



"Accountability"
Glendale's Watchdog

HEADLINES
Last Meeting of 2007

BREAKING NEWS!

Chief Philpott takes the 'how-to' save millions on the road

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

"Change happens by listening and then starting a dialogue with the people who are doing something you don't believe is right."
Jane Goodall

Vanguardians is preparing a bill of rights for conduct at Council meetings that will be delivered on Tuesday. Get your comments in quickly so they can be included.

THIS JUST IN: Vanguardians applies for a Rockefeller Family Fund grant for Citizen Participation and Government Accountability to encourage the organized participation of citizens in government, and make government more accountable and responsive. Grants support the efforts of nonpartisan organizations to help citizens exercise the right to vote, advocate for structural improvement to systems of government, and otherwise increase opportunities to participate in public policy formation.

BREAKING NEWS: Retired Police Chief Bruce Philpott takes the show on the road to show the public how to save millions of dollars and provide greater public safety. To schedule a presentation, call him at 818 240 8949 or email him at logicpoint@aol.com

KUDOS: GWP sent a crew to replace overhead electrical wires and replace wires that were snaking through tree branches, a dangerous situation in a windstorm. Fast action, pole climbing, stringing cable and an excellent job. The crew was courteous and gave great customer service

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

Barry Allen spoke on:

The HR/Civil Service Annual Activity report to indicate that it was a well prepared document and that exit interviews could be better spelled out as to why personnel are leaving. City employees say, however, the rank and file have little opportunity to grow and recommend changes to the process.

The need to spend \$77,000 on a consultant for the GWP to review the water ordinance and prepare a water conservation plan. Resources should be available in the GWP, SCAG, DWP and League of Cities. Council members Quintero and Yousefian picked up on this and voted not to bring in another consultant. The troika voted yes to spend the money.

The failure of the City to provide records indicating the date of injury, the type of injury and the location where the injury occurred for the police and fire, This information is needed to determine whether 'training issues' like shin splints are the result of poorly designed programs. Additionally, he spoke on the failure of the city council to set parking restrictions on the Isabel St parking lot but yet issued 8 tickets without the authority to do so. This could be considered a civil RICO.

The tree ordinance applauding the media for stepping in and getting something done. Manager Starbird indicated that the fines were held in abeyance prior to Ken and John (KFI). If true, this means that he could have answered the request of K&J to speak to the issue. One phone call could have saved the embarrassment,

Pay raises for executives and GMA – up to 10%. If you were the City Executives you too would be upset that fire captains (equivalent to police sergeants) were getting more money. Instead of handing out more pay raises, cut the GFD overtime, but no, the Council does not have the intestinal fortitude to do that.

The need and the use of the \$200,000,000 GWP bond issue and sticking our children with the bill

Isabel Street parking lot. The City wanted to turn the meters on from 6AM – 10PM restricting the public use to attend City business meetings. The restrictions were to be set up as City employees work late. The public won. No meter money needed after 6PM

Cancellation of meetings on 12/26 and 1/2/2008. Much ado about how long meetings last especially after a two week recess and then the public pays by having Oral Communications moved to the end.

Confusion over the agenda wording on the absentee ballot process. The confusion could have been avoided by stating, “absentee ballot APPLICATION process’. Glendale will now follow the LA City process.

Weekly Council Scorecard

Council	12-11	Overall	
Drayman	C	B	jdrayman@ci.glendale.ca.us;
Najarian	A	C+	anajarian@ci.glendale.ca.us;
Quintero	A	B	fquintero@ci.glendale.ca.us;
Weaver	C	C	dweaver@ci.glendale.ca.us;
Yousefian	A	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.](#)

POLICE DEPARTMENT

LawEnforcement-De
alingWithThePublic.wi

Click the WMV icon and listen to: 'They have all the fun'

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

HEADLINES

The last meeting of the Glendale City Council for 2007 is fast upon us. The agenda is chock full of issues from the DRB to the Tree Ordinance, to 'Rules of Conduct'. Bring your lunch or order in some pizza...it will be a long one. Leave the gloves at home but bring the 1st Amendment.

