



“Accountability”
Glendale’s Watchdog



Vanguard
Weekly News Vol IV
Week of June 28, 2009
City of Glendale, CA Edition
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818 243 1502

HAVE A SAFE HOLIDAY WEEKEND

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 advocacy



No flak when Fire union workers give up \$600,000 for two years that they can make back with two overtime shifts in which they can catch 8 hours of sleep. Then the City Budget Masters can claim a full \$1.2M in one year while the City constituents are punished by the reduction of police resources and degrading of Life Support services. Just by Council direction, millions of dollars could have been saved by stopping position coverage OT in the fire department.

Rather than have left-over funds returned to the General Fund, Management has provided staff reports to hire consultants with that ‘extra’ money. Take the last two months and add up all the expenditures in “Consent Items” and that will give you an idea of how much “muscle” was left after ‘cutting’ to the bone the last budget. The City spent millions on consent items that include contracts of \$50,000 and over. Some of those were last minute paving, a GFD consultant and more. The public has no inkling of the number of contracts under \$50K.

Coming soon...the race for the 43rd Assembly seat held by Paul Krekorian. In the coming weeks we’ll share how to avoid the primary and go directly to the General Election AND we’ll share the names of those potential candidates whose names are already surfacing.

People are catching on to the high cost of wages and pensions. [The message is getting through that we can no longer afford business as usual.](#)

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

JULY 3 FRIDAY BUSINESS BREAKFAST CANCELLED DUE to the INDEPENDENCE DAY WEEKEND

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Vanguard is published independently by Vanguardians, Inc. 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.

THE RIPPLE EFFECT



The water talk ran on Tuesday night as the Council made it clear that Glendale is reliant on the Glendale Water and Power revenues to fill up the City's General Fund and there is nothing anyone can do about it. [ED – [The Council could put a charter amendment on the ballot and let the voters decide.](#)]

Currently, the City Charter requires 25% of GWP's revenue to be transferred annually, and so far, when the City meets to discuss how much will be transferred each year, the City always stays below that figure; though when comparing the GWP 2008-09 transfer period to the 2006-07 period, there is a 26% increase. Though the figures seem harsh, it's easy to cast the transfer in a positive light. The GWP states in every yearly report that transferred funds help "...Enrich the community through libraries, parks and recreation." And though it may seem innocuous for a non-private, city governed institution to give money to another like-run body, complications do occur when the City takes so much revenue that the GWP cannot fulfill its own needs and must borrow or raise their customers rates unfairly to make up for the deficit. This may seem merely theoretical, but with Glendale, like the rest of California, in so much debt, the occurrence of unfair practices by the institutions doing the taxing seems inevitable. In addition to these concerns, the General Fund pays for City workers' salaries, like firefighters and the police, who have been criticized in the past few years for unlimited overtime, and unnecessary pay-raises.

Though the City Manager recommended the transfer to Council, the public asked for resistance. One speaker railed against dramatic increases stating that in January alone, rates were raised 12.5%. The speaker also brought up the 2006 victory for California taxpayers in regards to Prop. 218, a proposition instated to protect the taxpayer from hidden fees and charges that local governments could, though a loop hole, tack on, like raising water and power rates in order to finance the transfer of revenue over to the City's General Fund. The 2006 Howard Jarvis Taxpayers Association win was brought up in an effort to warn the council, that Glendale may be next in having to repay its water and power customers millions of dollars that went into the General Fund. Currently, the LADWP is facing a tentative ruling by the Superior Court that states they must pay back \$30 million to customers for violating Prop. 218.

City Attorney Scott Howard defended the transfer, stating that the City of Los Angeles doesn't have a charter like Glendale's and that the case is still being flushed out, though as any attorney knows, once a precedent is set, especially by a Supreme Court (as in the 2006 case), all rulings thereafter tend to fall in line.

The Council took a "don't blame us" approach by maintaining that the transfer process was instated long before their time, and was something the City now depended on. Council member Najarian wondered if he was being overly dramatic when he said, "The city of Glendale would cease to operate as we know it now" if the council were to strike down the transfer and the money was taken away. Though, Najarian was using hyperbole to support his position, he was correct in assuming that without the revenue, the way Glendale does business would change forever and given the recent past, the transformation is likely to be provoked by a ripple started in 2006, rather than any amendment from within.

Council Reporter Laurel Miller

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



CONTENTS:

- 1) [Commentary](#)
- 2) [Shout Box](#)
- 3) [Public Records](#)
- 4) [Vanguardians](#)
- 5) [The Insider](#)
- 6) [Humor](#)
- 7) Neighborhood News

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



From the Publisher.... The People Spoke



The people want legislators including City Council members to be good stewards of our financial and physical resources; to pass legislation that benefits the constituents; to be fair to the employees.

Just a month ago the voters turned down a request for more money to throw at the deficit. We said, "No! Live within your means." We, the people have to. In Glendale those knowledgeable members of the public that have taken the time to become comfortable with the budget have as well asked for fiscal restraint. Instead we listen to a Council berate Police management for issues with the police union that has not had pay parity with the fire union. The fire union gave up nothing. Fire Dept. management will make certain that there will continue to be

millions of dollars of overtime. The Council can choose to do away with position coverage OT. They won't.

