



LOS ANGELES COUNTY TRANSPORTATION COMMISSION 403 West 8th St., Suite 500, Los Angeles, CA 90014 (213) 626-0370

## The LACTC Staff Newsletter "All the news that's unfit to print"

INSIDE MOVES makes its return appearance with this long-awaited, but abbreviated issue. In just 10 months, LACTC staff has grown from about 130 employees to a total of 304, that includes 81 new hires, and 77 temporary and contract workers. With a team that big, communication within our own agency sometimes gets lost between the floors.

This is your employee newsletter intended to improve our internal communications by introducing you to new faces and personalities and updating you on what other divisions are currently doing. Like the LACTC, INSIDE MOVES is undergoing a change in its look and content. In this introductory issue are snapshots of some of the many people that were hired since our last newsletter in October, 1989. Future issues will attempt to better introduce you to fellow workers and the jobs they perform. You will notice that INSIDE MOVES still accepts guest articles and columns and we welcome your letters to the editor or comments on how this newsletter can better serve you. I hope you enjoy this premiere edition of the new and revised INSIDE MOVES.

Your Editor,  
Roberta Tinajero

### EDITOR'S NOTE

# AREA TEAM MEMBERS FEEL THE SHAKEDOWN OF REORGANIZATION

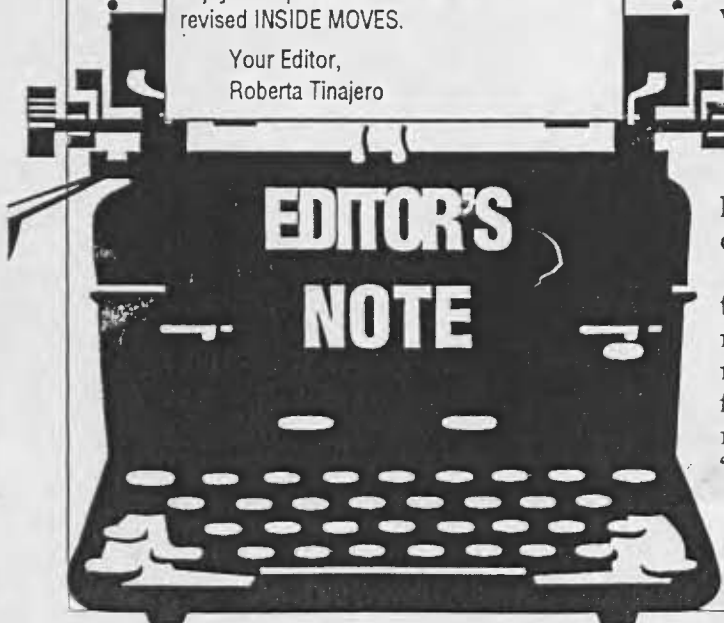
The months of meetings, anxiety, excitement, and fear of the unknown for all those who were effected by the formation of Area Teams are over. Now the 42 employees who serve on six teams are dealing with the transition of changing job roles, mostly on a positive note, while others are left wringing their hands with left-over duties from their previous jobs.

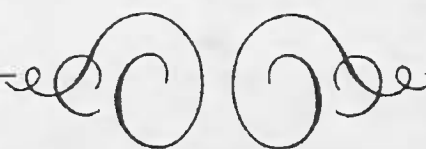
Team members are in training to become "multimodal"—that means they will become experts in many aspects of transportation from bikeways and buses to commuter trains and traffic signals. "There's a lot of learning taking place. We didn't realize how much training would be involved.

Everyone's experiencing the same overwhelmed feeling," said Lupe Valdez, public process administrator for the San Gabriel Valley Team.

Besides the many meetings and training sessions scheduled for team members, there's a general consensus among team staff that the new structure was a good move. "This is a more efficient way to serve the local entities," said Mary Lou Echternach, public process administrator for the Central Team. "With the Proposition A half-cent sales tax, the 86 cities in the county are paying a lot for service. The area team structure allows us to give them the full service that they're paying for," she said.