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.

CONTENTS:

- 1) **Commentary**
- 2) [Announcements - Letters- Articles – Links - Calendar](#)
- 3) [Open Government](#)
- 4) [Vanguard](#)
- 5) **Humor**
- 6) **Grandview Cemetery**
- 7) **A City employees letter to Glendales**

1 **Commentary** [You may agree or disagree with the views below. Feel free to comment on them.](#)

Fortunately for the public Law Professor Harry Zavos spoke on the 1st Amendment free speech issue requiring the curtailment of 'bad words' to be coupled with violent actions. Had we all just listened to the City Attorney, that distinction would not have come to the forefront. We must always remember that the City Attorney's main job is to help Staff and elected officials save face. This is commented on as we will be faced with the Conduct and Decorum issue on Tuesday and we should be prepared for the literal reading of each word used.

What is best for Glendale and who decides? The Council will say that you have elected them and gave a mandate to vote based on your campaign comments. What is best for Glendale's public – those people that live here, visit, work and shop etc are the public? As the issues change and there isn't full disclosure unless you ask, what is good for Glendale will be to the benefit of the staff. That is easily seen for the protective mode and the excessive money to managers. The workers at the GWP are out at all hours in all conditions and yet as they work on the aging, ill maintained infrastructure that really impacts the Quality of Life, they are upstaged by the extremely well-paid firemen. The GWP has suffered, unfortunately, one on-the-job fatality. We need to resolve the inequities.

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.

So few people showed up to address the water rate increase. Why? **CG** [ED – They are either apathetic or just don't care; they know the Council will do what is best, there was some good television show or a Xmas party. Your pick. Although there were some people that had some excellent arguments and spoke eloquently, my information told me how the Council would vote.]

I saw this article and now I know why you and Bruce Philpott have been so adamant about fire department pay. The starting [base salary for a Forest Service firefighter](#) is about \$32,000, according to the Forest Service. CDF pays the same person almost \$50,000. Minimum pay for a San Bernardino city firefighter is about \$60,000. In Glendale it appears that the pay goes from \$90,000 to \$200,000. When Glendale Fire goes to fight a brush

fire they are paid their present rate. The City should give them the same wages that the Feds and State do. This is a huge taxpayer rip-off. The only ones that recognize that are the Feds. Thanks Bruce Philpott and Barry Allen. **PS:** It looks like the more dangerous the less the pay. Look at the combat personnel in Iraq and then look at the \$100K Club in Glendale. **GK**

Your information about the Gladys settlement is wrong. Looks like \$10,000,000 for the City's goof. But it will be split 4 ways. Not sure how much in outside attorney fees. But you can get that through the CPRA. Check the claims and I think it could have been settled for 10%. **AF** [ED We are checking this out]

As you well know, there's been so much radical change in America over the last seven years that life often seems surreal, and many people I speak with are inwardly in a persistent state of fear and mourning over the loss of quality-of-life as they know/knew it, and increasing discomfort over their powerlessness to do anything about it The copy of the Vanguard (12/2) that Barry gave me is full of useful news that speaks to my condition as a Glendale homeowner, and I like that it's a weekly publication. I appreciate your activism (both of you) in city politics, and I support what you're doing. Enclosed please find a cashier's check in the amount of \$100. **EE**

Did you know that the taxpayers pay for the finest healthcare benefits for 20,000,000 federal, state and local government employees? The 35,000,000 elderly that receive Medicare paid their own premiums. Next time you hear someone complain about universal healthcare, quote those numbers. DrJim

I have been following the exchanges between Mr. Philpot and the ever defensive firemen for several weeks now with interest. Part of the solution for Glendale seems quite simple, at least to a private sector HR person like me. I have selected some of Bruce Philpot's observations and offered some personal pointers.