Meanwhile the City Council decided to pay City Employees much more than their civilian counterparts; to give pensions that far exceed those in the private sector; and to hire back pensioned employees so they can 'double-dip'.

Social Security provides about \$14,000 per year while City Retirees get \$150,000 per year for retirement claiming that it is to make up for their low wages. How outrageous! Their wages are now a matter of public record. They are at the top end of the ladder, not the bottom.



The problem is education. The public is uneducated as to the real cost of municipal employees.

"IT'S PROP 13'S FAULT!"

We heard it Tuesday night. Prop 13 is responsible for the fiscal mess California is in. Jim Starbird said it echoing everyone connected with 'spend more than your revenue' and then 'borrow even more'. Soon Glendale will be on the way to having borrowed almost \$400,000,000 (Four Hundred Million Dollars). That amount PLUS interest has to be paid back to the bondholders. Forget about constituent needs. They will be left in the dust as the wage and benefits pyramid along with pension payments and debt principal and interest consume every dollar.

Add a new State Constitution that will erase Prop 13 and Prop 218 and you will see more people lose their homes. Read the following letter and you can envision the pain: "Repealing Prop. 13 wouldn't solve our problems. I remember 1978 well. That's the year my mother would have been forced out of her home by skyrocketing taxes.

My parents bought their home in the late 1960s, two years before my father passed away suddenly and about seven years before the real estate market boomed.

The problem is overspending government, which has proved time and again that it will spend more money than is available - there is no limit. If Proposition 13 was repealed tomorrow and everybody's taxes increased 300 percent within two years, California would be in the same mess.

The answer is to throw these idiots out of office, reduce the legislative staff, go back to a part-time Legislature and live within our means. [ED Emphasis added.]

So many people move around, and there has been so much construction over the past few years, it makes no sense to blame Proposition 13 for our troubles.

I'm not even sure that without it, I could afford to stay in my home. **Alan Madeiros Manteca**

Thanks to attitudes like those of our esteemed City Manager who, on several occasions, said he would borrow everything he could, we are faced with more and more debt passed to our children. There was no clamor to have the top executives agree to a pay cut that would have given the public the police services; nor was there a whisper about saying, "No!" to all the new consultants. **THE BOGEYMAN OF GOVERNMENT IS THE HOMEOWNERS' SAVIOUR.** **BARRY ALLEN**

[June 11, 2009, Blame the Unions The real reason California is in such bad shape. By Chris Reed](#)



In covering California's endless budget woes, the media are always quick to trot out tired clichés about the Golden State's being ungovernable because its clueless residents want costly programs but balk at paying the taxes needed to cover them. Over the past month, writers for the *New York Times* have weighed in five times with veiled or direct condemnations of California's constitutional requirement that tax increases be approved by two-thirds of state legislators. In a May 25 column, Paul Krugman endorsed this conventional wisdom and added a pot shot at the landmark 1978 California ballot initiative that capped the rate at which property taxes could increase: "The seeds of California's current crisis were planted more than 30 years ago, when voters overwhelmingly passed Proposition 13, a ballot measure that placed the state's budget in a straitjacket."

The major network-news shows have offered a similarly simplistic framing. On June 2, ABC News reporter Laura Marquez said that the Golden State's schools and social services were in dire straits because of laws that make raising taxes a "virtual impossibility." This was in keeping with ABC's party line, spelled out on the May 24 edition of *This Week with George Stephanopoulos*. The host — to the earnest agreement of *Washington Post* columnist E. J. Dionne — said that more federal help for California should come with conditions. Just as the federal government attached strings to its aid for New York City in 1975, said Stephanopoulos, Washington should force California to abandon its two-thirds rule on tax hikes and to "do away with Proposition 13."

Despite its superficial appeal, this narrative is unconvincing. For instance, the claim that California voters balk at paying for what they want is easily refuted. There is no evidence that the public wanted the state and public-schools work force to explode by 24 percent — from 719,000 to 895,000 — between 1997 and 2007. There is no evidence that the public wanted never-ending pay and benefit increases for these public employees, in particular an obscene 37 percent raise given to prison guards. There is no evidence of public support for a 1999 law that allows many of these workers to retire in their 50s with pensions of up to 90 percent of their last annual salary.

Meanwhile, the argument that the two-thirds requirement to raise taxes has subverted sound governance implies that this obstacle has kept taxes unrealistically low. Hardly. California has the nation's highest sales and gasoline taxes, the first- or second-highest income tax (depending on how it's measured), and the highest business taxes in the West.