Some teams members are





stressed about closing out their past projects while taking on a new load. "My expectations were raised about making the transition to a new job," said one worker. "I've barely been able to dip my toes into my new job because two-thirds of my work is cleaning up old tasks."

All team members are dealing with the push/pull syndrome of going from departments to decentralized teams and having to give up their old projects. "The exchange of information and tasks has been the weakest link in the chain," said another employee. "But there are definitely benefits to being on a team. We are able to assist cities in a multimodal sense and see a project all the way through."

"The teams give us a way to consolidate all information into one area. It saves time, reduces aggravation and is more productive. We see the whole picture, not only internally, but also for the people that we serve," said Rita Vega, project manager in the San Gabriel Valley team.

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This year's new area team employees include Rex Gephart, Pat Holmberg, and Dale Royal.

## AREA TEAM MEMBERS TAKE TO THE STREETS...

AND THE HIGHWAYS. . . AND THE BUS ROUTES. . . AND THE BIKEWAYS, ETC.

Team members will be out in their areas during September on a double mission. They will be conducting "environmental scans" and urging cities to designate the LACTC as the Congestion Management Program agency.

"An environmental scan is getting a profile of the area and a handle on its current transportation situation," said Pat McLaughlin, Area Team manager for the San Fernando Valley/North County. "We'll be researching what public transit currently exists and identifying all projects planned and funded for our cities." AT staff will talk to a variety of people, including some city managers and representatives from citizen groups and chambers of commerce. The results of their interviews and research will be shared with Commission members and cities, and later refined and developed for more in-

depth re- search and planning.

Area Teams are also briefing cities on the Congestion Management Program. The CMP was mandated by a bill tied to Proposition 111. It does three things: provides \$18.5 billion for constructing transportation facilities, changes the way funds are distributed, and requires local agencies to work through a countywide Congestion Management Agency. Local cities have to pass a resolution designating



LACTC to be that agency. If you want to learn more about the Congestion Management Program, there are three fact sheets available. Call Kate Beaudet at ext. 440.

## WATCH OUT FAST MEMBERS . . . THERE'S A CONTRACT OUT ON YOU!



"Who's on first," asked Abbot.

"That's right. And What's on second," answered Costello.

That infamous comedy routine went round and round, not unlike the maddening cycle of sign-offs on performance evaluations that pop in and out of in-baskets, often getting lost in the shuffle.

The good news is that the shuffle is being streamlined. LACTC's process for performance evaluations is in transition. Area Teams are already using the new "Performance Contracting System" and members of FAST are gearing up to switch over to the system.





Jami Carrington is a project manager on the Southeast team, while Art Cueto serves on the San Gabriel Valley team.

The design team for FAST (Financial and Administrative Services Team) recently spent a grueling three days on retreat in Oxnard. Sequestered in a conference room from 8 a.m. into the evening hours, the group came to several major decisions, including transferring to the performance contract method of evaluations.

“Basically, the way the performance contracting system works is that you will develop specific measurable goals by answering a series of about five questions,” said design team member Caprice Young.

The type of questions that the contracts will include:

- How will you contribute to the goals of LACTC?
- What activities or tasks will you perform to support the agency's guiding principles?
- What will you learn?
- What will you teach?

Area Team members went on the contract system in July. “It’s valuable in the sense that each member knows what’s expected of him or her,” said Mary Lou Echternach,

Lou Echternach, public process administrator for the Central team.

“It’s good to have goals and a working plan. I’m all for it, however the nature of this job is crisis-oriented. Our priorities change when situations arise and the contracts have to be flexible to accommodate that,” said Rita Vega, project manager on the San Gabriel team.

“The contract will be a



(top) Ralph de la Cruz, area team director for the Central district runs his department with a “Can Do” spirit.



(bottom) Judy Weiss, deputy executive director, Area Teams.

working document,” said Caprice. “Employees will review the document every three months to take a look at their progress.” FAST members should watch their in-baskets for notice of a training session on the new process set for September 14 from 9 a.m. to noon.

In some cases, Area Teams made the contracts a group exercise. In the Central Area team, led by Ralph de la Cruz, all members agreed on the philosophy and wrote into their contracts: “Before crossing the street, hold hands and look both ways.”

