely underpaid, as many make less than \$200,000/year.

Next week a treatise on the Brown Act and Blackberries - researched by the Vanguardians legal team.

The Public is Still Waiting

1. For an accurate soils report for 3600 N Verdugo
2. Since December 4th for the GFD response to retired Chief Philpott
3. For the City Attorney to respond to whether his office will provide legal counseling and/or representation for Council member Weaver as Weaver makes his way across the morass of the DA, FPPC and the IRS
4. For City Manager to call the victims on Broadview Street
5. For justification that the payroll for the \$100K Club increased \$12,000,000 in one year!

HEADLINE STORY

Council passed an ordinance that will change the way absentee ballot applications are processed by prohibiting candidates for public office from handling the returned applications. CM Yousefian suggested a 'win-win' solution by taking the issue to the public by a referendum.

This just in...

No more Blackberries on the dais as it could cause Brown Act violations such as serial meetings, creating the equivalent of closed sessions, and allowing the public to address and influence the legislative body while keeping their names secret. [Open-meeting advocates are concerned that someone with a matter pending could unduly influence legislators by sending messages](#) before votes are cast. "It's proliferated like crazy in every walk of life," said Brian Sobel, a Petaluma political consultant. "To think it hasn't happened at council and planning commission meetings is to deny what's going on."

Roger Myers, general counsel for the California First Amendment Coalition, said such communication could violate open-meeting laws if it is directly related to an item on an official agenda. If enough members e-mail each other, it could amount to a serial discussion, prohibited under the Ralph M. Brown Act, the state's public meeting law, Myers said."

According to sources sitting on the dais in Glendale, such messages are legal advice, directed to city department heads and more. Vanguardians has tested the system for over 6 months. The Council passed an ordinance to address perceived absentee ballot application issues, will they do the same in this case? As of the time this is being written, the City has stonewalled on a request for emails and blackberry usage during Council meetings.

As an illustration, former Fire Chief Gray used his Blackberry to request that a Battalion Chief move 20 firemen out of the Council Chambers. They were there to pay homage to the Council for their payraises.

All that is necessary for the triumph of evil is for good women & men to do nothing

If you have issues with the City and you fear retaliation, bring them to Vanguardians and we'll share them with the appropriate department assuring your anonymity.

City Council

Weekly Council Scorecard

Council	2-19-08	Overall	Contact info
Drayman	B	B	jdrayman@ci.glendale.ca.us;
Najarian	B	B	anajarian@ci.glendale.ca.us;
Quintero	B	B	fquintero@ci.glendale.ca.us;
Weaver	B	C	dweaver@ci.glendale.ca.us;
Yousefian	B	B	byousefian@ci.glendale.ca.us;
			.SHoward@ci.glendale.ca.us;
			.Starbird@ci.glendale.ca.us;

A contentious and spirited meeting. CM Weaver made an interesting observation about the vote by mail application which required name, address and phone number. CM Drayman spoke to the process of a representative government. CM Quintero spoke of his experience living in the South and being in the military.

Giving money and power to government is like giving whiskey and car keys to teenagers' *P.J.O'Rourke*

Fire Department

For calendar year 2007 provide documents indicating the number of Glendale structure fires where structural damages were in excess of \$500,000. Response: There are no records!

Interim Fire Chief says firefighters are too busy to go out and knock on doors to find out where people with disabilities live, (however, they do have the time to go door-to-door during election time to support their favorite candidates.) Also the Fire Chief said it will be too expensive to construct and maintain a database for the collected information.

According to their own records, only 4-5% of their workday is used to respond to service calls which leaves 95% of time to gather the necessary information. Meanwhile it is OK to take a fire engineer (\$137,000) offline to design fire stations that have a long way to go for Council Capital Improvement fund approval, if ever. There is a fire captain (\$180,000) who is assigned to press information whose job could be done by the GPD PIO or the City PIO as there is little that the GFD has to report that requires such an expensive position. The Fire Department HR Department has a Battalion Chief,(\$240,000) a Captain, a firefighter (\$124,000) and an engineer as well as a civilian employee and 4 cadets. This function should be handled by Matt Doyle's HR department. Also there is a 'special detail' with a \$100,000 firefighter assigned. This unnecessary expense is \$755,000 for payroll only.