The claim that Proposition 13 crippled California's revenue stream also doesn't hold up. Because assessments can be raised to current values when property changes hands, property-tax revenue went from \$6.4 billion in 1980–81 to \$43 billion in 2006–07. That's a nearly 600 percent increase, which is far higher than the combined rate of population growth and inflation over the same period. In fact, property-tax revenue went up at a slightly higher rate than overall state revenue. Krugman's assertion that Proposition 13 amounts to a budgetary "straitjacket" is further undercut by [the latest Tax Foundation data](#), which rank California 19th (out of all 50 states) in property taxes as a percentage of total state taxes.



Given this backdrop, it's simply daffy to blame California's budget process, its voters, or Proposition 13 for the state's inability to live within its means. Blame the majority Democrats in the state legislature who have done unions' bidding for the past decade — spiking public employees' pay and benefits, expanding government programs to offer ever more taxpayer-subsidized services, using borrowing and other gimmicks when revenue was weak and spending every last dime when it was strong, and constantly adding new burdens to business that hurt tax collections and drove employers (and jobs) elsewhere.

Once merely a powerful special interest, these public-sector unions now have a chokehold on the state. Here's how extreme it is: For years, two of California Democrats' top priorities have been enrolling more poor children in state health programs and encouraging individual homeowners and businesses to install solar panels to generate their own power. But at the behest of unions, Democratic legislative leaders killed a measure to allow parents to enroll their kids online because it might have led to layoffs of clerks at county social-services offices. They also killed a bill touted by Gov. Arnold Schwarzenegger to create incentives for solar-panel installation because it didn't mandate the use of union labor.

Such immense union power is the central reality of California politics. That is why Schwarzenegger spent his first two years as governor trying to rein it in. Unfortunately, he gave up in late 2005 after his reform initiatives were defeated in a special election. Since then, he has focused on becoming a Teutonic Green Giant on climate-change issues.

The next time the usual suspects spout the usual clichés about why the Golden State is ungovernable, turn down the sound or turn the page. When it comes to California, the Stephanopouluses and Krugmans of the world don't know what they're talking about. — **Chris Reed is an editorial writer at the San Diego Union-Tribune.**

"The American Republic will endure until the day Congress discovers that it can bribe the public with the public's money" - [Alexis de Tocqueville](#)

Insanity: doing the same thing over and over again and expecting different results. [Albert Einstein](#)

Commentary: ANSWER TO LEADERSHIP WOES LIE WITH PETER DRUCKER



Peter Drucker may be mandatory reading for anyone preparing for an MBA, but his words are probably long lost to many in Glendale's management. For city council members, seeking answers to the two current crises in Glendale, the urgency to seek wisdom from Drucker's words can't be over emphasized.

Like most cities in California, Glendale is facing both a fiscal crisis and a water shortage crisis. Both of these events did not just come up suddenly from the bowels of a sinister force; all the elements leading up to these crises have been brewing for a long time. In July of 2007 then mayor Ara Najarian, under the advice of management, gave us a firm declaration of the dire water conservation needs. By mid-year 2007 the chorus of economist singing the impending housing bubble economy was loud and clear. Yet in both of these crises, no one in a leadership position heeded to the clarion call to action.

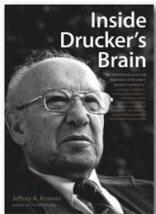
The reason for lack of leadership in Glendale's government may be found in the following observation by Jeffrey Krames in the book [Inside Drucker's Brain](#); "...pettiness and ego are the enemy of effective leadership...." Krames then continues to quote Drucker's list of key leadership competences:

- a. The willingness, ability, and self-discipline to listen.
- b. The wiliness to communicate, to make yourself understood.
- c. Don't alibi yourself
- d. Understanding how unimportant you are when compared to the task.

The water crisis was by far the easiest problem to tackle. The data on consumption and trends was easily available. The best places to save water were clearly defined. Yet despite prior history of other similar crises, the city failed in establishing performance measures or make management responsible for results.

Two apparently conflicting issues stood in the way. The city councilmen eagerness to help their developer friends move their building projects without any the additional costs of water conservation measures, and the need to pull money out of the GWP funds into the General fund to feed the increasing employee pension and salary demands.

The growing financial crisis was also predictable. California government has been in financial straits for about five years, and it has repeatedly raided the coffers of cities to make its budget balance. But another growing and ominous trend in Glendale has been the increasing number of middle management employees and the increasing burden of the "3% at 50" pension obligation. That obligation which gives safety employees 90% of their last salary for life beginning at age 50 now demands 300% more in yearly expenditures than it did ten years ago.



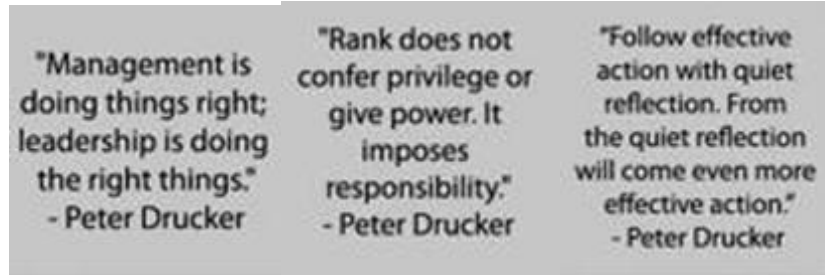
Yet despite the growing financial burden, the city has continued to increase its payroll and benefits by millions of dollars each year irrespective of the foreseen financial burdens. On Tuesday June 16th the city council approved half a million dollar increase to the medical benefits of many management employees along with the reimbursement of their co-payments.