# LEARNING THE ROPES IN LACTC'S FAST LANE . . .

(New Employee Orientation Update)  
by Cindy Kondo

Although Human Resources (HR) has moved out of sight to the 9th floor, we're still busy hiring employees and continuing to refine the new employee orientation process. Some recent improvements made to the program include HR group orientations on Monday mornings and General Services operations overview on Thursdays. Stay tuned for payroll/timcard explanations and a reduced load of handouts for new employees.

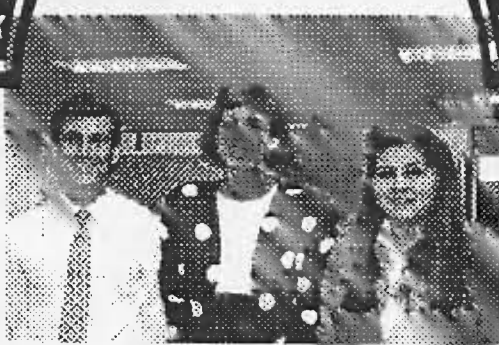
To top this off, LACTC's Visual Communications is working with HR to develop a short video to acquaint new staffers on their first day at work.

Also, coming soon to your neck of the building is the FAST Q&A Team. This small, but mighty threesome will set up shop in one of the conference rooms for a half hour every week to serve you. The team will answer your questions, clarify policies, explain benefits, and/or provide instructions on how to fill out administrative forms. Watch for the FAST flyer.

Kilroy? no, it's just Caprice Young, leading force on the Design Teams, responsible for keeping you up-to-date with FAST FLASH memos.



"The mission of the FAST group is to focus on service, says Les Porter, FAST's deputy executive director. "The biggest change of our organization is our customer outlook to provide service." FAST members will soon engage in training sessions and use the performance contracting method of evaluations.



LACTC's Mod Squad members are Steve Gleason, program manager in capital planning; Cynthia Pansing, project manager San Fernando Valley area team, and Laura Ibarra, project manager in capital planning.



PAY UP— This bunch in accounts payable in financial services doesn't want to hear that the check is in the mail. Front Row: Mandakini Patel, Becky Quinteros, and Sharon Fruta. Back Row: William "Tim" Roberts, Mustapha "Toy" Oyewole, and Alfredo Castillo.



MONEY MINDS— This bunch from financial services are Tyria "T" Cotton, Jon Sotero, Donna Murphy, Anna Maria Alvarez, and Nelson Silo.



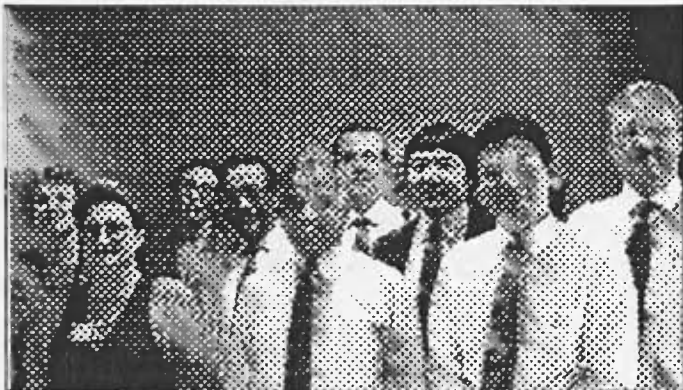
## RCC ROUNDING-UP NEW STAFF

Nowhere are growing pains more evident than in the Rail Construction Corporation. Now that Ed McSpedon has been named president and CEO of the RCC, all other appointments are being made for the many upper management jobs and other positions. Many employees who have been acting managers are involved in the interview process. "There's been a lot of stress and nervousness around here lately," noted one RCC employee.

"An all-out effort is being made to accelerate hiring through local and nation-wide searches. Openings are in all areas from cost accounting and budgeting to engineering. About 68 positions are budgeted and recruitment and hiring may be a six-month process," according to Ramona Lopez in Human Resources.