What do firemen do? According to Fire Department documents in FY 06/07 there were an average of 1.6 structure fires per month. Divide the number by 9 fire stations, you will find the average spent extinguishing fires is <0.2 hours or 12 minutes. That's right – 12 minutes per month! Isn't it time to cut the excess?

Letter: Barry, I have searched and searched and have yet to find a justification for firemen working a 24 hour shift, nor have I found any reference to fire managers [ED Exempt from overtime employees] being entitled to overtime. I understand you questioning whether those personnel that work a 40 hour week getting an 11% shift differential then going on to work a 24 hour shift as well. You had earlier pointed out there was no need to pay all these people to sleep and provide living accommodations. Why not have them work shifts like the police do? They could patrol and be available more quickly. I certainly hope the new fire chief will consider the community needs first. BW

Retired Police Chief Bruce Philpott, a 40+ year Glendale homeowner, takes on the Glendale Fire Department to show the public how to save\$100,000,000 and improve public safety. To schedule a presentation for your group, call him at 818 240 8949 or email him at logicpoint@aol.com. On March 4 the Rotary Club of Crescenta Valley will host Bruce Philpott presenting his plan to streamline the Glendale fire department saving the taxpayers money while becoming more efficient. The club meets at Grandview Palace, 2650 Foothill Blvd, La Crescenta at 7pm for dinner followed by the program. For more information call club president Katie Friedman at 818 248 5348.

A government that robs Peter to pay Paul can always depend on the support of Paul. - *George Bernard Shaw*

Vanguard is published independently by Vanguardians, Advocating for Accountability– Our vision is to live in a community where all people, regardless of geography, background or economic status, can enjoy accountability, integrity, effectiveness and responsiveness from our elected officials and each of the city's departments, through grass roots involvement, engagement and advocacy.

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1 *Commentary*

You may agree or disagree with the views below. Feel free to comment on them.

I can hear the Uncle Mattie commercial while I write this. Uncle Mattie is a dog trainer and he encourages praise when it comes time to work with your dog. In Glendale the praise is granted by huge salaries – 523 employees are paid almost \$70,000,000, an amount that does not include benefits and burden of 25% to 60% of the payroll. The \$70M is only for the employees making \$100,000 or more, and not the other 2000 city employees. Of course it does not include consultants or contract workers like the Beeline drivers. There are certainly better ways to show praise for appreciation. On top of that, the city has not provided the professional credentials of certain employees, credentials that may show they are qualified for the job they hold.

It would be easy to provide that information rather than saying they are the best qualified because we pay them more. That doesn't equal a Curriculum Vitae. Wouldn't it be more valuable in the way of praise to say that the professional credentials are available online? There are many ways to show an appreciation for a job well done that will lead to retention, innovation and better performance. (Please see #2 Articles).

As an example, the City Council is a group of dedicated people that work for about \$30,000 each, making policy for the City. There are about 100 Board members and Commissioners that volunteer their time and work for free. Their motivation is doing a great job – doing what is best for the Glendale public.

We must encourage top management to review methods other than financial compensation to drive our municipal workforce. Then we must encourage the elected officials to make regular inquiries into the increasing number of consultants the City retains to do much of the work that employees should be doing. We need to review these consultants contracts, scoping and change orders to see how much green is bleeding from the City Treasury.

TAKE ACTION – GET INVOLVED – BE INFORMED

Moral cowardice that keeps us from speaking our minds is as dangerous to this country as irresponsible talk. The right way is not always the popular and easy way. Standing for right when it is unpopular is a true test of moral character. [Margaret Chase Smith](#)



2 *Potpourri*

Letters & Email

ED – Letters published do not necessarily express the opinion of Vanguardians, this publication, the organization or Barry Allen. Names are used only when requested. Letters will not be published that aren't signed and/or are hate oriented.

