



"Accountability"
Glendale's Watchdog

Hanukah...
a fight for
freedom.



Vanguard
Weekly News Vol III
Week of December 9 2007
City of Glendale, CA Edition
www.vanguardians.org

HEADLINES

GPD K9 Corp Dependent on Contributions

BREAKING NEWS! More Speakers Show Up

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

As the end of the year approaches, make that tax deductible donation to Vanguardians. See #4 below

THIS JUST IN: [Listen to Streaming Audio of the John & Ken Show, 11-28-07, "Glendale Retreats"](#)

BREAKING NEWS: More speakers are making their appearance at City Council during Oral Communications. The knowledge, interest and expertise of these speakers show the increased interest of City Hall happenings. Opinions are OK but more appreciated when they are backed up by facts.

Only when WE are vigilant are THEY accountable!

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

City Council

- Where is the outside auditors report? Why is it so late?
- What is the real cost of the \$100K Club? The pensions, medical and other costs have not been included.
- What is the cost of the 'Gladys Street' suits? Gangi, Trinidad et. al.
- How much does the City pay employee 'volunteers' while they are 'volunteering'?
- When will the Council direct the City Manager to direct Director Chapjian to demand an audit of the Dreaming of Roses?.
- Is it true that a Council member's actions may bring on another lawsuit for Sexual Harassment?

Rotate the order of voting on resolutions and ordinances. Presently it is Drayman, Quintero, Weaver, Yousefian and Najarian. Change the order by drawing straws each meeting, or spin the wheel.

Weekly Council Scorecard

| Council | 12-4 | Overall | |
|-----------|------|---------|---|
| Drayman | B | B | jdrayman@ci.glendale.ca.us; |
| Najarian | B | C | anajarian@ci.glendale.ca.us; |
| Quintero | B | B | fquintero@ci.glendale.ca.us; |
| Weaver | B | C | dweaver@ci.glendale.ca.us; |
| Yousefian | --- | B | byousefian@ci.glendale.ca.us; |
| | | | SHoward@ci.glendale.ca.us; |
| | | | Starbird@ci.glendale.ca.us; |

Criteria: Responsiveness to the community, knowledge and understanding of the issues, placing the needs of the public first and attitude, attentiveness and accountability.

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

Fire Department

[Click here to read a dialogue between Bruce Philpott and the fire fighters union.](#) See Letters

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

HEADLINES

Vanguard is for K9s but... the Law & Order City Council is not willing to spend tax dollars on the GPD K9s. They look really good when they perform for the Council but that is pretty much it, no budget. The program is funded by donations from the public and handled by the Glendale Police Foundation. Chief Adams presented the program as one that is needed and can be supported through the community and various organizations as to not burden the taxpayers and the budget. The Chief believed that a dog program is a popular program and an efficient tool and that it would be successfully funded. The Police Foundation has done a wonderful job. They buy the dogs, pay for training, supplies etc. When money is needed, they cut a check to the city. The only line item that exists, is a set aside of \$15,000.00 in the OT budget for them in case of emergency call-outs. A sad day indeed when Council members clamor for L & O and then don't fund it. K9s should not be dependent on donations. There is a fundraiser for the K9's on Friday, December 14th at FastFrame of Glendale, 102 N Brand Blvd 6-9 p.m.

MORE: Soon the City will be asking the public to ante up money to pay for police cars, guns and ballistics vests. Apparently our property and sales taxes and user fees go just for salaries

Leadership Circles are forming. Want to find out how to tap into and hone your leadership skills? If you are female and between the ages of 15 and 105, click below to email us to be notified of the next Circle:

[Leadership Circles](#) or call us at 818.243.2322 *Fifty-Fifty Leadership* www.fiftyfifty.us is a non-profit organization 501(c)3



Our Mission: To transform the culture within which we live to one that **naturally** includes women on an equal basis in the selection of leaders

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.

We have a responsibility to ourselves. We elect people based on ethnicity, proximity, whether they agree with our self-serving concepts. We need to learn to set those reasons aside and start acting on, "What is in the best interest of the public." City Management serves the best interest of their constituency, its 2700 employees and the City Council panders to them for their campaign contributions, access and more. When is the last time that a Council member said, "No," to a pay increase? Never! If the Management was proud of high salaries, the media would not have to have gone to Court to get a judgment allowing the public to see how much the employees were receiving..

