



# CAPE

California Association of Professional Employees

VOLUME 24

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www.CAPEunion.org

## PRESIDENT'S MESSAGE

### Moving Forward with CAPE

By Carlos Clayton, CAPE President



CAPE President  
Carlos Clayton,  
P.E. Unit 501, DPW

What does the word "Union" mean to you?  
As members of a labor union, we are part of a movement that provides us with better pay and working conditions. We have a voice where many do not. But for CAPE members, I think sometimes the concept of being part of a union can get lost in the day-to-day demands of our jobs. It's important to understand that CAPE membership is more than just discounted movie tickets.

What does CAPE membership provide?

- Equity
- Equality
- Justice
- A Voice in the Workplace
- Working Together
- Fair Treatment
- Due Process
- Solidarity

CAPE is a union that stands for justice, fairness and equality in the workplace. We work together in solidarity to ensure due process and to give you a voice in your workplace. More than 50 years ago, road, flood and county engineers recognized the need to form a union and be represented in the public sector workplace. They chose to have a voice instead of letting layers of government bureaucracy hamper their ability to get better pay, working conditions, promotions, safety equipment and more.

As we begin 2018 and prepare for negotiations with Los Angeles County management, we need to remember why we are members of CAPE and understand we are united in having that voice in the workplace.

Unions are at a crossroads this year, where attacks on our rights as public sector union members are happening daily. There are people and organizations out there who want to take away the rights we established back in 1964 with the formation of CAPE and have built upon with every contract negotiation since then.

You have to ask yourself why? Why do these influential and well-funded organizations like the Freedom Foundation, the National Right to Work Foundation and the American Legislative Exchange Council want to keep us down and take away our voices? Why do they not want working professionals like us coming together to collectively bargain our contracts?

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## CAPE Members Walk (and Run) to End Homelessness



For a second year, CAPE joined more than 40 other unions to be part of the LA County Federation of Labor's "Homeless Heroes" team for the United Way's annual HomeWalk. The walk/run raises awareness and

funds for the United Way's homeless programs. Labor's team – this year totaling more than 300 walkers and runners – is the only team dedicated to raising funds to help homeless veterans into permanent housing. The team on average raises \$15,000 a year, of which 100% goes towards ending veteran homelessness.

Thanks to the CAPE members and their families who joined with their friends in labor for this important community event! ■

## CAPE Begins Negotiations Process



Bargaining Units 131-132

proposals were given to CAPE General Counsel Blaine Meek, who will review and craft the proposal language. Between now and May, the teams will be working with Meek in reviewing and approving the proposals' language before a package is submitted to the CEO toward the end of May.

On March 22, members met at the CAPE office for a seminar on how to present salary inequities to management at negotiations.

Pursuant to the MOUs, CAPE will provide written notification to open up bargaining with the County between May 15 and May 30. Negotiations will commence no later than June 15.

Additionally, bargaining for the Fringe Benefits contract, which is negotiated by the Coalition of County Unions (CCU) commenced March 28.

Proposals are currently in the process for that contract. The Fringe Benefits contract covers all represented Los Angeles County employees and includes MOUs on vacation, sick leave, retirement, holidays and more.

Copies of both the CAPE MOUs and Fringe Benefits are available online at [capeunion.org/mous](http://capeunion.org/mous).

Please check the CAPE website for updates at [www.capeunion.org/negotiations18](http://www.capeunion.org/negotiations18). We will also send member updates on the negotiations to their home email addresses as the talks progress. Please make sure your home email address is updated in our database. CAPE has also established an email for negotiations, should you want to send information, [2018negotiations@capeunion.org](mailto:2018negotiations@capeunion.org). ■



Bargaining Units 511-512

CAPE has started the process in preparation for the 2018 contract negotiations with Los Angeles County on successor contracts for units 131, 132, 501, 502, 511 and 512.

At its January Board Meeting, the board selected a group of volunteers for the negotiating team and meetings started in February to prepare proposals. Visit [capeunion.org/negotiations18](http://capeunion.org/negotiations18) to see the list of team members.

On Saturday, Feb. 24, the team met for the first time for an orientation and to begin drafting proposals. Their initial



Bargaining Units 501-502

## CAPE Board of Directors Election Results



Miguel Garcia  
Photo: Paul Redmond/CAPE

This past summer, CAPE membership elected two new directors in the 2017 CAPE Board of Directors elections, and re-elected three existing directors.

