



CAPE

California Association of Professional Employees

VOLUME 25 ISSUE 1 SPRING 2019 EDITION www.CAPEunion.org

PRESIDENT'S MESSAGE

Solidarity Now, Solidarity in the Future

By Carlos Clayton, CAPE President



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

There is a famous quote that states "Alone we can do so little; together we can do so much." I think the last 10-plus months have shown what CAPE members can do together when faced with adversity.

We've had difficult contract negotiations with the County – the toughest we've had in many, many years – but the unity CAPE members have shown has made our union and collective voice stronger.

Collective bargaining is not an easy task. It's not like going into a car dealership and negotiating over the sticker price for a couple hours and you're done. There's a lot of back and forth between the parties. One side may acquiesce to a proposal in one area of the contract in order to gain something better in another part of the contract. This is why your unit contract and the Fringe Benefits contract are living documents, which change and are built upon every time we sit down with our employer and negotiate better wages and working conditions.

I know this process has been confusing and has caused anxiety among many of you. It's important to know that's never the intention of your fellow CAPE members who volunteer countless hours and are entrusted by the membership to be on your unit's negotiating team. Our goal is always what is in the benefit and best interests of CAPE members. We strive to find ways to bolster such things as bonuses, salaries, safety and more. The reality is, you don't always get everything that you propose, but ideally you get as much as you can.

These negotiations, however, have been unlike any other. We've been met with push back at almost every corner. That's why it was so important for you to become involved, whether it was attending a Unity Break or calling the Board of Supervisors or Chief Executive Officer, our collective voice matters. Solidarity matters. And I know the progress we made happened when we expressed our disappointment in how we have been treated in these negotiations.

These negotiations have also been a learning experience for the CAPE Board of Directors, both as it pertains to CAPE membership and our relationship with the CEO's office.

What's clear is that we have an executive administration who has changed the way they bargain with the unions – not just CAPE but with all County unions. They are only willing to give so much to their represented employees.

That's why, now more than ever, CAPE members need to stick together. We need to continue the momentum and solidarity we have built during these tough months of negotiations and not let it die. As a CAPE member, continue your engagement with your union, so that we are strong and united now and when we enter negotiations the next time.

How can you do this? Pay attention to your home email inbox and read the important communications you get from CAPE – not just during negotiations but year round. Attend CAPE workplace meetings. Get to know CAPE staff's field team.

(continued on page 3)

CAPE Wins Bonuses for Appraisers; Challenges Retroactivity Date

A total of 25 Appraisers working in Major Properties in the Hall of Administration and doing Appraiser Specialist I work are set to receive Additional Responsibilities Bonuses (ARB) from the Assessor's Office following CAPE's filing and pursuing a group grievance for those professionals to be properly compensated.

Although the Assessor's Office agreed to provide ARBs for these appraisers, the office only granted retroactivity to the date of CAPE's notice to the Human Resources office, which was June 12, 2018. CAPE, however, has been pushing for these bonuses for more than a year. The Union is challenging the date proposed, arguing the Appraisers should receive the bonuses retroactive to the date of their assignment to the Specialist I duties.

The June letter was just the last of CAPE's outreach on the subject, indicating a large number of appraisers working in Major Properties were performing the duties of the Appraiser Specialist I classification and should be compensated with an ARB.

"A review of the duties of these Appraisers working Major Properties DTLA shows they perform complex, difficult and highly specialized [duties] for the Assessor," the letter by CAPE Business Agent Tim Farrell stated. "These include, but are not restricted to, the harbor (boat slips, container terminals and other commercial and industrial sites), airports throughout the County, including LAX, Long Beach and Burbank airports, Marina Del Rey, golf courses, parks and theme parks, movie studios [and] state and federal agencies, mountain cabins, beachfront leases, freeway airspaces and major defense contractor facilities."

Nine months after CAPE went through the grievance levels and was preparing a request to the Employee Relations Commission to arbitrate the grievance, the Union was notified on Feb. 7, 2019 that 25 Appraisers would be provided a full step (5.6468%) ARB retroactive to June 12, 2018 and until the duties are no longer performed.

Many of those receiving the bonus recently took the test for the Appraiser Specialist I classification and were promoted to that position. They will still receive their bonuses.