Today we see the results of all that money going to 'people expenses' and not to fix the infrastructure. We will get more increases in PUBLICLY OWNED utilities because the 'profits' go to payroll – not the utility maintenance. In the next few years the Council will be approving bond issues in excess of \$200,000,000 not including an additional \$41,000,000 for fire stations. Ask the hard questions of candidates for the City election that is only 16 months away. Does their religion, ethnicity, wealth or gender make a difference? Watch the issues. Watch out for those people that will pop up as candidates after a 2 year hiatus. Evaluate their knowledge and interest in Glendale's Public.

Take a number, just like the butcher shop. Oral Communications should be set to 'first come, first served', instead of being left to the whim of the Mayor. The speaker cards are turned in after the number is called. No prejudice, no apologies. Just common sense.

Putting a Board of Directors together in a politically charged city like Glendale is difficult. I would like to join the Vanguardians Board but:

- ✓ A relative works for the City and I feel he may be retaliated against
- ✓ I am getting ready to bid on City business
- ✓ I have business before the City and I don't want to be at the mercy of management.
- ✓ Vanguard said 'bad' things about my favorite Council member.

It is a shame that the public fears the City Government. That is why we need Vanguardians. Call Barry Allen today and ask for a Board Package.

Water was the topic of Assemblymember Paul Krekorian's Town Hall meeting on 12/3. The program included an update on the water scarcity and plans to alleviate it. Fortunately City Manager Starbird was in the audience when Aram Kazazian brought up the issue of reclaimed water. For the Glendale City Council watchers, Kazazian brought up the use of reclaimed water for sprinkling the acreage of green space in San Rafael and Chevy Chase Estates. He suggested that while Mountain Ave was being worked on it would be just a little bit more to pipe for reclaimed water. CM Bob Yousefian picked right up on that

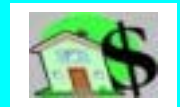
and Manager Starbird said, 'No!' When Vanguard brought up the use of solar lighting for bus shelters to save \$60,000, the City said, "No!" Water was also the subject of a hearing on Tuesday for water rate increase. CM Quintero said he had had issues with the staff report. One of the items involving the \$200,000,000 bond issue was pointed out by Pauline Field during the 2005 Council election as it appeared on the 10 year plan. Council needs to approve landscaping that doesn't require much water and to light the fire under management to start using reclaimed water.

John Krikorian in the GNP wrote about a Small Business Advisory body for Glendale. I was a member of the County Small Business Advisory Committee that was disbanded when the Supervisors wanted to politicize it. Thus ended the progress that was made. I was the Chair of a Governor's Small Business Advisory Committee that designed criteria for SB set asides. It worked and the Committee was sunseted after it achieved its goals. Mr. Krikorian should either work with the Glendale Chamber of Commerce or set up a self-serving committee through his magazine. He could call Supervisor Antonovich and request a position on the County Board.

Integrity starts with the individual

TAKE ACTION – GET INVOLVED – BE INFORMED -- READ VANGUARD

Mortgage Company breathing down your neck for late or no payments?
We can help.
No equity – No problem. Call today to discuss your options.
The sooner you call, the greater the options. Call Today 818 694 0588



2 Announcements – Letters – Calls -- Calendar -- Articles – OP-ED 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.

I have been following Former Retired Pasadena Chief of Police Philpott's weekly presentation to City Council about the Glendale Fire Department. It is a shame that the GFD hasn't responded to Philpott's charges. It is a shame especially when we pay them so much (thank you for publishing their salary information) that the public isn't their first interest. In several more years when the public wakes

up (Council, too) to the fact they are getting \$300,000 per year there will be a public outcry. I will remember your call to action and wonder why under Jim Starbird's and Ara Najarian's leadership this travesty was allowed to continue. Rise up, speak out. Don't wait until your loved one dies in the street waiting for the fire fighters to finish their morning constitutional. BW

God bless you, Mr. Allen, for hanging in there. JS

The recent action of the City regarding the ungodly fines for trimming trees must fall back on the Public Works Director, Steve Zurn. It's his Department that issued those notices with the concurrence of the City Attorney's office. When the City Council looks into the matter, expect that he should be called on the carpet. And, from what I hear, this is not the only act of poor judgment that Mr. Zurn's Department has made that will come out in the near future. DH

The News Press recently ran an article on John Gantus, the chairman of the City's Civil Service Commission. He was quoted as saying that the Civil Service Commission is a shining star for the City, and that the commission is the final action for the City's disciplinary actions. Keep in mind that in his 7 plus years with the commission, he

has always been a rubber stamp for the City's management. He has never voted against the City in any disciplinary matter. Since the disciplinary matters of the City are the most secretive, the community never gets to see how the Commission works. However, a few are open to the public, when an employee chooses to do so.