Superior edition of Vanguard. After a couple of relatively quiet weeks, the underlying foundation of dysfunction reappears. Same stuff -- different day. One would think that the potentates would become embarrassed by constantly having their unvirtues publicly exposed (e.g., incompetence, favoritism, conflicts of interest, violations of the Brown Act and other laws, heralding the minutiae while ignoring the catastrophes, and generally seeking to maintain and protect the brouhaha rather than fixing it, among other not-so-sterling characteristics.) Nevertheless, in the words of the late John Belushi, "But nooooo!" They keep doing the same things over and over and over, and, so far, they've largely gotten

away with it. Clearly, from the letters, a handful of people are paying attention. But the remarkable phenomenon is that droves of citizens aren't DEMANDING an end to the utter, rampant foolishness. Citizens of Glendale, take heed that a strange coalition masquerading as public servants is systematically picking your pockets, becoming rich by doing it, telling you what a great job they're doing for you, and attempting to silence or discredit the few who are digging out the truth. Don't believe those who would use the euphemism, "It's just raining." The acrid odor of the moisture says otherwise. Turn off the spigot before you drown. Barry and company will help. Pull together and reclaim the city.JS

Thought I would drop you a line or two with my check for your good work in monitoring the city.

Regarding the City Council, the members sure took a lot of valuable and unnecessary time the other night in naming a short, insignificant street in the Americana at Brand complex. Really, how important is that?

I haven't asked you about the talk going around that a member of the council allegedly sexually harassed a city employee. You have mentioned it several times in Vanguard. What's the latest?

Keep up the pressure on the Glendale Fire Department which is hedging from giving a reply to your charges and to Bruce Philpott's plan to shave that astronomical figure in the department's operation and to provide more public safety. I'll bet some of the fire officials have nightmares when they go to bed about Barry Allen and his persistence to get answers from their department. Keep it up... and the nightmares, too. As I told you before, I am amazed at the huge amount of information you gather on the city, much of it of "watch dog" material that Glendale has to explain to its citizens. MD

In response to "Breaking News" in the Feb. 3 *Vanguard*, I'd be available for a breakfast or lunch group meeting. My particular interest is "condo chaos" brought on by arrogant, unteachable, incompetent HOA Boards over the last four years, and how to get answers to questions the condo HOA Board, the management company, and the HOA lawyer have refused to answer about accountability.

My question is, what recourse do I, as a homeowner, have in a condo complex where I am now a minority, and the majority of immigrants in the complex (75%) are incompetent to run the HOA (but they're in power because they stick together), and because they don't know what they're doing, they have hired outside help vis-a-vis a management

company and an HOA lawyer, who both saw the situation and heard "ka-ching" and are now, in effect, running the HOA, not with the best interests of the HOA and the homeowners in mind, but their own wallets.

What's going on in my condo complex is something some investigative body needs to look at, but I don't know who. I need continuing education to protect myself and cannot find it. Where can I take a course in a bricks & mortar building taught by an attorney with time for Q&A (outside of law school)? Any help you can provide would be much appreciated. Thank you. GG

Kudos for bringing these things to the public's attention. Wow, that 100k club is a shocker and I am really at a loss for words. A fireman making more money than a city manager - that is unheard of!!! More than 30 of the 50 top paid people in our fair city are firemen according to this list.

Did our city fathers bestow these exorbitant salaries and costly perks on our firemen thinking they were getting something special in return? I've been reading city labor agreements on line and have clearly seen other fire departments don't pay these things. Just look them up and you will see not even Pasadena and Burbank pay their people like this! I called the Pasadena fire station and was told their fire bosses don't get overtime and they don't get big bonus bucks just because they have to work in an office. And just how much is this paramedic thing really costing? The Pasadena fireman said most of the firefighters on the Glendale list are probably overtime paramedics.

I own my own business, I work hard and I slave many hours away late into the night and on weekends to feed my family. I have to travel and am away from my wife and kids far too often. I make a tidy living and I live in a nice house in a great area of town, but I sure don't make anywhere near what that battalion chief made. RC

Dave Weaver, my favorite Council member, didn't show up at a Council meeting because he was at a bar? That is just wrong. We pay him to work for us on Tuesdays. I voted for him. Who is he hiding from? CJ

CALLS: We get numerous calls – here are some of the questions:

Who tells you what to write about? [ED – Each week there are issues that come about because of City Council meetings, tips from city employees, from community members and from responses to public records requests. Then there are our advisors that are polled to get their input on issues. When I was a radio broadcaster I relied on the letters to the editor to get the pulse of the community and I would sift through them to separate fact from opinion and so state. Now that Vanguard News has become so popular, the letters and calls section stand on their own.]