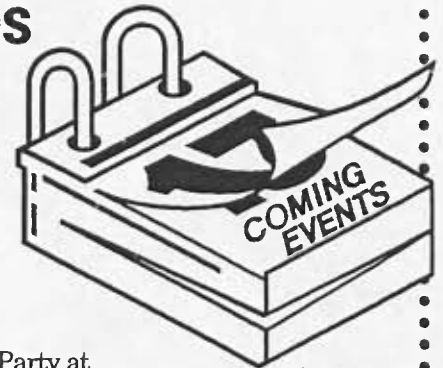
Several people remain on the Blue Line project, wrapping up the Long Beach loop opening and the 7th and Flower streets station, while others have been cramming to learn the Metro Red Line projects. Expect to hear a lot of news about the draining of McArthur Park Lake for tunneling work in the area beginning in January. "I hate to think what's down there," bemoaned Robin McCarthy, RCC's public affairs manager. Meanwhile, the RCC public affairs department is out scouting areas for three field offices, to serve MOS I and II, and the Green Line. It looks like our field staffs will have new neighborhoods to lunch in after years of trying to find a decent spot along the Blue Line corridor.

The whole group will be relocating their offices to the 5th and 6th floors in early November.



Some of the RCC employees to come aboard since the last I.M. issue include Mary Lou Williams, Connie Haig, Lousia Simpson, Ramesh Thakarar, Ram Krishnu, Jeff Christiansen, Dennis Mori, Henry Liu, and Tim Davis.

## Human Resources & Activities Depot Bulletin



### Sept. 15th, Saturday

LACTC Beach Party at Huntington State Beach (Act. Dept. was unable to reserve campsites for the annual campout this year) Volunteers needed.

### Sept. 27th, Thursday

General staff meeting at the Hyatt Regency Hotel with a staff mixer to follow. Be there to meet new employees & enter door prize drawing.

### Every other Tuesday

Photos for LACTC's ID badges are taken in the Human Resources office on the 9th floor every other Tuesday from 9-10:30 a.m. Call Patty Ironbar at ext. 746 for details. Photo sessions are scheduled for September 25th, October 9th and so forth.

### Bi-Weekly

Toastmasters International on-site meetings. A means of learning and improving your communicative skills in an atmosphere of fellowship and fun with co-workers. Call Peter De Haan, president, at ext. 733 for more information.

### Monthly

Travel City of the Month Club. Meet staffers for lunch, enjoy good conversation and culinary delights. Taste take-out foods of the cuisine native to the featured city. Call Steve Brye at ext. 731 for the scoop.

Also, don't forget LACTC's Wellness program activities, such as the weeknight exercise classes, the noon Power Walks, Weight Watcher's program, Jim Sowell's stress management classes, etc. For more information, please contact Cindy Kondo at ext. 580 or Marny Ellis-Peek at ext. 423. Also, look for the return of the Committee to Have Fun club.

Any LACTC staff member who has been around for awhile can confirm that *INSIDE MOVES* had a reputation for being somewhat silly in the past. Flying bananas, dancing dinosaurs, and even an Elvis sighting were spotted in these pages. But we've matured, grown up, gotten big. We don't act adolescent any more.

We no longer speculate, exaggerate, or gossip, but...

## DID YOOOUUUU

## KNOOOOWWWW.....?????

### Congratulations are in order for new papas:

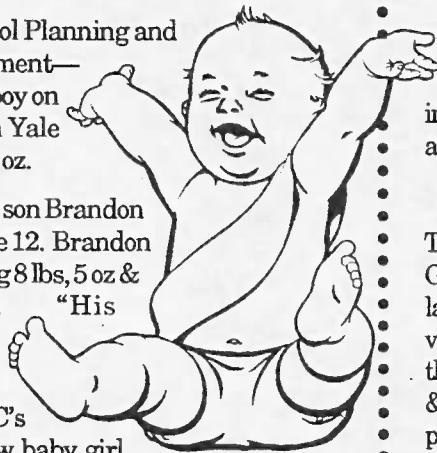
David Yale of the Capitol Planning and Programming Department—his wife gave birth to a boy on August 24. Samuel Ian Yale weighed in at 6 lbs., 13 oz.