1. Why not staff your fire stations with sufficient personnel to accommodate daily projections and known absentee levels? When a company knows it needs 10 sales people to make things happen and averages 3 absentees a day, they hire 13. This is called a staffing ratio and every HR manager uses one. If they are short 4, they bite the bullet on the one position and get by just fine. If no one is sick or absent one day, they have three

people to better staff breaks and get special projects done. Not only does this reduce overtime it increases your recall capacity, as you have more employees for less cost than playing the overtime game.

2. Staff to the workload. If there are more fire and rescue calls during certain hours, staff fully during those hours. If there's fewer at night, say from 8pm to 7am, reduce the

staffing. That reduces the overhead and need to backfill. I find it hard to believe it's necessary to staff static numbers around the clock. I have far more sales staff on the floor in the evening and on Saturdays than any other time, because I know that's where the work is. Why pay them to stand there (or sleep in a fire station) if you know they're most likely not going to be needed? This is especially true if you are paying people overtime to watch TV or sleep during slower night periods.

3. The private sector follows hard, fast rules allowing not more than 10% of their staff to be off on vacation. If I have 30 associates on schedule, only 3 can be off. Glendale Fire allows 50% off. That's absurd. So if 60 firemen and supervisors are supposed to work today, 30 can take the day off? That means you hire back 30 on overtime for the whole 24 hour shift, right? That's crazy. That's extremely expensive!

4. Every employer I know of requires employees to ask a supervisor's permission when they want a day off so that supervisor can plan effectively for customer services, activities and staffing. Our firemen don't have to ask; they just take the leave through a phone system and don't show up, leaving a buddy to get called in on overtime. Boy, talk about self-empowerment and overtime entitlement! Supervisors need to control this. That's what they get paid for.

5. The average annual vacation benefits for the private sector are 120 hours. According to Glendale's HR it's also about 120 hours for the city employees. So why are the firemen allowed 270 hours? Wow, you're just asking to have to hire back a lot of overtime with that generous benefit. That's more than double what other city employees get! That's almost 7 weeks of paid leave for a 40 hour employee, not to mention their holiday time, sick leave, and family leave benefits. How often are these people really even there? With their 24

hour shift system they already work only 3 out of 9 days and about 9 days a month. Come on.

6. Managers are not supposed to get overtime and the federal government supports this exemption. Why would they when they receive generous salaries and management perks? So I agree with Bruce's question as to why battalion chiefs, who are top level managers, get paid overtime as well as generous management leave (something like 2 or 3 weeks' worth) on top of all their vacation, paid holidays, and other bennies. What's that all about?

Let's apply some common sense management practices learned from the private sector where every penny counts and the bottom line is really the bottom line. It does not take a brain surgeon to see there are some easy fixes here. **HR**

It appears the 'love affair' between the Mayor and the 'Hat Lady' [Margaret Hammond] is over. The Mayor did not vote her way on the absentee ballot application process. Hammond spoke to follow the state law which is the way the City and the candidates handle the process now. She was like a scorned lover. Tsk, Tsk. CE

Why was I not surprised to hear Mr. Philpott say that the GFD probably would not make their rebuttal report available to the public? We all need to call the Council and tell them of our dismay at the excuses we get for longer than normal response times. When the City starts getting claims from people that have lost loved ones due to the GFD arrogant attitude, it will be way too late. Weigh in now. Chief Philpott gave facts not just opinions. CG

John Drayman, Dave Weaver and Ara Najarian are voting in concert supporting management. What are your thoughts on whether there was a vote trade in exchange for solidarity on Rockhaven? I had high hopes for Mr. Drayman but it seems as if he has fallen under the spell of Jim Starbird. Frank Quintero and Bob Yousefian are the only ones that are conversant with the wishes of the public. Keep up the good work. I am sending you an end of the year contribution. You have done so much for the community. You should be on the City Council. [ED – Call the Council members or better yet, come to the last meeting of the year and ask them.]