"These Additional Responsibility Bonuses are a prime example of how CAPE fights for fair compensation on behalf of its members," said CAPE Vice President Lisa Andres, an Appraiser in the East District Assessor's Office. "If each of these Appraisers tried to get this bonus individually, their chances of winning would be slim. But with their collective power through CAPE, these Appraisers are being recognized for their higher level work." ■



Beaches and Harbors Real Property Agent Joins CAPE Board



Linda Phan

The CAPE Board of Directors appointed Linda Phan, a real property agent for the Department of Beaches and Harbors, to the board. Phan, who was sworn at the Feb. 14 Board of Directors meeting, replaces Vigen Badalyan who was promoted into another county department.

Phan believes that being more proactive and less reactive can change the realities of those who we serve. Coming from a small department, she takes pride in being the first in Beaches and Harbors to be appointed or elected as a union board member.

In her current role as real property agent, Phan is part of a diverse team that focuses on the Department's main revenue stream. She manages the County-owned ground leases in Marina del Rey that contributes to the County's General Fund. She is now spearheading a major strategic shift for transforming the Department's property management and accounting software from an upgrade focus to an enabler of innovation for integrating asset management and finance so that it supports a truly comprehensive industry.

Phan holds a master's degree from The Chicago School of Professional Psychology in behavioral economics with a keen focus on decision-making process, and a bachelor's of science degree from Cal State Los Angeles in finance with an emphasis on political economics. She also maintains an active real estate license. Phan also served on the Community Services Commission for the city of Monrovia in advising City Council on the planning and programming phases of the community services. ■

CAPE Board of Directors Election Results August 2018

Barbara Volz, Lisa Andres and Vigen Badalyan* were re-elected to the CAPE Board of Directors.

Kelly Koldus was elected to her first term on the Board.

Their terms are from September 2018 to September 2020.

*Badalyan transferred to another county department and was replaced by Linda Phan.

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IN THIS EDITION

Why I Joined CAPE



"I joined CAPE on Day One at the County from a coworker's advice. They said, 'Besides the fact that the Union will faithfully negotiate for our good salary and benefits package, we will find that unity and strength of numbers works to our favor amidst the many interactions within the County.'"

Eliza Jung
Real Property Agent II
L.A. County Chief Executive Officer
Joined CAPE 3/7/2007

Golf Tournament Raises Funds for CAPE Scholarship

The 7th Annual CAPE Golf Tournament took place Friday, Oct. 19, 2018 at the Royal Vista Golf Club in Walnut with 80 members, retired members and friends of CAPE participating. Proceeds from the tournament benefit the CAPE Career Track Scholarship.

The day on the links included raffle prizes, awards and a dinner. Thank you to all the participants. We look forward to seeing you at the next CAPE Golf Tournament!

CAPE would like to thank the following sponsors:

Association of Los Angeles Deputy Sheriffs (ALADS)
Blue Shield of California
The Dexheimer-Erickson Co.
Haynie & Co.
International Union of Operating Engineers Local 501
Los Angeles County Firefighters Local 1014
Marine Engineers' Beneficial Association (MEBA)
Marquis Ebrahimi Insurance Services, Inc.
Maynard Consulting Services

Flight A Winners
Chad Anderson
Matt Henry
Roy Moon
Michael Zurovski

Flight B Winners
Gonzalo Delgadillo
Ruben Gonzales
Fito Marquez
Maneul Ayala

Flight C Winners
Gus Campos
Jesse Venegas

Longest Drive – Donald Wilson

Closest to Pin – Matt Henry, Jesse Venegas, Roy Moon, Bill Curry

Most Honest Golfers – Norman Cortez, Carolito Cristobal, Loreta Soriano, Ernie Esguerra



(L-R) CAPE Secretary and tournament chair Nelson Manabat with CAPE President Carlos Clayton.



(L-R) CAPE Members Robert Tabares, Albert Kang, Miguel Garcia and Ray Castellanos.

Ask the Business Agent: I'm returning to work from medical leave with doctor's restrictions. What do I do?



Timothy Farrell

Call CAPE for representation before meeting with your department to return to work regarding any work restrictions by your doctor. Do not try to handle this matter yourself.

Such Interactive Process Meetings consider any return-to-work issues, possible work restrictions or accommodations to assure your safety without risk of

further injury to yourself.

For example, if you have back issues and can't sit all day, you may need a desk allowing you to stand or sit, or an ergonomically correct chair. Restrictions may include temporary or long term driving, work schedule or supervision changes, reassignment or relocation.