The city council, in effect, hindered the very mechanism put in place to keep a lid on medical costs. Not only are many managers getting top medical benefits available anywhere, the top premiums and co-payments are footed by the taxpayer at a time of the worst economic crisis the city has had in decades.

We now see a city council powerless if not subservient to the two safety unions – Police and Fire and the new Glendale Managers Association. It was easier for the Glendale Fire Fighters Association to give up their scheduled pay raise as its members can always count on the structured overtime pay to pick up another ten to thirty thousand dollars each year. The police association, seeing its members playing second fiddle in the city's payroll game, would not budge on their scheduled 6% raise.

Unfortunately for Glendale stakeholders, money and water are not the only shortages we face. We are facing a shortage of values and leadership. With the surfeit of indifference to the overburdened taxpayer from our government employee associations, maybe it's time to recommend to them a seminar on America's core values. Or they should simply pick up an influential book, for Pete's sake. **Herbert Molano**

MANAGEMENT WORDS OF WISDOM FROM PETER DRUCKER



COMMENTARY II: STRATEGY AND DRUCKER'S WORDS OF WISDOM

In the past year the concept of creating or updating strategic plans has surfaced in at least three Glendale city departments: GWP, Police and Fire. Those efforts should make any lover of good management practices smile with comfort and exited about the possibilities. But most people don't know that 90% of Strategic Plans fail to accomplish its stated objectives. The GWP and Police have concluded framing theirs. It is my hope that the GFD will take a more measured approach.

I see major obstacles with the just concluded strategic plans, and two of those can best be expressed by the concepts of Peter Drucker: "Few things can clog an organization like excessive, oppressive management layers. If decisions get bogged down, it could be because of too much red tape and/or too many stifling layers of management." The other is: "Unless there is a clear strategy that everyone in the firm can communicate, people will not understand how their accomplishments contribute to the organization as a whole."

But a strategic plan needs sound leadership from top management to supervisors as an essential ingredient to success for any strategic objective. Accomplishments (measurable objectives) and people accountable for results are the essence of successful strategy implementation and management can either hinder or aid in its success.

Here is a sampling of Management Words of Wisdom from Peter Drucker that can foretell strategy success.

From *Inside Drucker's Brain* by Jeffrey A. Krames

- What to look for in a Leader: Look for integrity, character and consistency
- Leaders lead by example by living the values of the organization and setting the bar high for themselves and their people.
- To be able to control his performance a manager needs to know more than what his goals are. He must be able to measure his performance and results against the goal.
- Priority decisions convert good intentions into effective commitments, and insights into action.
- Results only happen on the outside.
- What to do is at least as important as how to do it.
- One of the key priority decisions is to know what should not be done.
- Question every assumption and abandon those that are no longer relevant.
- Execution is not just tactics- it is a discipline and a system. It has to be built into the company's strategy, its goals, and its culture.
- People only accomplish important things when they are not sidetracked or distracted by meaningless tasks.
- Any manager or individual who does not perform to a high level should be removed.
- Those that get caught up in their own egos destroy an organization. Those are the people who think of themselves before the organization.
- Any man who fails to set the right example corrupts the others and is grossly unfair to the whole organization.

For more information on successful implementations of strategic plans search for the "Balanced Scorecard" in the cities of Charlotte NC and Olathe KS

• www.olatheks.org/Finance/Budget/BalancedScorecard
www.harvardbusinessonline.hbsp.harvard.edu/relay.jhtml?name=itemdetail&id=1282



Christian will be writing about living in the Canyon when they the power comes back on. Reminds me of Jamaica where electricity is on in one part of the island and off in the next
CHRISTIAN ARBID

Total Number of Current and Active Glendale Foreclosures as of June 26, 2009 are: **821**

The writer is a Real Estate Broker and Loss Mitigator. 818.232.7899 Questions Relating to Foreclosures, Short Sales, Saving Your Home, Loan Modifications check out his blog at www.LenderLies.infoEmail Christian at christianarbid@gmail.com and your question will be answered in the next issue of Vanguard.

The only way to make sure people you agree with can speak is to support the rights of people you don't agree with. [ELEANOR HOLMES NORTON](#)

TAKE ACTION – GET INVOLVED – BE INFORMED – SHARE VANGUARD – VOLUNTEER

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 Shout Box

ED – Letters published do not necessarily express the opinion of Vanguardians, this publication, the organization or Barry Allen. Names are used only when requested. Initials are used as there are people, believe it or not, who are concerned with retaliation or have issues before a legislative body. Letters will be published that are signed and are not hate oriented.