CALLS

I don't always understand the humor you use. Would you explain it when I can't understand it? [ED – Just call]

GNP is so understanding. The cartoon they printed about Moyses Field is just what we experience.LL

Where was school board president Greg Krikorian on the cost overrun and the mold issue at Crescenta Valley HS? He was able to go to a TPC meeting and protest parking restrictions but not weigh in on CVHS. Please look into this.

Mayor Najarian did it again. He spoke against John & Ken and they nailed him once again. Najarian hasn't learned not to mess with the media. They all aren't like the GNP.

LINKS [Click here for Vanguard Archives by Hal Weber](#) [Open Government Guide](#) www.vanguardians.org [Check Zip Code Demographics](#) [UGlobal 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 18

9:30 am **Special Meeting** – City Council – re: Capital Improvement Program – City Council Chambers. 548-4844
2:30 pm Glendale Housing Authority, Glendale Redevelopment Agency, **Joint Meeting** – Glendale City Council/GRA
6:00 pm Glendale City Council

Decorum Conduct; Tree Ordinance, EOY Outside Audit Report, DRB changes, Solar Energy SB1 and Electric Rate Increase

Thursday, December 20

Design Review Board #2 – 1:00 pm, City Council Chambers, City Hall, 613 E. Broadway, Glendale. 548-2140

ARTICLES The nation's 16 million state and local government workers form a large, growing, and well-compensated class in society. State and local workers earned \$36 per hour in wages and benefits in 2005, on average, compared to \$24 per hour for U.S. private-sector workers,

according to the U.S. Bureau of Labor Statistics' [Employer Costs for Employee Compensation Summary](#), published December 9, 2005. There are almost 2,000,000 federal employees

3 Open Government

A quick review of sexual harassment training for city employees indicated that Council members names were absent from the list.

GPD takes 1-2 minutes on a defibrillator run and GFD takes 8 minutes – from official documents.

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		

Email Vanguard1@charter.net 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 your advocacy, involvement and engagement with government.

© 2007 Vanguard is intended for personal use by recipient and forwarding without change to recipient's personal email list. Vanguardians is in legal formation as a 501C3 charitable non-profit corporation under Rev. Proc. 92-85, 1992-42 I.R.B. 32. Contributions are tax deductible. To ensure you continue receiving Vanguard, please add our email addresses vanguard1@charter.net, vanguard1@charterinternet.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. Copyrighted materials used with permission.

5 Humor



Criticize the people not the issue you win and the people lose.

6 Grandview Cemetery Update from City and Legal Community Sources:

The City of Glendale filed a Complaint for Preliminary and Permanent Injunction and Declaratory Judgment against Grand View Memorial Park, Inc., Moshe Goldsman, and the Estate of Marsha Howard on September 10, 2007. All of the defendants have now been served and their responses are due during the week of October 22, 2007. The Complaint has put the defendants on notice of hazardous conditions which must be abated on the property. The City is the process of attempting to negotiate an informal resolution with the defendants. If an informal resolution cannot be reached, the City will obtain an order from the Court regarding abatement of the hazards. Pursuant to the statement of City Attorney Mike Grant at the last hearing of November 28, 2007, within a week the owners of the cemetery, particularly Moshe Goldsman was to provide the City with their agenda in repairing the water system, trimming the trees, etc. To date no such proposal has been identified to Plaintiff's counsel although Plaintiff's counsel has inquired from the City of the status of their abatement action and the possibility of informal resolution.

We must remember, on August 21, 2007, the Glendale City Council instead of moving forward with their original agenda of making all of the necessary maintenance repair to open the cemetery to the public on a limited bases during the litigation, took action that would keep

Grand View Cemetery closed on Sundays; and, also directed staff to postpone further discussion or work regarding tree-trimming, removal or grounds maintenance to a future date.