RCC's Jim Cohen's new son Brandon Phillip was born on June 12. Brandon was a big baby, weighing 8 lbs, 5 oz & measuring 21 inches. "His momma ate real well," said Jim.

John Higgins of RCC's public affairs has a new baby girl. Kara Michelle was born April 10.

Who would believe that our aerobics instructor Naomi Nightingale-Keyes could be a grandmother? She calls her first grandchild the "lucky baby." Jason Jackson was born on the seventh day of the seventh month and weighed seven pounds.

Patty Ironbar in Human Resources will soon be doing double diaper duty. Her second child is due March 24. Her first baby is seven months old.



### Best wishes are in order for newlyweds-to-be:

Deidre Heitman of Intergovernmental Relations will wed Dan Martin on October 7.

Laurence Weldon of RCC will marry Maria Torres on October 20.

Art Cueto of the San Gabriel Valley team and Martha Villalobos are engaged to be married on May 4, 1991.

## PERSONAL BEST

AL SCALA, manager of contracts, presented a paper at the June APTA conference entitled "Performance Based Incentive Contracting."

NAOMI NIGHTINGALE-KEYES, recently the TOP administrator and now a public process administrator with the Southeast team, was presented with a resolution of Outstanding Achievement by the high school students in her TOP program at the recent awards and scholarship luncheon.

"Our Future Work Force," the TOP video produced by Erica Goebel and Naomi Nightingale last summer, received a Silver Screen Award from the U.S. Industrial Film & Video Festival in Chicago and a CINE Golden Eagle to be presented in December in Washington D.C.

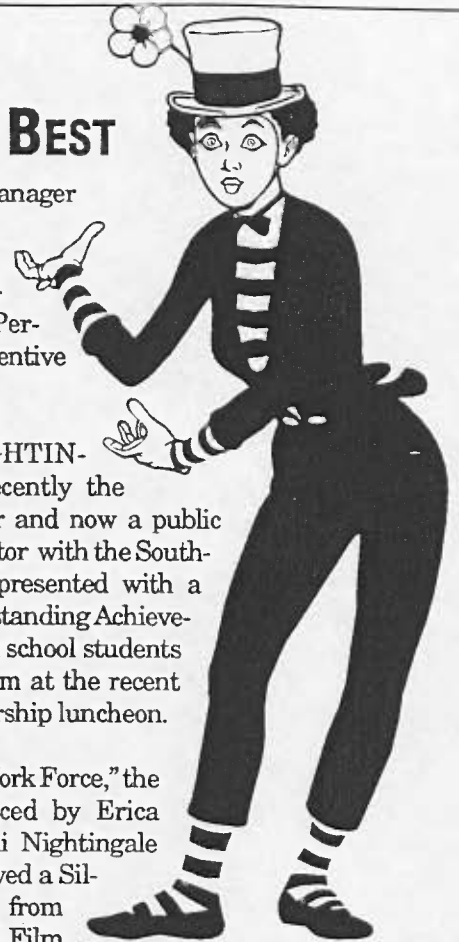
CLARA POTES, public affairs officer in the media department, was honored this month by the Interamerican Press Association for her investigative series on the abuses by currency exchange houses in handling funds to be transmitted to other countries. Clara researched and wrote the series while she was a reporter with *La Opinion* last year.

ART GOMEZ, public affairs officer in RCC, presented a paper entitled "Community Outreach on Wheels" at the June APTA conference in Vancouver.

TORRI HILL-WILLIAMS, public affairs officer in RCC, graduated from CORO's City Focus Program, an eight-month training program in public affairs this past June.

JOHN ADAMS, (Vice President of Construction), became an overnight (and middle-of-the-night) media star when he served as spokesman many times during and after the Metro Rail tunnel fire.

ERICA GOEBEL is being honored by the Southern California Historical Society for her volunteer work in writing articles about the Charles F. Lummis house and garden for *Westways* and *Garden Design* magazines.