However, recently a couple of cases were open to review and there are a lot of City employees waiting for these cases to come under scrutiny. Most have concluded that the Commission is just a sham and these recent cases show that without a doubt. Can't wait to see where this goes. CE

By the way, the next big fiasco for Public Works will be the MSB retrofit project. It's already delayed and expected to be over budget. Loved your comment about nobody ever being responsible for the problems. The cost of the upkeep on the stupid ramp,

that still has not been signed off by Building and Safety because it doesn't comply with accessibility standards, when it starts to rain will be something. And the thing is right next to the Christmas Tree that will be lit soon. Better tell Dr. Espiritu. JK

Isn't Mayor Najarian a kick? He is going to bite the bullet and make the tough decision to raise the water rates because the Charter says the Council shall give a big percentage to the General Fund. This Council will not be the reason for failed infrastructure programs. When Ara James

Najarian from Ohio ran for Council he did on a law & order platform. More police and more fire. Today he has more police and more fire and has granted them huge pay raises. He did this without evaluating the need and stupid voters ate it up. So, pay more for utilities like water and power. WC

I am a City employee. Please don't identify me. We have way too many managers and mid-managers and we get conflicting messages. There is one elected official that gives me the creeps and I feel powerless to go to my boss or HR. What can I do? I feel very helpless and threatened. No Name. [ED – Call us and we'll discuss the whistleblower act and laws that protect you from retaliation. Don't feel that you are alone.]

CALLS

Did you know that 5 young men that were turned down by the Glendale PD in 2001/2002 for various reasons went on to become a US Sky Marshall, a Navy Seal, a Combat & Firearms instructor for the Secret Service, a Border Patrol SWAT Team member and a CHiP. Three of them had Bachelor's degrees when they applied for the PD.

I thought it was just Weaver that was the City Manager's lackey, but now it seems that Mayor Najarian does whatever he is directed. I watched him speak to his reasons for the new rates on water bills and he kept getting distracted. Is this what you mean about the Blackberry messages? It is rather obvious.

Time to cut staff and payroll and benefits instead of programs and infrastructure maintenance.

What's the deal with Weaver? What did he do this time? [ED – Stay tuned]

I heard that the City lost their case about the landslides and are trying to negotiate with the property owners.

Did you read the editorial in the GNP today? Obviously the GNP has not been following the Philpott Oral Communications presentation on the GFD and they are out of touch with the City library and fire station combo. The fire station on Brand and Stocker has a library next door as does the one on Chevy Chase Country Club. And none of them are racing in and out with sirens blaring constantly. Read like a City of Glendale press release.

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 and much painful reading, go to [Piglet Book 2007](#) .

CALENDAR

Click on the underlined to view the agenda [City Council](#) - [Housing Authority](#) - [Redevelopment Agency](#)

Tuesday, December 11

2:30 PM Glendale Housing Authority, Glendale Redevelopment Agency , Glendale City Council/Glendale Redevelopment Agency
6:00 PM Glendale City Council --, City Council Chambers, City Hall, 613 E. Broadway, Glendale. 548-4844

[Tree Ordinance, Pay Raises, Bond Issue](#)

Wednesday, December 12

Zoning Administrator's Hearing -- 9:30 am, Municipal Services Building, Room 105, 633 E. Broadway, Glendale. 548-2140
Civil Service Commission – 5:00 pm, City Council Chambers, City Hall, 613 E. Broadway, Glendale. 548-2110.

Thursday, December 13

Glendale Design Review Board #1 -- 1:00 pm, Municipal Services Building, Room 105, 633 E. Broadway, 548-2140

ARTICLES Some [will remember when public employees](#) received a little less than those in the private sector in return for security -- governments did not go out of business. To make up for a little less money up front, most governments provided employees with desirable pensions for a worry-free retirement. Now, pay, pensions and medical insurance benefits are providing benefits of which all but the most affluent in the private sector are envious.

This open-pocket approach to dealing with city workers goes back over three decades. Tom Bradley put together a coalition of public employees and developers that allowed him to serve five terms as mayor. Taking care of city workers guaranteed their support in each successive election.

3 Open Government

City stonewalls on Blackberry use during Council meetings including messages from management to council on voting suggestions. A Records Act request for names of email senders and recipients to those on the dais has been denied.

The City Attorney said that any messages from that office were confidential and not subject to disclosure. The City Manager was also spoken for as those messages were to City Staff. How many of those messages comprise illegal closed session remarks? Those on the dais should refrain from using cell phones and blackberries, stay out of the back room and stop those secret sidebars with each other. Keep the open meetings open. Three Council members indicated they have no problem with their messages being made public.