Elected to two-year terms were:

- Carlos Clayton\*
- Miguel Garcia
- Nelson Manabat\*
- Kevin Petrowsky\*
- Peter Thomas\*



Vigen Badalyan  
Photo: Paul Redmond/CAPE

Elected to a one-year term (to fill the vacant seat due to the death of Brent Decker) was:  
Vigen Badalyan

\*Indicates incumbent

We thank all our candidates and wish luck to the newly elected board members. We also thank our election volunteers Joaquin Cabrera, Ron Hsueh and Wendy Li for taking their personal time to oversee this important part of the union's business. ■

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## IN THIS EDITION



## Why I Joined CAPE



*"I joined CAPE because I believe that through organized professionals coming together in unity, one has more 'CAPE-abilities' and support to create progress than by acting individually."*

Geovani Mendez  
Department of Public Works  
501 – Civil Engineering Assistant  
Joined CAPE Sept. 20, 2017

## CAPE Members Tee Off at Golf Tournament

CAPE members and friends turned out for the 6th annual golf tournament on Sept. 22 for a day of golf and fun under the sun at Royal Vista Golf Club in Walnut. After a day on the greens, the 76 golf participants enjoyed a banquet, raffle and awards presentation. For the first time in the tournament's history, a team from the LA County Assessor's Office was among the day's winners. Thanks for all who came out for this great day of union camaraderie!

### 2017 Tournament Winners:

Flight A: Marcus DeLaat, Octavio Girbau, Jerry House and Jason Scholz.  
Flight B: Reynaldo Globus, Andrew Lee, Bert Olague and Linda Pangan.  
Flight C: Laren Bunker, Tony Lam, Clint Lee and Craig Phillips.  
Longest Drive: Miguel Alejandro  
Closest to Pin: Jay Dhimdis, Steve Lam, Arnold Martinez and Dan Sappington. ■



Flight A winners from the Assessor's Office (L-R): Marcus DeLaat, Octavio Girbau, Jerry House and Jason Scholz.



(L-R) Flight B winners Andrew Lee, Bert Olague, Linda Pangan and Reynaldo Globus



(L-R) Flight C winners Laren Bunker, Tony Lam and Clint Lee



Del Quevedo



(L-R) Jay Dhimdis, Sylvia Dhimdis, Miguel Alejandro and Steve Lam



CAPE Secretary and Tournament Director Nelson Manabat with his wife - and raffle prize winner - Christina. The couple also celebrated their 31st wedding anniversary that day.



(L-R) CAPE Benefits Trust Chair Nelson Manabat, tournament sponsor and trust broker Marquis Ebrahimi, CAPE President Carlos Clayton, and CAPE Benefits Trustees Barbaree Hardy, Ray Castellanos, and Lisa Andres.

## President's Message (continued from page 1)

Well, a lot of it has to do with money and politics and the idea that the 1% should have control over the 99%. That is simply not how democracy works. In Los Angeles County, we are lucky to have a Board of Supervisors that understand the need for public sector employees to have union representation and who support us. But that can change any time during an election. That's why we must remain steadfast in our purpose and supportive of our union.

Now is the time to reflect on what you want out of your union and how you can be a part of it.

Remember, Union starts with YOU.

As we start negotiations on both the Fringe Benefits and CAPE contracts, let's get to work in 2018 and help CAPE grow! ■

## Ask the Business Agent: "I received a Letter of Admonishment, what does this mean?"



Analisa Alvarez

A standard Letter of Admonishment is issued when a complaint is filed on an alleged County Policy of Equity (CPOE) violation with the County Intake Specialist Unit (CISU). The Letter of Admonishment is delivered to the complaining party and the subject of interest and a signature is requested verifying receipt of the letter. This is not a disciplinary measure, it is simply a notification that a CPOE complaint was made by you, on behalf of you or against you. If the complaint was made against you, you have the right to representation at the investigatory meeting. Call your CAPE business agent at (626)243-0340 for advice. ■

## Trust Update: Diabetes and Your Eyes



Did you know that an eye exam can be the first clue to detecting diabetes and other hidden health concerns? Finding these issues early can give patients a better chance at preventing damage through early treatment and management.

According to the American Diabetes Association, diabetes is defined as a group of diseases characterized by high blood glucose levels that result from defects in the body's ability to produce and/or use insulin.

One of the well-known effects of diabetes is eye and vision damage caused by diabetic retinopathy. This means that delicate blood vessels in the eye swell or bleed. They may also grow abnormally on the retina itself. This allows unprocessed blood sugars, fats, and proteins to leak out of weakened blood vessels. That's what damages the retina and can cause vision loss.

Roughly 90% of diabetes-related blindness can be avoided by getting an annual eye exam.

### Diabetes and Pre-diabetes Facts

Here are some surprising facts about diabetes:

- 54 million Americans have pre-diabetes and most don't know it.
- Nearly 24 million Americans have diabetes.
- Diabetes accounts for about 24,000 new cases of vision loss each year
- Lifestyle risks for diabetes are physical inactivity, poor diet, and obesity
- Diabetes has genetic factors like family history and ethnicity - Black Americans, Hispanics, American Indians, Asian and Pacific Islanders are at higher risk.
- Others at higher risk include older individuals, those with gestational diabetes, and babies weighing more than nine pounds at birth.

To schedule your annual eye exam appointment, CAPE/Blue Shield Lite and Classic POS Plan participants please visit VSP Vision Care at [vsp.com](http://vsp.com) or call (800) 877- 7195.