# Film Reviews

by Claudette A. Moody

*Roberta says I have to be short and to the point on these reviews, so hold onto your hats, here we go!*

## Two Jakes — C

Talk about hype! The gossip surrounding the ten-year saga on bringing this story to the screen turns out to be more interesting than the movie. Jack Nicholson and the rest of the wonderful cast of professionals he has assembled couldn't quite bring off this slow, dull story. If Jake is such a great detective, how come he didn't figure out sooner that "Kitty" is a nickname for "Katherine?" Rent it.

## Presumed Innocent — B-

Another great cast (almost) wasted. I knew who "done it" before I walked into the theatre and I haven't even read the book! The voice over at the beginning and end of the movie is stupid. The flick gets a B- on the strength of Paul Winfield's performance and Raul Julia's magnetism.

## 'Mo Better Blues — B-

All regular readers of these reviews know I think Spike Lee is a film maker for the future. This is not his best effort. Good, but not great. The film needs a good trim (about 15 minutes or so), but it also could have dealt a little more with the motivation (both musically and romantically) for its main character, played by Denzel Washington. I give it a "B-"

because anyone as strikingly good looking and riveting on film as Washington deserves nothing less.

## Ghost — B

This romantic/detective/spiritual film presents a nice little story of love that never dies, even when the main character does!

The detective part of it is pretty easy to figure out, and the spiritual concepts are solidly grounded in Judeo/Christian beliefs of good/evil - heaven/hell. Nevertheless, Moore and Swayze are an appealing couple, with and without clothes, and Whoopi Goldberg finally has a part that she can breath life into. If you want a sentimental, misty-eyed evening with a dose of comedy from Goldberg, see Ghost.

## Dreams — C+

Kurasawa is an acknowledged Master of Cinema. In "Ran" he captured the most powerful battle scenes ever filmed. The Master falters with this indulgent piece based on recurring dreams he has had since he was a boy. (He is now in his eighties.) The series of nine vignettes are overly long and sometimes pointless. Catch his next movie, it is sure to be great.

## My Blue Heaven — C-

Another waste of talent and my time. Rent this sucker. Or better yet, rent Steve Martin in "Roxanne" or "Parenthood." You'll enjoy those movies a lot more.

*Next Reviews : Jesus of Montreal (B); Metropolitan (B); White Hunter/Black Heart (Not released yet. It's another Eastwood art film they only let him make if he does another "Dirty Harry" movie.)*

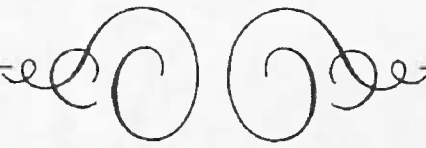


Stephanie Brady, manager of media relations came on board just one month prior to our biggest news stories to date. The opening of the Metro Blue Line and the fire in the Red Line tunnel received international coverage. ↓

Read All About It! →  
 • Luis Inzunza is up reading not just on paper in the morning, but many papers in order to produce the daily newsclips package that is thick with articles on transportation and air quality. He is an office assistant in the News Bureau in the Communication Services Department.



Helping to get LACTC into the public eye are public affairs officers Fran Curbello and Frank Zarider.



# A Message From **NEIL PETERSON**

Recently I heard the staff record for longest commutes into the office. Marney Ellis-Peek drives in from Lake Elsinore, while both Bart Kane and Genetha Eddins come in from Palmdale. A one-way commute for each of them is often more than an hour. The rest of us rush in on the average of a full 30 minutes and return home in about 40 minutes.

We are drowning in a sea of gridlock and choking on dirty air. But because you are a part of LACTC, you are part of the solution to the traffic congestion. I always emphasize to groups that I speak to that there is no one solution to the growing problem of traffic congestion and I let my audience know that the LACTC is doing everything possible to take immediate action on developing and implementing several plans to increase mobility.

Hot issues in front of us today are Proposition C— the proposition on the November Ballot to reduce congestion. It would raise the sales tax from six-and-a-half cents to seven

cents and generate \$400 million a year for improved public transit. This measure will help to improve frequency, speed, and reliability of rail and bus service; facilitate flow of such service on streets and freeways; increase transit security and graffiti removal; and provide clean-air transit.