We get mail: After reading what the Vanguard said about all the perks the firemen are getting I decided to read it first hand on the city's web site. I would encourage everyone to do likewise because when you read between the lines it's shocking. The perks and benefits afforded our city firemen are astounding and by far exceed any other city employees, even the cops. Is it true they are the highest paid in the county? Mike Mohill is right; the raise these guys gave up is nothing to them at all. I'll bet they gladly threw that 2.5% at the city to

keep them from trying to take back from their lucrative overtime and extra pay racket. It's no wonder that \$100k+ club is dominated by these guys. My question: Where's the fire that justifies all this overtime pay? Because it's not here in Glendale! And is it true that the chiefs get paid a car allowance even though they have a city car and a driver when they're at work? That's what I'm told anyway.

I own my own business and employ about a dozen people and I work about six or seven days a week. I thought I made good money and paid my technicians well, but it pales compared to what even a basic fireman seems to be pulling down in this town. I find it intolerable that they are talking about cutting cops and libraries and street maintenance while this multimillion dollar scam is continuing. CR



[ED – We sent the writer's questions for response and the writer's comments follow: "Thank you for the further insight. This is truly amazing! So, I assume from reading their MOU that the driver, if paramedic trained, would also get that bonus on top of the assignment pay even if he never sets foot in an ambulance? This is insane. And the extra pays they receive for working normal business hours makes no sense at all. They constantly say they need good salaries because of their terrible hours, and then they insist they need even more compensation to work a more normal schedule? What is all that about? 13% to have to work a normal work week? And did you see where they get 288 hours of vacation? How much vacation time do you receive? My most senior people get 120 tops. That's three weeks and that's plenty. These guys are getting more than two months in paid leave with all their perks and overtime to boot.

Ok, I am done. It's nauseating me. I can see why Bruce Philpott is tired of beating his head against the wall. No one in city hall is listening and it is plain as day that they simply don't care." CR

A Response from Bruce Philpott on Vanguard of Davis fire issues: To: David Greenwald, regarding your commentary in the Davis Vanguard and the subsequent blog comments:

Consultants who are selected to provide reports on fire department issues such as the need to add another station or staffing engine and truck companies do so knowing that they will only get future business in the fire industry if they present the right material in the right way, avoiding the real important stuff that has been identified very accurately by Messrs Greenwald and Rifkin.

One good example in tailoring their report to be acceptable to the fire union and management's needs is when the consultant's report affirmed the need to staff with four because with less they couldn't satisfy the need for four firefighters to make up the entry team as is required by OSHA and the NFPA. By saying this, the consultant knows full well that it perpetuates the myth that if four firefighters were staffing the first arriving engine company, they could mount an interior attack and extinguish the fire. One member of the consulting team is a retired fire chief. He knows, as well do all the rest of fire management and union, that an interior attack on a structure fire cannot be accomplished with a first arriving engine even if it is staffed with four. There are many reasons, but here are a few:

(1) NFPA Section 1710 not only recommends engine companies be staffed with four, it also requires the firefighter who is operating the pump on the engine to be fixed at those controls for firefighter safety, and thus is not available for the entry team,

(2) One firefighter must be dropped off at the hydrant and remain there until instructed to energize the hose by the pump control firefighter via radio,

(3) The crew captain is the incident commander until relieved by a senior officer; as such he must assess and assign incoming resources: a second engine company to provide sufficient personnel to mount an interior attack, the truck company is directed to a position to ventilate the fire, a necessary requirement in a "working" structure fire before the entry team can enter safely,

(4) Resources must find the shutoff values for gas and electricity,

(5) NFPA – the only fire related organization that recommends staffing engines and truck with four firefighters -- has no standing in California. Not one single city or county in the state has endorsed NFPA 1710 (according to a chief officer at Cal Fire).

There is no fire related organization, including OSHA, NFPA, OES, IAFF, that has ever stated that a four person engine company can mount an interior attack on a structure fire (they will say it when they think they are speaking to an uninitiated person, but will recant instantly when confronted with the reasons I cited above. OSHA says the firefighter at the pump control is a heavy equipment operator and must remain at his station. What would happen if the motor on the engine failed, causing the water pressure to drop beyond safe conditions, or if the attack line hose became compromised. If the pump control firefighter became part of the entry team, he would needlessly be endangering the firefighters at the end of the attack hose because there would be no one to assure a steady stream of water on the fire and this could jeopardize the safety of the entry team.

Bottom line, the OSHA requirement of a four person entry team cannot be accomplished with either a three or four person engine company, but it can be accomplished with two engine companies even if both are staffed with three. The other option is staffing all engine companies with six; because that is the amount you really need to make the entry with a single engine company. That level of staffing would bankrupt every city in the state.



All small, outside fires are easily handled by three person engine companies with two on the hose and one at the pump controls. According the International Association of Fire Fighters, 90% of all REAL fires - not just fire calls because 93% of all alarm fires are false -- can be extinguished with a single engine company.

99.99% of medical emergency calls involve one person and a three person engine company backing up the two person ambulance is adequate.

Consultants on fire related issues won't tell you that the average call takes 15 minutes to complete, that training, maintenance, inspections, and all of the rest of the "productive activity" takes less than a total of four hours of a 24 hour shift. The rest of the time is standby and non-productive.