LINKS [Click here for Vanguard Archives by Hal Weber-- Open Government Guide](#) www.vanguardians.org [Check Zip Code Demographics](#) [Global Incident Map updated every 5 minutes](#) for a free copy of waste of taxpayer money, read [Piglet Book 2007](#) . -- [ZIPskinny - Get the Skinny on that ZIP](#) [Vanguard in the Daily News](#) [The Glendale California 100K Club](#) See who makes how much in Glendale

CALENDAR – Click to view the agenda [City Council](#) [Housing Authority](#) [Redevelopment Agency](#)

Monday, February 25

Historical Preservation Commission – 2:00 pm, Room 105, Municipal Services Building, 633 E. Broadway, Glendale. 548-2140

Transportation and Parking Commission – 6:00 pm, City Council Chambers, City Hall, 613 E. Broadway, Glendale. 548-3960

Tuesday, February 26

2:30 PM Session GRA, Housing and Joint Meetings City Council Chambers, City Hall,

6:00 PM Glendale City Council -- Council Chambers, City Hall, 613 E. Broadway, Glendale. 548-4844

Wednesday, February 27

Zoning Administrator – 9:30 am, Room 105, Municipal Services Building, 633 E. Broadway, Glendale. 548-2140

Civil Service Commission – 5:00 pm, City Council Chambers, City Hall, 613 E. Broadway, Glendale. 548-2110.

Thursday, February 28

Special Time – Arts & Culture Commission – 2:00 pm, City Council Chambers, City Hall, 613 E. Broadway, Glendale. 548-2000

Design Review Board #2 --5:00 pm, Municipal Services Building, Room 105, 633 E. Broadway, Glendale. 548-2140

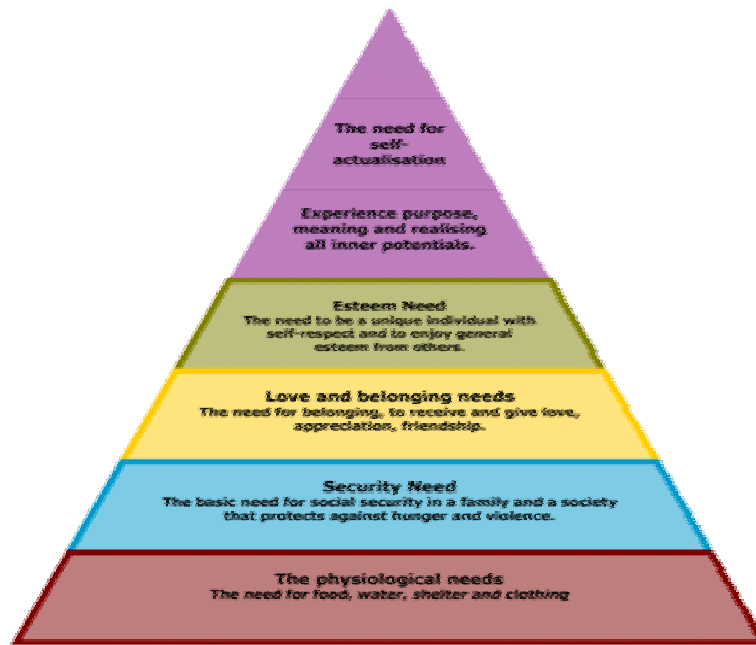
Articles

City Management claims that you have to pay the most money in order to get the best, most motivated and productive employees. The time has come to move out of the dark ages and study methods that will lead to retention, innovation and productive people:

The Role of Motivation Research suggests that as employees' income increases, money becomes less of a motivator (Kovach, 1987). Also, as employees get older, interesting work becomes more of a motivator.