Something else you should know about is that we have joined forces with Orange, Riverside, San Bernardino and San Diego counties to present a joint offer to purchase rights-of-way from the Santa Fe railroad company. These 225 miles rights-of-way are key to the future of commuter rail in the region. By acting together, these five counties are able to present a more attractive and fiscally responsible offer to the Santa Fe railroad company. In addition, we are continuing negotiations with Southern Pacific to purchase 175 miles of rights-of-way.

On another project, we are working with the Perini/DMJM/HSST joint venture to look at ways to develop a high-speed magnetic levitation (maglev) line between LAX and Palmdale. Travelling at speeds up to 100 mph, it would carry passengers across one of the most congested corridors in the Southern California area.

Your knowledge and involvement on these three hot issues, as well as your work on other projects, put you on the fast track to leading the way to greater mobility. Thank you for your hard work. You are doing a super job!



High school students involved in our TOP educational program presented their Metro Red Line joint development program to Neil Peterson and other staff members. "The construction of our rail transit system provides us with a multitude of benefits for our country. It gives us a hands-on training ground for young people," said Peterson.



This group in Real Estate is kept busy with appraisals, acquisitions, and property management. From left to right are Bill Satterfield, Don Holman, Charlotte Stewart, Tom Beezy, Harry Fackler, John Furby, and Kathleen Sanchez. They are temporarily housed at the 617 W. 7th Street office.



Bevan Duffy, Federal Affairs Administrator, Rebecca Barrantes, Air Quality Management Administrator, and Becky Garcia, Secretary, are part of the Strategic Support Team Staff.



A.K.A. Mr. Clean Air and Ms. Sunshine are really Jim Ortner, Air Quality Transportation Administrator and Deanna Bland, secretary to several on the Strategic Support Team.

## VIDEO NEVER SLEEPS

"RollTape", "Speed", "Action". Geri Brodie did it, Neil Peterson, and Al Patasnick did, so did Margarita Ortiz' daughter, Michelle —but she did it with Mayor Bradley. These people and others at the Commission have starred in video in our offices and the LACTC's vi-

to give us the productions, currently underway out on the streets. The purpose of visual communications program is broadest form of visibility — through the medium of film and video.

### Upcoming releases – Watch for their premiere

"Rail News Update 5: A Promise Delivered," the story of the making of the Metro Blue Line, highlighting the Grand Opening and the staff

who delivered the project "on time and on budget." Copies will be available.

"On the Move", an orientation video for new employees, who will view it on their first day at the LACTC/RCC. Neil Peterson, Les Porter, Judy Weiss, and Ed McSpedon welcome the new employees messages; the narrator provides an overview about the Commission's activities; familiar staff faces appear throughout.

### Current releases . . .

Every week Area Team members attend training sessions on important transportation topics. These two-hour sessions are available on VHS. Subjects include: "CMP Congested Corridors" by Bob Cashin; "Programming and Funding" by Linda Bohlinger; "RTD's Routing and Scheduling" by Steve Parry; "Environmentally Sound" by Arthur members of Arthur view of Muni Bus Operators"

**DIRECTOR**

mental Scanning" Andersen; "Over- by Sharon Neely,

and "Understanding Caltrans" by Lou Bedolla. Contact Judy Weiss to borrow the tapes and check out upcoming topics. The sessions continue until October 17.

"Mandate: the Mobility Mission" (1989) tells the story of how the Commission is addressing the transportation crisis with rail, carpool lanes, buses, smart starts, shuttles, commuter rail. Good introduction for presentations to groups.

"BIG" & "KIDS", two 30-second public service announcements airing on television, featuring Mayor Bradley, LACTC'ers and kids from the Commission, who show motorists and pedestrians how to be safe around the Metro Blue Line.

### In Production . . .

In the early stages of talk and pre-production are two videos on safety, aimed at teenagers and elementary school kids, to warn them about construction site hazards; progress report on the Metro Red Line; and the improved callbox system (how to call for help and not get killed on the freeway).

### "Let's Do Lunch"

With video, LACTC Visual Communications can help you make your presentation and message :

- Immediate ("We saw it for ourselves")
- Credible ("The trains really are quiet")
- Clear ("All the ways Prop A dollars are spent")

Videos can be used to share a message with others, teach and inform, persuade, and image-build.