Firefighters are the highest paid workforce in all of government, yet they sleep 33% of their on-duty time and engage in leisure and non-productive activities another 55%. The data presented here is within the easy grasp of a consultant, but it would mean the end of a career in consulting.

The fire department doesn't want the public to know the real data and consultants will not produce it in fear of destroying their careers, city managers are afraid of the political backlash if they act independently, city council members are completely naive and don't want to run afoul of the politically powerful fire union, knowing that the voters love to hear how strong they support public safety.

I encourage Messrs. Greenwald and Rifkin to continue their pursuits of accountability, transparency, and seeking the most cost-effective delivery systems for the citizens and taxpayers. **Bruce Philpott**

Not everyone is ignoring the elephant in the room. There are those who speak out and are roundly criticized and, in some cases, made fun of, insulted and considered to be just giving lip service/criticism to the local city unions and the City Council for their own agenda and personal gain and not to be given credence.

However, these individuals who choose to put their views to the fore about the constant placating of union control whether city unions, police, fire or the criticism of the city budget deserve respect and heeding.

Not much, if anything is said by them, though, about our national problem as the subject for these dedicated individuals is the city.

For me it is about the bigger picture, the very large unions among other groups who receive the bounty of government stimulus and a big seat at the table who control many of our corporations' profits. It is our national budget and the printing of money based on nothing and the most important issue -- the promised health care plan. These are far reaching financial problems which are beyond the pale and are the controlling factor in this country affecting all cities.

Many corporations are surviving because of excellent management, entrepreneurial spirit and innovation -- hopefully not a dying capitalist group and hopefully no government intervention will take place regarding neither any of their business practices nor government control of salaries.

The mind-set in this country seems to be "what can I get for me" -- give to me, give to me, attitude. The mind-set with some of the city electorate is, well, we can't do anything about it and maybe I can get something, maybe I will be taken care of -- help will come from the government. This from those, in many cases, who do not have a financial stake in the community and are on the receiving end of

government largess and then let's not forget the "NIMBY" attitude among many of the city electorate. It seems some want to keep it close to the chest and think of survival of themselves.

I think that the electorate, in general, and the new graduates from our colleges and universities are possibly too divided because without proper education of our country's history and the lack of assimilation of many, they are not prepared to think "e pluribus Unum" -- "out of many one" -- no thanks to the mindset of our university system of liberal teaching and our lax immigration laws which doesn't allow for the proper assimilation of so many. This is in part causing an exacerbation of many of our social and financial problems both in this city and all over the



country. There seems to be minimal understanding of this country's history and the founding documents and the false idea of the equalizing of income (income not earned by the many which destroys individual striving) so the voting follows to that which is "mother/father" government without personal responsibility -- ergo, a blind eye to what it is to be an American.

This is truly prevalent in this city with the somewhat lack of US history understanding as demonstrated by many of the electorate who go along with the many council decisions and, of course, many of the electorate have hope for their wish list perhaps from promises made by those newly elected or presently serving on the various boards and City Council.

But the City Council and other city officials, not all, but some, have an agenda -- their political need for getting power and staying in power -- not unlike our US Congress, The City Council knows that giving of favors to unions and city employee associations and the power that follows guarantees the staying in power. -- They follow like drones reaping the \$\$ rewards as if these are honest fruits of their labor. Hey! Don't criticize! These are good guys and mean well and care deeply for the community -- perhaps, in their hearts, they do, but are blinded by the possibility of power, financial gain and future position. When has being elected to office, by many, not been about ego/power, \$\$ and retirement (taxpayers \$\$) for every employee of government?

There are few of us that have the ability to raise large sums of money, have the gift of extemporaneous public speaking and perhaps the physical appearance, the charisma required for public office, the ability to put views out in public and win the confidence of the electorate and be believed -- this is truly a gift but, unfortunately, this gift has been misused by so many and this seems to be what counts in most cases to the electorate.

And then, there are those who prefer to work in the private sector and achieve success and financial reward by their own talents and abilities. Both of these desires and abilities, if altruistic, should be lauded. **Marlene Walker**



We get calls: I went online to look for this Samuel Browne guy that wrote a letter about Mr. Molano. Browne didn't vote in the last Glendale election and was apparently buried in Forest Lawn in 1951. Credibility.

I have been reading the Bruce Philpott issues on the GFD. He is right on about the fact that the 4 people on an engine company can't mount an attack on a working fire until another engine gets there. There is another solution and that is to add two additional Firefighters per Engine Company. One to stay by the hydrant, one to stand by the pump controls, 2 to mount an internal attack, one to maintain security and assist the Captain incident commander as the recorder. Shouldn't cost more than \$16-\$18,000,000 to make Glendale even safer. That amount includes OT and benefits.

I think that the speaker that warned the police about their next negotiations doesn't have a handle on how private the negotiations are. The public finds out when the MOUs are ready to be made law.