For further information or questions, contact the CAPE Benefit Trust Customer Service Team at (800) 487-3092, or visit [www.blueshieldca.com/CAPE](http://www.blueshieldca.com/CAPE). ■

## KNOW YOUR RIGHTS: Using Weingarten in Disciplinary Meetings

by Timothy Farrell

Did you know you have rights to union representation if you're called into a meeting that may result in discipline?

Your Weingarten Rights to Representation protect you from unfair investigatory disciplinary practices of the various investigative agencies of the County. But these rights are no good to you unless you invoke them anytime you are called into a meeting with your superiors that could result in discipline for you.

Don't hang yourself in the misguided thought that HR, your Supervisor, the Department Civil Service Representative or an investigator from the County Equity Oversight Panel (CEOP) has your best interest at heart. They don't. Their job is to protect their department and the County from liability derived from alleged employee misconduct. There is no such thing as an informal investigative meeting or "off the record chat."

The first question you should ask if you are called into a meeting about an incident is "can my responses be used as a basis for my being disciplined?" If the answer is yes, ask that your CAPE business agent be present. CAPE provides members a card which has a statement you can read that can stop your interview and allow you to contact your union for representation. These cards are available at our regular tables at the Hall of Administration (two Wednesdays per month) and the Department of Public Works headquarters (one Thursday per month). If you don't have access to these regular CAPE tables, contact us at [info@capeunion.org](mailto:info@capeunion.org) and we'll deliver one to you!

It's important to understand you have rights and that any given response to a question could lead to serious disciplinary actions, career disruptions and/or co-worker alienation.

So remember, if you are called into a meeting that you believe could lead to discipline, assert your Weingarten Right to Representation and don't think for a minute that you can represent yourself. There's an old adage that goes, "an attorney who represents themselves has a fool for a client."

Don't you be that fool! Call CAPE first. ■

## YOUR WEINGARTEN RIGHTS

If a supervisor and/or management asks questions that could lead to disciplinary action, CAPE members have the right to stop the meeting and ask for a union representative to be present.

You may read the below statement, pursuant to the U.S. Supreme Court Case

*NLRB v. Weingarten, Inc.* 420 U.S. 251 (1975).

*"If this discussion could in any way lead to my being disciplined or terminated, I request that my CAPE representative be present at the meeting. Without representation, I choose not to answer any questions."*

## CAPE's Annual Membership Dinner Welcomes State Treasurer

Hundreds of CAPE members and their guests were treated to live jazz and a special guest, State Treasurer John Chiang, at the annual CAPE Membership Meeting & Dinner held Oct. 5 at the Pasadena Hilton.

This annual free event for CAPE members and a guest includes the State of the Union and a fun evening of meeting with fellow union members.

Before the dinner, members and guests mingled at the reception with live music provided by AFM Local 47 members the Leslie Baker Trio before heading over to the annual membership meeting and President Carlos Clayton's State of the Union address.

At the meeting, Clayton provided attendees an overview of CAPE's work over the last year and that the union remains financially sound.

Following the meeting, attendees packed the main ballroom for the dinner and special guest speaker State Treasurer John Chiang, who is running for governor of California. Chiang spoke of his life as the son of immigrants and his work as state treasurer, ensuring our state grows financially and remains the world's sixth largest economy. CAPE has endorsed Chiang in his candidacy for governor of California.

The evening closed out with the ever-popular raffle, with some prizes donated by Blue Shield of California, the benefits program brokers Dexheimer Erickson and MEI Insurance Services, as well as the CAPE Benefits Trust.

CAPE would like to thank its members for attending this important annual event, which mixes a little business with a lot of fun. We look forward to seeing you next year! ■

Photos: Paul Redmond/CAPE



## CAPE BOARD OF DIRECTORS

<b>PRESIDENT</b> Carlos Clayton Public Works (626) 458-6358	<b>SECRETARY</b> Nelson Manabat Public Works (626) 300-3348	<b>DIRECTOR</b> Carl Lindner Assessor (213) 974-1730
<b>VICE PRESIDENT</b> Lisa Andres Assessor (626) 258-6157	<b>DIRECTOR</b> Vigen Badalyan Assessor (213) 974-2785	<b>DIRECTOR</b> Kevin Petrowsky Public Works (818) 880-4150
<b>TREASURER</b> Barbara Volz Public Works (626) 458-6369	<b>DIRECTOR</b> Miguel Garcia Public Works (626) 458-3184	<b>DIRECTOR</b> Peter Thomas Assessor (213) 974-3169

The CAPE Board meets regularly the second Thursday of every month at the CAPE office. Members are welcome to attend, and may address the Board at 6:30 pm.

Officer positions are determined annually, each September, by the Board.