In addition, staff was directed to file a "Nuisance Abatement Action" (legal action against the cemetery owners). This could result in a court decision through which the City could force the owners to make the cemetery safe and minimize hazards. If the owners fail to do so, the Court could permit the City to go onto the property and correct the violations. This would be followed by efforts to seek reimbursement for the city's costs through a lien placed upon the property or other asset.

Following are the reasons for the Council's action:

(1) The increasing number of issues faced by the City if the cemetery were re-opened for visitation. These issues include necessary tree-trimming, tree removal, tree watering and grounds maintenance. The dead and dying trees and foliage present a hazard that could lead to a potential fire and/or other safety issues.

(2) The significant dollar amount of public funds required to address these issues, including the allocation or spending of

public funds to maintain a private enterprise.

(3) The failure by the attorneys for the plaintiffs' and the cemetery owners to address these on-going issues. Council stated that the attorneys have left the issues for the City to handle and have not attempted to work with staff to solve the concerns of the City and the community.

To date, since August 21, 2007 – the city has managed to file a complaint that has not done much in the protection of the community as it claimed!

On the litigation spectrum, a new lawsuit with an additional 150 plaintiff is being filed this month by Aroustamian & Associates. Discovery is continuing with the previously filed actions, as Plaintiffs continue to fill out and provide statements to agreed upon questionnaires. We will be having another Grand View meeting for the Mkrtchyan Lawsuit Plaintiffs in late January – I will give notice for all involved to conduct a group meeting for answering the discovery questionnaire.

We have been given permission to begin an inventory of the cremated remains that were found in the basement that were not inventoried by the State, this will help us determine the scope of the injury to the Plaintiffs.

7 A City Employee's letter to the Community: "It appears that Drayman may actually be beginning to understand that the

information that Starbird allows the Council to have is so censored that it only allows for a predetermined outcome. Much the same as Eddie Lee's termination case was based on made up information to justify Zurn's biases. If you look at Mr. Lee's case, it was about him working a lot of overtime. Except Eddie was really productive. After they moved to fire him, they had to contract with private companies for twice what it cost to do the job in-house with Mr. Lee. That cost the City a Million dollars in contract service money. They also eliminated the program under which Building and Safety collected extra fees from developers to pay for the overtime. This cost the City over \$300,000 a year in revenue. Then there is also the fact that they paid Mr. Lee and Mr. Bear over \$250,000 to stay home while Building and Safety fell apart. It's interesting that in June of 2005 the council expressed concern about what was going on. In October of 2005 they contracted with a company called Matrix, for \$91,000 to look into problems that Building and Safety was having. But by then it was expanded to include the total development process, again, so that they could limit the focus on the problems in Building and Safety. Since the council wanted it fast, they limited the companies they, Mr. Zurn and the Planning Director, interviewed and wrote into the contract that it would be completed by November 2006. Want to guess which report has never come back to the Council? Not only that, but the report was so bad, that McFall has been having staff rewrite it to what he wants it to say. Case in point, the first report called for the elimination of the Permit Service Administrator. McFall then had it rewritten to say transfer the person in that position to a proposed Public Works Administrator position. Guess what the Civil Service Commission did a few months ago? Created the Public Work Administrator position and transfer the Permit Service Administrator into it. Still, the council has not seen any of the copies of the report. The report also stated the current computer system used to issue building permits was bad. Do you remember the big fanfare a few months back about the City Services Interface, CSI, computer purchase? Again, prior to any review of the report by the Council. It was in September that Mr. Drayman asked McFall when that report would be coming back to them and he told them November. Well now it won't be until next year because they are still having meetings with the managers to get their stories straight before it gets presented to Council. When you pay \$91,000 to a company to have staff write a report, you better get your stories straight. But in the City of Glendale, Starbird has a real tight lid on what information ever gets through to the Council.

[ED-This letter was shared with those parties mentioned and here are their responses:

Yep, that's right....no responses!