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Economy & Efficiency Commission Presentation

Editorial Note: Although every effort has been made to insure the accuracy of the material in this presentation, the scope of the material covered and the discussions undertaken lends itself to the possibility of minor transcription misinterpretations.

**PRESENTATIONS BY
Supervisor Michael D. Antonovich
Board of Supervisors, 5th District
Los Angeles County**

July 09, 2009

Commission Opportunities in Tough Economic Times

Chairman Barcelona greeted Supervisor Antonovich, Board of Supervisors, 5th District, and welcomed him while turning it over for Supervisor Antonovich to speak to the Economy and Efficiency Commission (Commission). Supervisor Antonovich expressed that he was honored to be there and thanked the Chairman Barcelona for inviting him to speak to the Commission.

Strategic Plan Report Update

Supervisor Antonovich stated that his office has reviewed the Commission's report on Strategic Planning and the six recommendations contained in the Report will be added to the July 14, 2009 Supplemental Agenda. Supervisor Antonovich also expressed that he is happy with the report's findings and will initiate a motion to direct the Chief Executive Officer to implement the six recommendations and report back to the Board by August 4, 2009 on its implementation progress.

Opportunities for the Commission

Supervisor Antonovich stated that the Commission's opportunities have been enhanced during these very tough economic times the County is facing. He stated that everyone is looking at how to develop a more efficient mouse trap. He also stated that in the 1980's, the substantial consolidation programs that the Commission created in cooperation with the Anderson School of Business at UCLA have been quiet remarkable in saving millions of dollars with efficiencies that are necessary to enhance delivery services and the cut backs of revenues. He stated that while the rainy day fund has helped for this budget year but the rainy day fund was supposed to be for a rain storm and not a tsunami and everyday that the State procrastinates, the situation becomes a greater tsunami.

Supervisor Antonovich stated that he would like the Commission to focus on key areas to help the County do a better job to achieve savings. In particular, Supervisor Antonovich expressed that he would like the Commission's attention, leadership, insight, and focus in telling the Board and all Departments how to

consolidate. He would like the Commission to conduct a study to identify potential for consolidation and centralization of County Departments as part of a formalized, integrated, long-range plan. Supervisor Antonovich informally suggested that Public Works and Regional Planning could be consolidated or maybe there are divisions within those Departments that could be consolidated. Supervisor Antonovich would like the Commission to evaluate Departments and determine if there are opportunities to consolidate functions.

Supervisor Antonovich stated that he would also like the Commission to conduct a review of key operating areas in the present County Civil Service system for improvement directed towards streamlining procedures, enhancing management performance, and recommending changes necessary to correct problems hindering efficient operation of the Civil Service system. He stated the County will need these types of suggestions for the future planning and development for the County's 2010-2011 budget.

Questions

Commissioner Glassman stated that there are several counties in California that does not have Civil Service Rules but instead have their own rules, San Bernardino being the largest County of this group. Commissioner Glassman stated the County's Civil Service Provisions have not been looked at in approximately 30 years and that this would be a good area to look into. Supervisor Antonovich replied that Civil Service Reform would be a very valuable exercise to review. Dr. Lori Glasgow stated that they have reviewed the report on Civil Service Reform from Georgia, Florida, and Texas. Dr. Glasgow stated that the SEIU Union and other large jurisdictions that have done it been happy with their results.

Commissioner Oakes stated that in 1973 when Supervisor Antonovich was in the Assembly and he was working as a Republican consultant for the Assembly, it was a different world. Commissioner Oakes stated that in terms of the current crisis maybe there is a basis of pessimisms in a sense that every year people see things that are going in the legislature and figure they don't have a budget and can't get it together that it's okay. He stated that people are numb to this train of thought. Supervisor Antonovich replied that even in the media the newspapers don't have budget updates always on the front page but rather it's an insert. He stated that news stories don't lead with "another day without a budget". Supervisor Antonovich stated even the media doesn't focus on the important issue; they don't realize that this is page 1 information.

Supervisor Antonovich stated that he was on the committee that did Tort Reform for medical malpractice while Howard Burn was the Chairman. He stated that the committee was united on the Reforms and that helped released the pressure the doctors were facing with high malpractice insurance rates.

Commissioner Fuhrman asked if Supervisor Antonovich could comment on what the Board is looking for in terms of qualities in a new Director of Health. Supervisor Antonovich replied that they are seeking a person that has experience in leadership, someone able to expand the County's public-private partnerships, and a responsible person who can ensure that all efficiencies and operations of the hospitals and health care centers are the top of the line.

Commissioner Fuhrman stated that there seems to be a consensus that the County doesn't really have any appropriate internal candidates. And if so, what does that say about the County's ability to groom, train, and develop management in the County. Supervisor Antonovich replied that we need to do a better job in training and development so that people are able to step up and assume a position when these types of situations arise. Dr. Glasgow replied that the Board wanted succession planning in the Strategic Plan because the Board felt that there was a lack of Succession planning when big Department Directors leave such as Regional Planning, CDC, Probation, and other examples with high level executives leaving but no one to fill the positions.

Chair-Emeritus asked Supervisor Antonovich if the County has generated any contingency plans based on the Legislature and Governor based on the budget situation. Supervisor Antonovich replied that the County is reviewing all possible avenues including no increase of salary and other adjustments.

Chairman Barcelona expressed his appreciation to Supervisor Antonovich for coming to speak to the EEC and the Commissioners applauded.

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