Click to view the agenda [City Council](#) [Housing Authority](#) [Redevelopment Agency](#)
Meetings at City Hall (CH) are in the Council Chambers, 2nd Floor at 613 E Broadway.
Meetings at the Municipal Services Bldg. (MSB) are in room 105 at 633 E Broadway.
Meetings at the Perkins Bldg (PB) are in the Conference Room at 141 N Glendale Ave.
Phone numbers are in the 818 area code unless noted otherwise

Tuesday, June 30

2:30 pm CH Housing Authority, Redevelopment Agency, **Joint** --RE: Proposed Design for the Griffith Manor Park Renovation
6:00 pm CH City Council 548-4844

Wednesday, July 1

Zoning Administrator's Hearing -- 9:30 am, MSB
Parks, Recreation & Community Services Commission --
3:00 pm, CH

Thursday, July 2

Committee for a Clean & Beautiful Glendale --
8:30 am, MSB Room 106, 548-2060
Design Review Board #2 -- 5:00 pm, MSB. 548-2140

Friday, July 3

All City Offices Closed -- Federal Holiday

3



Public Information

Preparing for the holiday break

4 Vanguardians

- Vanguard Friday Breakfast Club had a powerful, energetic group at Foxy's. Each week we add more people with good information to share. We had an active discussion on Glendale Police Union issues, water resources and rates and how effective is the City Manager. Each week we add a few new faces and have returning warriors. Become one. This is an excellent opportunity to share opinions about quality of life issues.
- All issues of Vanguard are archived at www.vanguardians.org

- A reminder: If you see blue underlined words that is a link to more information on that article.
- Get breaking Glendale News by signing up for an RSS feed at www.vanguardians.org.
- Great opportunity for you to place your ad or link on www.vanguardians.org
- **Vanguardians needs a donated car or van in running condition. Blue Book donation value**
- The Vanguard editorial advisory panel reviews and often comments on each edition. Let us know by email if you would like to be considered for the advisory panel.

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5



the Insider is a digest of information from city employees that care about the way the City is run. As they are concerned about retaliation, their identities are secret. Vanguard provides them the opportunity to have this forum. The comments are their own.



Performance bonuses for Managers are still a big secret. Seems that managers that spend their time away from the City to get recognition are more valued than the neglected staff that runs the operation in their absence. A lack of respect by staff is a golden ticket for a manager in Glendale.

Don't count on the mysterious reorganization to be implemented any time soon due to all of the costs associated with it. Is this really a priority by Council to spend money on this or saving 3 officers? If an organization isn't working well, a dancing of employees won't make a difference. But, expect the bureaucratic dynasty builders to keep pushing for personal gain.

6

Humor or Not

Total City Budget Appropriations Fiscal Year 2009-10

Fund	Original Adopted for 2008-09	Proposed 2009-10 budget	Dollar Change	Percentage Change
General Fund	\$ 170,685,691	\$ 164,828,471	\$ (5,857,220)	(3.4%)
Special Revenue	103,660,076	91,776,607	(11,883,469)	(11.5%)
Debt Service	13,799,090	16,525,176	2,726,086	19.8%
Capital Improvement	23,286,062	31,338,952	8,052,890	34.6%
Enterprise	418,394,625	446,951,677	28,557,052	6.8%
Internal Service	45,977,532	56,703,879	10,726,347	23.3%
TOTAL	\$ 775,803,076	\$ 808,124,762	\$ 32,321,686	4.2%

We need to consider that the Total Budget Appropriations increased \$32,321,686 not just the General Fund.

The GPD will lay off several sworn officers and find an additional \$126K in cuts while the Fire Department has not been publicly told to cut \$5-8,000,000 in overtime.

Many General Fund 'People Expenses' have been shifted to CIP and Enterprise Funds.

7

News Briefs from the neighborhood – Public Safety and More

From Vanguard of Davis - [Analysis: City Hall Bought and Paid For by Firefighters Local 3494](#)

Friday, 26 June 2009 Nearly a month ago, the Vanguard ran a story asking why firefighters make substantially more than police officers in comparable positions. This was after Councilmember Lamar Heystek posed questions to city staff. In particular, the Vanguard learned that while the two positions appear to be similarly funded, the Firefighter II position is not the equivalent of the Police Sergeant position. When Councilmember Heystek asked Bill Emlen what the comparable front line supervisory positions were for police and fire, City Manager Bill Emlen responded: "It's difficult to compare because..."



[Vallejo looks at more cuts, staff layoffs in its budget](#) Vallejo Times-Herald - Vallejo, CA, USA

Slight tweaks in the past week include an increase in funds for **bankruptcy** costs -- \$1 million to \$2 million, after a recommendation from the **city's...**

San Jose Mercury News: [California Budget 101: Making sense of the state's financial meltdown](#) This was prepared by the State Legislative analyst.

[Orange County Register](#): Woman guilty in prostitution ring that charged \$50,000 a night had 71 workers and a great book. She was charged with a violation of the Mann Act. [ED – A victimless crime. Once legalized it can become an economic engine providing needed revenue.]