## BENEFIT TRUST BOARD OF TRUSTEES 2017

<b>CHAIR</b> Nelson Manabat Public Works (626) 300-3348	<b>TREASURER</b> Barbara Volz Public Works (626) 458-6369	<b>TRUSTEE</b> Ray Castellanos Public Works (626)458-6352
<b>VICE CHAIR</b> Lisa Andres Assessor (626) 258-6157	<b>SECRETARY</b> Barbaree Hardy Assessor (626) 258-6159	

## TO CONTACT CAPE

California Association of Professional Employees  
3018 E. Colorado Boulevard, Suite 200  
Pasadena, CA 91107  
(626) 243-0340  
(626) 243-0368 fax

[info@CAPEunion.org](mailto:info@CAPEunion.org)  
[www.CAPEunion.org](http://www.CAPEunion.org)

[f/capeunion](https://www.facebook.com/capeunion) [@capeunion](https://www.twitter.com/capeunion) [@capeunion](https://www.instagram.com/capeunion)

## ABOUT CAPE

The California Association of Professional Employees represents more than 2700 employees of the County of Los Angeles. CAPE's representation extends into the areas of collective bargaining of Memorandum of Understandings (work contracts), collective bargaining of Fringe Benefits, Grievances, Legal Advice, and Health Benefits. CAPE, the Union, was formed in 1964 by professional employees of the County of Los Angeles, who recognized the need for fair and effective representation.

CAPE IS AFFILIATED WITH MEBA (MARINE ENGINEERS' BENEFICIAL ASSOCIATION) AND THE AFL-CIO (AMERICAN FEDERATION OF LABOR—CONGRESS OF INDUSTRIAL ORGANIZATIONS).

CAPE IS ALSO A MEMBER OF THE COALITION OF COUNTY UNIONS (CCU), AN ALLIANCE OF LOS ANGELES COUNTY UNIONS THAT COLLECTIVELY BARGAIN FOR THE HEALTH AND RETIREMENT BENEFITS OF ALL COUNTY "CHOICES" PARTICIPANTS.



## CALENDAR—UPCOMING EVENTS

### MAY 2018

Thursday, May 3

**Table at the Department of Public Works HQ**  
Courtyard from 11 a.m. - 1 p.m.

Wednesday, May 9

**Table at the Hall of Administration**  
2nd Floor Foyer from 9 a.m. - Noon

Thursday, May 10

**CAPE Board of Directors Meeting**  
CAPE office at 2 p.m.

Wednesday, May 23

**Table at the Hall of Administration**  
2nd Floor Foyer from 9 a.m. - Noon

Monday, May 28

**Memorial Day (Observed)**  
CAPE Office Closed

### JUNE 2018

Thursday, June 7

**Table at the Department of Public Works HQ**  
Courtyard from 11 a.m. - 1 p.m.

Thursday, June 7

**Table at the DPW Safety Awards Ceremony**  
Hansen Yard

Wednesday, June 13

**Table at the Hall of Administration**  
2nd Floor Foyer from 9 a.m. - Noon

Thursday, June 14

**CAPE Board of Directors Meeting**  
CAPE Office at 2 p.m.

Thursday, June 14

**Table at the DPW Safety Awards Ceremony**  
Palmdale Yard

Wednesday, June 27

**Table at the Hall of Administration**  
2nd Floor Foyer from 9 a.m. - Noon

Wednesday, June 27

**Table at the DPW Safety Awards Ceremony**  
Baldwin Park Yard

### JULY 2018

Wednesday, July 4

**Fourth of July**  
CAPE office closed

Thursday, July 5

**Table at Department of Public Works**  
Courtyard from 11 a.m. - 1 p.m.

Wednesday, July 11

**Table at the Hall of Administration**  
2nd Floor Foyer from 9 a.m. - Noon

Thursday, July 12

**CAPE Board of Directors Meeting**  
CAPE Office at 2 p.m.

Wednesday, July 25

**Table at the Hall of Administration**  
2nd Floor Foyer from 9 a.m. - Noon

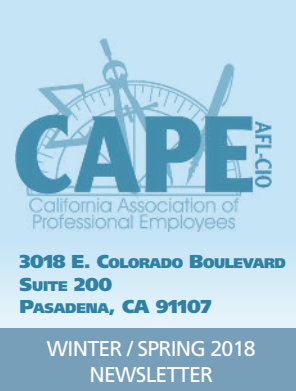
Wednesday, July 25

**Table at the DPW Safety Awards Ceremony**  
Imperial Yard

### AUGUST 2018

Thursday, Aug. 2

**Table at the DPW Safety Awards Ceremony**  
Westchester Yard



[CAPE MEMBERS]

Please distribute this important information to non-members at your work location.