Discuss your ideas and needs. If you have video needs for your program, or if you would like to join my growing resource list of "stars", please give me a call.



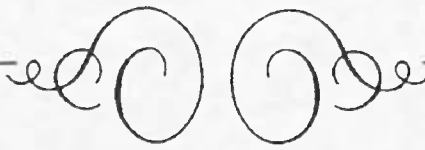
Elvia Hernandez and Carrie Mahler, graphic designers in the Media Department, came on board this summer to help process the monthly load of about 150 job requests.



Know these faces—Carol Schiumo, an assistant in Records Management can help you find a long lost report. Joyce Hudson is the new smiling face next to Geri Brodie at the switchboard.



Ella Brown and Catherine Hernandez are new additions to the Contracts Department on the 9th floor. They report to Vickey Lechuga.



# FILLER

By Mary Lou Echternach

I have been asked to provide filler for IM and can not believe that I have this great opportunity to share generic stuff with my comrades at the Comish! The problem: How do I fill 2 pages. The answer: Just fill it with trivial stuff.

Recently I have been telling the story about the two fellows that were strolling around Hell and they felt a freezing wind pass through. A short time later, a snow storm dumped 8 feet of snow. One fellow asked the other what he thought was happening and the other replied that "They must have started running rail transit in Los Angeles."



Some stuff heard around the office . . .

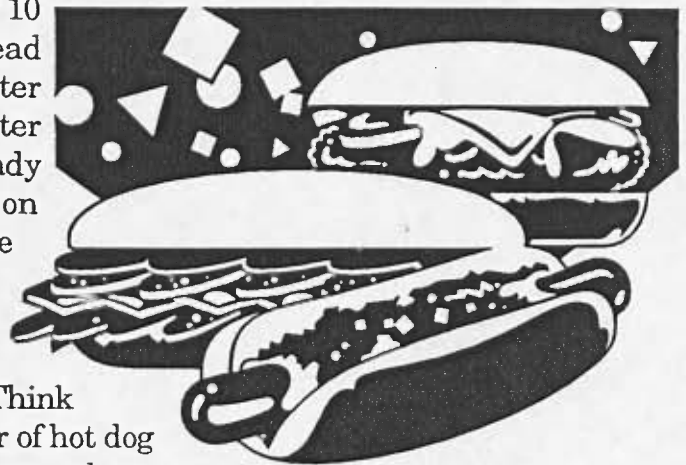
George Swede was wondering if hitting a golf ball is so much fun, then why are people happier the fewer times they hit the ball in a golf game.

Overheard conversation: One staff member, whose name will not be mentioned, saying to another staff member, "I don't want any responsibilities-I just want to be involved in the decision making." Don't we all!

I sit through a lot of meetings, like the County Board of Supervisors, the RTD, LA City Council, etc. and I have time to just think about stuff. For instance, how do midgets fold king size sheets?



I have been wondering about this one for 3 years. Hot dog buns come in a package of 8 or 10 or even 12 buns to a package. In the bread business, this group of buns is known as a "cluster of buns". When you take a bun out of the cluster and place a hot dog on the bun, the bun is already sliced to facilitate the placement of the meat on the bread. So, what I wonder about is, in the cluster of buns, each bun, at least the ones in the middle, is attached to the adjacent bun. If each bun is attached to an adjacent bun, then how did the bun get sliced in the first place. Think about this the next time you open up a cluster of hot dog buns . . . or for that matter, a cluster of hamburger buns.



# What I did on my Summer Vacation

By Roberta Tinajero

*Roberta is currently on assignment for two weeks in the New England Area. It is assumed she is doing research for this article.*

## The Inside Moves Staff. . .

Editor .....Roberta Tinajero  
Graphics .....Carrie Mahler  
Photos .....Roberta Tinajero

Guest Columnists are invited; Call Roberta.

Special thanks to our guest writers, Cindy Kondo, Claudette Moody, Erica Goebel and Mary Lou Echternach.