[Reuters](#): Nationwide, Indian tribes collected \$26.7 billion in gambling revenue last year, an increase of 2.3 percent from 2007, according to recent statistics from the National Indian Gaming Commission. [ED – Nationalize gambling so we can share the loot.]

[LA Times](#): Legalize pot is what Assembly member Ammiano's measure, AB 390, would essentially replicate the regulatory structure used for beer, wine and hard liquor, with taxed sales barred to anyone under 21. He said it would actually boost public safety, keeping law enforcement focused on more serious crimes while keeping marijuana away from teenagers who can readily purchase black-market pot from peers.

The natural world would benefit, too, from the uprooting of environmentally destructive backcountry pot plantations that denude fragile ecosystems, Ammiano said.

But the biggest boon might be to the bottom line. By some estimates, California's pot crop is a \$14-billion industry, putting it above vegetables (\$5.7 billion) and grapes (\$2.6 billion). If so, that could mean upward of \$1 billion in tax revenue for the state each year.

"Having just closed a \$42-billion budget deficit, generating new revenue is crucial to the state's long-term fiscal health," said Betty Yee, the state Board of Equalization chairwoman who appeared with Ammiano at a San Francisco news conference. [ED – Great idea. Tax it and let the potheads out of prison. The Correction Officers will be unhappy.]

San Jose Mercury News: 3 Parts on Fire Union... [Civil grand jury blasts San Jose firefighters union](#), [San Jose firefighters respond to civil grand jury report](#) and [Editorial: Firefighters union must start working as partner with San Jose](#). [San Jose Firefighters Union filed a grievance to prevent management from prohibiting firefighters access to pornography in the fire stations.](#)

[LA Times: Ventura County considers letting public decide on pension increases](#)

'It's an opportunity for more accountability to the people who pay the bills,' a supervisor says. As the cost of public workers' retirement benefits soars, some governments are giving voters a say.

Alarmed by spiraling pension debt, Ventura County could join a growing number of local governments requiring that future increases in retirement benefits for public employees be put on the ballot.

Voters in Orange County and the city of San Diego in recent years have stripped benefit-granting authority from their elected officials, reserving that power for the electorate. San Francisco has required voter approval of pension benefit hikes since its founding charter over a century ago.

[CBS News](#): Over the past three decades, California has tripled the number of prisons it operates, has more than quintupled its prison population and has gone from spending \$5 on higher education for every dollar it spent on corrections to a virtual dead-heat in spending. That puts it in the same boat as Michigan, Vermont, Oregon, Connecticut and Delaware--all of which, according to estimates by the Pew Charitable Trust, spend as much or more on prisons than on colleges. California is also under federal court order to implement costly improvements in the delivery of medical and mental healthcare services in prisons and to release close to a third of the prison population--about 55,000 inmates--to improve conditions for those remaining behind bars.

A potpourri of City Managers: The [San Francisco Chronicle](#) reports that Berkeley City Manager Phil Kamlarz was influential in the city's new budget that will actually grow and without layoffs scheduled.

Buellton City Manager Steve Thompson prepares to "ride into sunset" with his upcoming retirement. - [Santa Ynez Valley News](#).

According to the [Hughson Chronicle](#), Hughson City Manager Joe Donabed happily presented his city's new budget that "while not completely balanced, is responsible."

Novato's new City Manager describes eagerness to take on the city's problems in an interview with Brent Ainsworth of the [Marin Independent Journal](#).

Corning City Manager Steve Kimbrough is in the thick of more potential budget cuts on the cities horizon. - [Contra Costa Times](#).

PublicCEO.com's own [Mike Harris wrote](#) about Moreno Valley City Manager, Bob Guterrez, who remains on the job despite continuing investigations.

City Manager Bob Richardson acts as central figure in an Auburn biotech company that is expanding its operations at the Airport Industrial Park and will be adding jobs. - [Auburn Journal](#).

La Mirada City Manager Tom Robinson defends the attractiveness of La Mirada strip along Santa Ana Freeway where the current hotel chain is filing for bankruptcy, as reported by Mike Sprague with [Whittier Daily News](#).

Santa Cruz City Manager Richard Wilson said the visitor sector may be the local economy's saving grace in current times due to a recent increase in the quantity and quality of hotel rooms in Santa Cruz. This reported by Elizabeth Limbach with [Good Times Weekly](#).

Email info@vanguardians.org to subscribe to the Weekly News on issues that impact Glendale. **The media with a voice; the organization that gets results you want; we encourage and support advocacy, involvement and engagement with government. Vanguard is intended for personal use by recipient and forwarding without change to recipient's personal email list. Vanguardians is a 501C3 charitable non-profit corporation Contributions are tax deductible.** Vanguardians does not use commercial fundraisers. **To ensure you receive Vanguard**, please add our email addresses info@vanguardians.org, vanguardweekly@gmail.com and ba@fieldworks.net - to your address book or Internet Service Provider safe list. **Annual subscription for email \$50, by US Mail \$75, Newsstand \$2 per issue**
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