## CAPE MEMBER PERKS

### DISCOUNT MOVIE TICKETS

CAPE offers members movie tickets at a reduced rate from box office prices. Prices are set by the theatres and are subject to change. Some theaters may charge a location surcharge to your ticket. CAPE now offers three ways to purchase movie tickets:

- For online purchases, PayPal/Debit or Credit Card visit our online CAPE Web Store at [www.CAPEunion.org](http://www.CAPEunion.org).
- For mail-in check payments, download a movie ticket order form from the CAPE website and mail it in with a check payable to CAPE. Alternatively, you may call and request to have a form emailed to you.
- For in-person purchases, visit the CAPE office. Cash, check or credit/debit card payments are accepted.

*Tickets will be mailed upon verification of membership status and receipt of payment. All sales are final. No exchanges or refunds. Orders over \$75 will be mailed to you via certified mail.*



Theatre	Price
<b>AMC Black Unrestricted</b>	\$10.25
<b>Pacific</b> (restricted – may not be used for special engagements)	\$10.00
<b>Regal</b> (incl. Edwards & United Artists)	\$8.50
<b>AMC Popcorn Snack Ticket</b> (One small popcorn or credit toward larger size)	\$3.00

### ENTERTAINMENT PACKETS

Available to CAPE members upon request, Entertainment Packets include discount coupons and web links for various attractions throughout Southern California. Availability of individual discounts is subject to change. Currently, the Entertainment Packet includes discounts to the following:

- Aquarium of the Pacific
- Knott's Berry Farm
- Medieval Times
- San Diego Zoo
- Six Flags Magic Mountain\*
- Six Flags Hurricane Harbor\*



\* Discounts to these great theme parks and others are available at [www.unionplus.org](http://www.unionplus.org)  
Call CAPE at (626) 243-0340 to request your entertainment discount packet today!

## REDUCE PAPER CLUTTER!

REQUEST CAPE COMMUNICATIONS BY EMAIL IN THREE EASY STEPS:

- 1) visit the CAPE website at [www.capeunion.org/news](http://www.capeunion.org/news)
- 2) click the "Go Green" link on the right-side column
- 3) provide your name, employee ID, and home and work email addresses then click "Submit".

*It's that easy to Go Green with CAPE!*

## MEMBERSHIP UPDATE!

CAPE's Board, staff, and members welcome all the new members of CAPE.  
Thank you for making your Union even stronger!