Myth -- "Money is a good motivator" Not really. Certain things like money, a nice office and job security can help people from becoming less motivated, but they usually don't help people to become more motivated. A key goal is to understand the motivations of each of your employees.

Create a positive environment. Promote an office atmosphere that makes all employees feel worthwhile and important. Don't play favorites with your staff. Keep office doors open and let folks know they can always approach you with questions or concerns. A happy office is a productive office.



[Maslow's](#) Hierarchy

[We're frequently told by public employee unions that their members deserve good benefits to offset salaries that are below](#) those in the private sector. In fact, it's not always the public employees who have the lower salaries. Academics who follow this closely generally concur that blue-collar workers draw higher salaries in the public sector, while high-end management and professional jobs are better paid in the private sector. As for the benefits, they are generally more generous across the board in the public sector.

3 Open Government

City Attorney refused to provide a petition that was provided to the City Council and to the TPC citing an election code. City Attorney refused to supply documents showing the qualifications of a professional city employee making \$130,000 City Attorney redacted names and addresses from correspondence made a part of the public record The attorney-client privilege in the context of the Brown Act (Gov. Code, § 54950 et seq.) must be strictly construed. Public board members, sworn to uphold the law, may not arbitrarily or unnecessarily inflate confidentiality for the purpose of deflating the spread of the public meeting law. Neither the attorney's presence nor the happenstance of some kind of lawsuit may serve as a pretext for secret consultations whose revelation will not injure the public interest. Stockton Newspapers, Inc. v. Redevelopment Agency (1985, Cal App 3d Dist) 171 Cal App 3d 95, 214 Cal Rptr 561, 1985 Cal App LEXIS 2391.

4 Vanguard

Wanted: Armenian and Korean Translators— Wanted: Vanguardians needs a light meter and a sound meter, MSVista compatible Adobe 8, a digital camcorder, a color laser printer with duplexer, a portable document scanner and office space.

VANGUARDIANS

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5



the Insider is a compilation from several City employees that want to have a better managed City and are willing to share their thoughts with the local denizens.

GRA is going through a bit of change. Dave Ahern is going to Parks as a Project Administrator and Robert Kadlec left the City. I know Bob was unhappy here. Dave left for more money. Phil Lanzafame is being sued by a former female employee. I hear talk that Starbird is planning to retire, just getting his retirement package padded. He used to have quarterly meetings with the managers, but that slowed down in the last three years. He may have one a year now days. McFall is still building his team by meeting with all the folks one level down from the division heads. Word from on high is that there will be no meeting of the disabled community as there is fear that the City will be forced into compliance.

Executives are looking into the issue of hiring more firefighters or keep the overtime plan. Staff is all watching the police woman's case that just started. Most are on her side. Can't believe that City's position is "We have reasons to discriminate."

No sign of the matrix report that was promised to Council two years ago. Rumors have it going to the Council on March 4, I'm not holding my breath. Popular thing right now is to audit everything and the results are always the same. Increase documentation for everything that is done and triple the paperwork staff does. I see a lot of public records in the future.

I hope you noticed that there were 3 building and safety inspectors that made the \$100k list. Big talk is whether Zurn will go head hunting again like he did with Eddie Lee, based on the amount his staff made. Folks busted thier asses for the City on overtime, only to have their careers threatened for it. No wonder morale is so low.

Looks like Zurn assigned Mike Wiederkehr as the point person in both Trees and ADA that he failed in. This makes Zurn look proactive, but also distances him from future blame in those areas. Nothing will ever be his fault.

Now that the Civil Service Commission meetings are on the web, everybody can watch what Gantus does as the Chairperson. His term will be up in May. Good news for the City. The GMA board is keeping a low profile. So much so that they don't even communicate with their own members.

The owner at 1971 Deermont. is building a small addition, (50 sf, new roof and windows), got everything approved the right way. starts work, is putting the new roof on and her neighbor, Council member Quintero, calls planning and complains that it looks too Mediterranean. City sends out an inspector who makes her stop work and tell her they made a mistake. This is how our DRB system messes with families. A Council person can, just by a call, cost anyone fixing up their home a lot of money by delaying a project.



6 Humor

Jump Start