4 Vanguard

Wants and Needs: Besides operating cash, Vanguardians can use vehicles in running condition, Vista compatible software, a digital camcorder, and color laser printer with duplexer and office space.

| | | |
|--|------------------------|------------------------|
| VANGUARDIANS | | |
| Contribution Form Please make checks payable to " VANGUARDIANS " | | |
| Mail to: POB 11202 Glendale, CA 91226 | | |
| If contributing by Credit Card call 818 243 1502 or Fax to 818 243 2601 | | |
| Checks are best -- the bank doesn't discount them | | |
| Name on Card: _____ | Address on Bill: _____ | ZIP _____ |
| Card Number: _____ | VCode: _____ | Expiration Date: _____ |
| Amount: \$ _____ | Signature: _____ | |
| Contributions are tax deductible – Rev. Proc. 92-85, 1992-42 I.R.B. 32 -- You will receive a receipt for income tax purposes | | |

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5 Humor



9 Chickweed Lane

6

Quality of Life program 2700 employees vs. Dr. Espiritu [CPRAR 11-08-07, Provide Documents Regarding the Number of QoL Issues](#) The City set up a plan to have employees report 'Quality of Life' issues. The reports attached to the links demonstrate the futility of the plan. Dr. Espiritu has turned in almost 200 maintenance requests without being paid, by using public transportation and then reporting them to the City. Many of the City employee reports come as a result of the employee doing their job and then there are the duplicates. Reminds this writer of the days when traffic cops would take a prisoner and book him/her into the lock-up. 1st arrest. Then to move the prison to another lock-up. 2nd arrest. Then to County Jail. 3rd arrest. One person, three arrests. Looks good statistically but is just another bureaucratic measurement of self-importance and self-justification.

7 According to the International City-County Management Association's annual Police Personnel, Salaries, and Expenditures Survey, average salaries for sworn full-time positions in 2004 were as follows:

| Job Title | Glendale Pay 2006 | Minimum annual base salary | Maximum annual base salary |
|-----------------------|-------------------|----------------------------|----------------------------|
| Police chief | 212,492.00 | \$72,924 | \$92,983 |
| Deputy chief (Ass't.) | 178,350.50 | 61,110 | 76,994 |
| Police captain | 156,974.50 | 60,908 | 75,497 |
| Police lieutenant | 137,213.54 | 56,115 | 67,580 |
| Police sergeant | 161,485.80 | 49,895 | 59,454 |
| Police corporal | | 41,793 | 51,661 |
| Police officer | 136,685.04 | | |

According to the International City-County Management Association, average salaries in 2004 for sworn full-time positions were as follows:

| Job Title | Glendale Pay 2006 | Minimum annual base salary | Maximum annual base salary |
|--|-------------------|----------------------------|----------------------------|
| Fire chief | 207,399.00 | \$68,701 | \$89,928 |
| Deputy chief | | 63,899 | 79,803 |
| Assistant fire chief | | 57,860 | 73,713 |
| Battalion chief | 193,099.63 | 58,338 | 73,487 |
| Fire captain | 214,612.43 | 49,108 | 59,374 |
| Fire lieutenant | | 44,963 | 53,179 |
| Fire prevention/code inspector (Ass't Fire Marshall) | 132,086.00 | 43,297 | 54,712 |
| Engineer | 180,056.43 | 41,294 | 52,461 |
| Firefighter | 167,765.42 | | |

<http://www.bls.gov/search/ooah.asp?qu=firefighter&ct=OOH>

Compare this to the average an FBI agent earns which is between \$26,000 per year and what more experienced officers may earn, up to \$51,600 per year. Some overtime is allowed under certain circumstances. Agents may receive approximately \$6,120 per year in OT. They are required to have a degree in Law, Accounting, and Language or diversified. From FBI web site

EXECUTIVES & KEY STAFF

- **Robert K. McFall** – Ass't City Manager, Management Services
- **Yasmin Beers** - Deputy City Manager, Management Services
- **Philip Lanzafame** - Director, Development Services
- **Imelda Bickham** - Director, Information Services
- **Madalyn A. Blake** - Director, Community Development & Housing
- **Ron Ahlers** - Acting Director, Finance
- **Matt Doyle** - Director, Human Resources
- **George Chapjian** - Director, Parks, Recreation & Community

Services

- **Hassan Haghani** - Director, Planning
- **Stephen M. Zurn** - Director, Public Works
- **Daniel Waters** - Interim Director, Glendale Water & Power
- **Randy Adams** - Police Chief
- **Ardashes "Ardy" Kassakhian** - City Clerk

Missing: Fire, Library and Treasurer