FIRST NAME	LAST NAME	UNIT	DEPARTMENT	JOIN DATE
KHALED	ABUNIJMEH	501 - Professional Engineers	Public Works Department	12/14/2017
VIVIAN	ACEVES	511 - Engineering Technicians	Public Works Department	12/14/2017
DAVID	AGUILAR	511 - Engineering Technicians	Public Works Department	11/15/2017
ARTHUR	AMIRKHANIAN	131 - Appraisers	Assessor's Office	10/19/2017
ERIC	AVAKIAN	131 - Appraisers	Assessor's Office	10/19/2017
AREN	AZIZIAN	501 - Professional Engineers	Public Works Department	11/15/2017
ANNIE	BANKS	511 - Engineering Technicians	Children & Family Services	8/1/2017
BARBARA	BRAND	511 - Engineering Technicians	Public Works Department	9/20/2017
CARLOS	CANAS JR.	511 - Engineering Technicians	Assessor	3/28/2018
JOSE	CAPRILE	501 - Professional Engineers	Parks & Recreation	8/17/2017
JUAN-RAUL	CARDENAS	511 - Engineering Technicians	Assessor's Office	7/3/2017
MARLENE	CASTILLO	131 - Appraisers	Assessor's Office	10/19/2017
PATERNO	CASTRO	502 - Supervisory Professional Engineers	Public Works Department	12/14/2017
DEREK	CHAN	501 - Professional Engineers	Public Works Department	9/22/2017
KA CHUN	CHAN	131 - Appraisers	Assessor's Office	10/19/2017
VIVIAN	CHANG	131 - Appraisers	Assessor's Office	9/14/2017
MICHELLE	CHAVEZ	511 - Engineering Technicians	Public Works Department	11/17/2017
BRENDA	CHEN	131 - Appraisers	Assessor's Office	10/19/2017
IRIS	CHI	511 - Engineering Technicians	Regional Planning Department	11/27/2017
PETER	CHOU	511 - Engineering Technicians	Regional Planning Department	11/27/2017
WAYNE	CHU	131 - Appraisers	Assessor's Office	10/19/2017
JULIANNA	COLWELL	501 - Professional Engineers	Public Works Department	9/20/2017
MIGANOOSH	DAVOODI	501 - Professional Engineers	Public Works Department	10/6/2017
LUIS	DE LA TORRE	511 - Engineering Technicians	Public Works Department	10/17/2017
DONNA	DIAZ	501 - Professional Engineers	Public Works Department	9/20/2017
JAMAL	DRUMMOND	131 - Appraisers	Assessor's Office	9/14/2017
CRISTIAN	DURAN	501 - Professional Engineers	Public Works Department	11/15/2017
GONUL	DUREN	501 - Professional Engineers	Public Works Department	1/17/2018
VICTORIA	ESPINOZA	501 - Professional Engineers	Public Works Department	11/15/2017
FRANCISCA	ESPINOZA	131 - Appraisers	Assessor	3/6/2018
EFREN	ESTRELLA	511 - Engineering Technicians	Registrar Recorder	3/12/2018
TAHIRAH	FARRIS	511 - Engineering Technicians	Regional Planning Department	11/27/2017
JOSHUA	FELTON	501 - Professional Engineers	Public Works Department	11/15/2017
JOSAFAT	FLORES	501 - Professional Engineers	Public Works Department	9/19/2017
BRIAN	FREEMAN	511 - Engineering Technicians	Public Works Department	1/17/2018
ROBERT	FRENZEL	131 - Appraisers	Assessor's Office	10/19/2017
KIMBERLY	GALICIA CISNEROS	511 - Engineering Technicians	Public Works Department	9/20/2017
GLADYS	GALLARDO	501 - Professional Engineers	Public Works Department	9/20/2017
MIGUEL	GARIBAY JR	501 - Professional Engineers	Public Works Department	10/5/2017
EDGAR	GASPARYAN	131 - Appraisers	Assessor's Office	9/14/2017
DANIEL	GIMA	501 - Professional Engineers	Public Works Department	11/15/2017
AARON	GODINEZ	511 - Engineering Technicians	Internal Services Dept.	11/16/2017
JONATHAN	GONZALEZ	511 - Engineering Technicians	Public Social Services Department	10/12/2017
JOSE	GUERRA III	511 - Engineering Technicians	Public Works Department	1/17/2018
LATOYA	GUILLORY	131 - Appraisers	Assessor's Office	9/14/2017
STEPAN	HAYRIKYAN	131 - Appraisers	Assessor's Office	10/19/2017
MATTHEW	HERNANDEZ	131 - Appraisers	Assessor's Office	9/14/2017
CRUZ	HERNANDEZ	511 - Engineering Technicians	Probation Department	3/21/2018
MELVIN	HILL	511 - Engineering Technicians	Public Works Department	3/22/2018
RAYMOND	HUNTER	511 - Engineering Technicians	Public Social Services Department	3/27/2018
BASSEM	IBRAHIM	511 - Engineering Technicians	Public Works Department	2/12/2018
PETER	JO	501 - Professional Engineers	Public Works Department	10/6/2017
TA	JOHNY	131 - Appraisers	Assessor's Office	10/19/2017
CYNTHIA	JOYCE	511 - Engineering Technicians	Public Works Department	11/22/2017
JENNIFER	JUNG	512 - Supervisory Engineering Technicians	Parks & Recreation	8/17/2017
CYRILLE	KOUNDANG	511 - Engineering Technicians	Public Works Department	12/14/17
NATASHA	KRAKOWIAK	511 - Engineering Technicians	Parks & Recreation	8/17/2017
TONY	LA	511 - Engineering Technicians	Public Works Department	1/17/2018
SCOTT	LAU	511 - Engineering Technicians	Public Works Department	3/22/2018
THOMAS	LEITAO	511 - Engineering Technicians	Public Works Department	12/14/17
JONATHAN	LIM	501 - Professional Engineers	Public Works Department	9/20/2017
XIAO NAN	LIN	501 - Professional Engineers	Public Works Department	9/20/2017
RAYMOND	LOPEZ	131 - Appraisers	Assessor's Office	10/19/2017
MAURICIO	LUCERO	511 - Engineering Technicians	Agric Comm/Wts & Measures	3/23/2018
DEREK	MALOIT	511 - Engineering Technicians	Public Works Department	1/17/2018
VIVEK	MANICKAM	501 - Professional Engineers	Public Works Department	12/1/17
RICHARD	MARSHALIAN	512 - Supervisory Engineering Technicians	Regional Planning Department	1/22/2018
GABRIEL	MASON	511 - Engineering Technicians	Parks & Recreation	8/17/2017
JEREMIAH	McWHERTER	131 - Appraisers	Assessor's Office	10/19/2017
ALEXANDER	MENA	512 - Supervisory Engineering Technicians	Parks & Recreation	8/17/2017
GEOVANI	MENDEZ	501 - Professional Engineers	Public Works Department	9/20/2017
STEVE	MENDEZ	511 - Engineering Technicians	Public Works Department	12/14/17
AZUCENA	MENDOZA	511 - Engineering Technicians	Public Works Department	2/12/2018
LOUIZA	MINASYAN	511 - Engineering Technicians	Public Works Department	1/17/2018
JASON	MOORE	511 - Engineering Technicians	Public Works Department	11/1/2017
YULIANA	MORENO	131 - Appraisers	Assessor's Office	10/19/2017
SAMI	MRESTANI	511 - Engineering Technicians	Public Works Department	1/17/2018
JASON	NAI	511 - Engineering Technicians	Public Works Department	2/12/2018
TED	NGUYEN	511 - Engineering Technicians	LA County Fire Department	11/8/2017
KENNETH	OLSZOWY	511 - Engineering Technicians	Public Works Department	11/15/2017
ERIK	ORTIZ	131 - Appraisers	Assessor's Office	10/19/2017
BRENDA	PALAFOX	501 - Professional Engineers	Public Works Department	11/9/2017
DAVID	PASCOE	511 - Engineering Technicians	Public Works Department	10/10/2017
LINDA	PAUL	131 - Appraisers	Assessor's Office	7/24/2017
MARIA	PAYNE	Technical	Sanitation District	7/5/2017
HERACH	PILIKIAN	131 - Appraisers	Assessor's Office	9/29/2017
ESEQUIEL	PIMENTEL	511 - Engineering Technicians	Public Works Department	1/17/2018
STACEY	PINEDO	511 - Engineering Technicians	Public Works Department	3/20/2018
ANNE	PITTMAN	131 - Appraisers	Assessor's Office	10/19/2017



FIRST NAME	LAST NAME	UNIT	DEPARTMENT	JOIN DATE
LORETTA	QUACH	511 - Engineering Technicians	Parks & Recreation	8/17/2017
AURELIO	REYES	511 - Engineering Technicians	Public Works Department	12/11/17
CHARLES	RICHARDSON	511 - Engineering Technicians	Public Works Department	3/22/2018
RIO	RIVERA	131 - Appraisers	Assessor's Office	9/14/2017
VALERIA	RODRIGUEZ	511 - Engineering Technicians	Assessor	3/28/2018
CLINTON	ROY	502 - Supervisory Professional Engineers	Public Works Department	3/22/2018
ADAM	SAKOWICZ	511 - Engineering Technicians	Registrar-Recorder	9/21/2017
JULIE	SALAZAR	511 - Engineering Technicians	Public Works Department	11/15/2017
BRIANNA	SAN JUAN	511 - Engineering Technicians	Public Works Department	1/17/2018
ARA	SARYAN	131 - Appraisers	Assessor	1/9/2018
PHUONG	SCHMIT-KALLAS	501 - Professional Engineers	Public Works Department	11/15/2017
CHRISTINA	SCIUPAC	132 - Supervisory Appraisers	Assessor's Office	11/20/2017
REBECCA	SERRATO	511 - Engineering Technicians	Public Works Department	10/3/2017
ROLANDO	SORIANO	131 - Appraisers	Assessor's Office	10/19/2017
WILLIAM	SPOJA III	501 - Professional Engineers	Public Works Department	11/15/2017
DANNY	SU	501 - Professional Engineers	Public Works Department	9/20/2017
BASHAR	SUBEH	501 - Professional Engineers	Public Works Department	11/15/2017
ALYNN	SUN	501 - Professional Engineers	Public Works Department	10/13/2017
DANIEL	SWIFT	511 - Engineering Technicians	Regional Planning Department	11/27/2017
BELAL	TABANNAJ	501 - Professional Engineers	Public Works Department	9/20/2017
CHAY	TANG	501 - Professional Engineers	Public Works Department	11/15/2017
CLARK	TAYLOR	511 - Engineering Technicians	Regional Planning Dept.	1/29/2018
FADY	TOMA	511 - Engineering Technicians	Regional Planning Dept.	11/27/2017
MICHELLE	TRAN	511 - Engineering Technicians	Public Works Department	2/12/2018
KIMBERLY	UNG	511 - Engineering Technicians	Public Works Department	7/18/2017
GEORGE	VALDIBIA	501 - Professional Engineers	Public Works Department	9/21/2017
MARK	VARNES	511 - Engineering Technicians	Public Works Department	12/14/17
DERRICK	VENTURA	132 - Supervisory Appraisers	Assessor's Office	9/21/2017
ADRIANA	VIRAMONTES	131 - Appraisers	Assessor's Office	9/27/2017
TIMOTHY	WALTON	511 - Engineering Technicians	Public Works Department	10/10/2017
LEE	WEBSTER	131 - Appraisers	Assessor's Office	10/19/2017
TIMOTHY	WONG	511 - Engineering Technicians	Public Works Department	11/15/2017
MARIA	YEPREMIAN	501 - Professional Engineers	Public Works Department	9/22/2017
JOCELYN	YOUNG	511 - Engineering Technicians	Public Works Department	9/20/2017

## CAPE 2017 - 2018 Retirees

Thanks for your membership in CAPE and best wishes in your retirement!

FIRST NAME	LAST NAME	DEPARTMENT	UNIT	RETIREMENT DATE
JZAVEN	ABRAHAMIAN	Public Works Department	501 - Professional Engineers	2/15/2018
ALAN	ADACHI	Chief Executive Office	512 - Supervisory Engineering Technicians	3/15/2017
PAUL	ANDERSON	Public Works Department	511 - Engineering Technicians	1/15/2018
DAVID	ASABOR	Public Works Department	501 - Professional Engineers	12/31/2017
WESLEY	BAKER	Assessor	131 - Appraisers	1/15/2018
JAMES	BARBER	Parks & Recreation Department	511 - Engineering Technicians	7/15/2017
JESSICA	CAJULIS	Assessor	131 - Appraisers	3/31/2017
DANILO	CALDERON	Public Works Department	511 - Engineering Technicians	12/31/2017
PETER	CHANG	Public Works Department	502 - Supervisory Professional Engineers	3/15/2017
CRAIG	CLINE	Public Works Department	502 - Supervisory Professional Engineers	2/28/2017
WILLIAM	CROSS	Regional Planning Department	512 - Supervisory Engineering Technicians	6/15/2017
ARTHUR	DITO	Public Works Department	512 - Supervisory Engineering Technicians	6/15/2017
JEFFREY	DONALDSON	Public Works Department	502 - Supervisory Professional Engineers	5/15/2017
EUGENE	DRIVER III	Assessor	132 - Supervisory Appraisers	3/15/2017
MASSOUD	ESFAHANI	Public Works Department	501 - Professional Engineers	2/1/2017
EDWARD	FREEMAN	Internal Services Department	512 - Supervisory Engineering Technicians	3/15/2017
PAUL	FUNK	Public Works Department	512 - Supervisory Engineering Technicians	3/15/2017
OCTAVIO	GIRBAU	Assessor	132 - Supervisory Appraisers	2/15/2018
THOMAS	HANSEN	Public Works Department	511 - Engineering Technicians	1/15/2018
MADJID	HASHEMI	Public Works Department	501 - Professional Engineers	3/15/2018
MOHAMMAD	KAJBAF	Public Works Department	501 - Professional Engineers	1/15/2017
MARK	KASPAR	Sanitation District	T - Senior Engineering Technician	7/6/2017
RICKY	KING	Assessor	132 - Supervisory Appraisers	10/31/2017
ROBERT	LARSON	Public Works Department	501 - Professional Engineers	1/15/2018
YANETH	LIVESEY	Public Works Department	501 - Professional Engineers	9/15/2017
WEI-YI	LO	Public Works Department	501 - Professional Engineers	2/15/2018
JOSE	LOPEZ	Public Works Department	512 - Supervisory Engineering Technicians	1/15/2018
MEHRJI	MALGANJI	Public Works Department	512 - Supervisory Engineering Technicians	3/15/2017
JOHN	MC CARNEY	Public Works Department	512 - Supervisory Engineering Technicians	2/15/2018
RICHARD	MC CARTLE	Public Works Department	512 - Supervisory Engineering Technicians	3/15/2017
GLENIS	MC LEOD	Public Works Department	512 - Supervisory Engineering Technicians	3/15/2017
FRANK	MORENO	Parks & Recreation Department	511 - Engineering Technicians	1/15/2017
LONG	NGUYEN	Assessor	511 - Engineering Technicians	8/15/2017
TIMOTHY	O'CLOCK	Assessor	131 - Appraisers	6/15/2017
RICARDO	PAEZ	Public Works Department	511 - Engineering Technicians	11/30/2017
DARRELL	QUINN	Public Works Department	512 - Supervisory Engineering Technicians	9/15/2017
DANTE	REYES	Assessor	511 - Engineering Technicians	2/15/2018
KENNETH	ROBERTS	Public Works Department	511 - Engineering Technicians	2/28/2017
KENNETH	ROSE	Assessor	132 - Supervisory Appraisers	3/15/2017
STEVEN	ROSS	Public Works Department	502 - Supervisory Professional Engineers	12/31/2017
LAWRENCE	RUBINSON	Assessor	131 - Appraisers	7/31/2017
TOMOKO	SAKURAI	Public Works Department	512 - Supervisory Engineering Technicians	3/15/2017
HECTOR	SALDANA	Public Works Department	511 - Engineering Technicians	2/15/2018
ROBERT	SCHINDLER	Assessor	131 - Appraisers	8/15/2017
GRACEFONE	SONG	Assessor	511 - Engineering Technicians	1/15/2018
BRYAN	SY	Assessor	132 - Supervisory Appraisers	9/15/2017
PATRICK	TARANGO	Public Works Department	512 - Supervisory Engineering Technicians	12/31/2017
RONILO	TELEBRICO	Assessor	511 - Engineering Technicians	2/15/2018
OANH	TRAN	Public Works Department	501 - Professional Engineers	2/1/2017
ERIK	UPDYKE	Public Works Department Unit	502 - Supervisory Professional Engineers	3/15/2018
YA-CHEN	WADA	Public Works Department	501 - Professional Engineers	11/30/2017
PAUL	WITTWER	Public Works Department	512 - Supervisory Engineering Technicians	2/15/2018
FREDERICK	WONG	Public Works Department	501 - Professional Engineers	3/15/2017
JOSEPH	YOUNG	Public Works Department	501 - Professional Engineers	4/30/2017