These examples illustrate the issues CAPE has experience in addressing on your behalf with your department.

So, pick up the phone and call your CAPE business agent at 626.243.0340. ■

Contracts Update

To get the latest information on Contract Negotiations, ballots and results, visit the CAPE website at www.capeunion.org



CAPE members working downtown participating in an informational picket outside the Hall of Administration on Feb. 6.



More than 250 CAPE Members joined together for a day of solidarity and support for their colleagues speaking about contract negotiations at the Board of Supervisors meeting on Oct. 30.



CAPE Members in the North District Assessor's Office walking the informational picket line on Feb. 6.



CAPE Members from the East District Assessor's Office visiting Supervisor Hilda Solis' East Los Angeles field office to speak with her field deputy about contract negotiations.

Trust Update: New CAPE Blue Shield Gym Membership Program



Get healthy and feel good on your own terms with Fitness Your Way™. The program offers CAPE Blue Shield participants the flexibility to work out at any network fitness location, on your time and on a budget that you can live with.

Fitness Your Way is available to CAPE Blue Shield Lite and Classic members through Tivity Health™. It's a flexible, affordable and accessible way to adopt a healthy lifestyle and remain committed to it. You and your dependents who are age 18 and older are eligible.*

Meet Your Goals

You can view your gym visits online to keep on track and stay motivated.

On Your Time

The network includes more than 800 fitness locations in California and over 10,000 nationally.

- Finding locations is quick and easy. Visit fitnessyourway.tivityhealth.com/bsc.
- Visit any participating location – anytime, anywhere – as often as you like.

On Your Budget

\$25 – initiation (one-time fee) and \$25 per month, per person.

Enroll today in Fitness Your Way.

- 1) Go to fitnessyourway.tivityhealth.com/bsc
- 2) Click Enroll.
- 3) Complete the five easy steps to enrollment.

You can also enroll over the phone at 833.283.8387, Monday through Friday, 5 a.m. to 5 p.m. Pacific Time.

* Taxes may apply. Must be at least 18 years old to purchase a membership. Tivity Health and SilverSneakers are registered trademarks or trademarks of Tivity Health, Inc., and/or its subsidiaries and/or affiliates in the USA and/or other countries. © 2019 Tivity Health, Inc. All rights reserved. Tivity health discounts are not a covered benefit of Blue Shield health plans, and none of the terms or conditions of Blue Shield health plans apply. The network of Tivity health providers and facilities in this program are managed outside of Blue Shield of California. The CAPE Benefit Trust and Blue Shield do not review the services provided by Tivity Health, nor does the CAPE Benefit Trust or Blue Shield make any recommendations, representations, claims, or guarantees regarding the providers, their availability, fees, services, or products. ■

President's Message (continued from page 1)

You can also get involved by becoming a CAPE Delegate in your workplace. CAPE represents approximately 2,500 county professionals in more than 200 classifications and more than 200 work locations across Los Angeles County. It's impossible to be in all places at all times. That's why the work of Delegates is so important to the union and its staff. You are our eyes and ears in the workplace.

Other ways to be involved include running for the CAPE Board or participating in local labor union activities. Just remember, union starts with YOU!

On behalf of the CAPE Board of Directors and the unit negotiating teams, I want to thank you for your support during these negotiations. For contract updates, be sure to visit the CAPE website at www.capeunion.org. ■

CAPE Members among LA Fed's 'Rising Political Stars'

Two CAPE members graduated from the Los Angeles County Federation of Labor's Civic Leadership Academy last August. Recently elected CAPE Board Member Kelly Koldus and Augustine Aguilar, both Appraisers for the Assessor's Office, were among the 89 rising political stars from 30 local unions who participated in the weekend academy, created to develop pro-worker political candidates from within labor's own ranks.

The academy teaches participants the essentials of political campaigns and public service, from running field operations and building a winning coalition to the basics of policy and the responsibilities of civic commissions.

"It was great to meet so many civic-minded union members from across Los Angeles," said Koldus. "In addition to my fellow appraiser Augie Aguilar, I met teachers, telephone linemen, train operators, nurses, janitors, and many other hardworking professionals who care about their community."

"While I've decided not to run for community office in the near term, I will continue to serve on my City's Planning Commission," she added. "I encourage all CAPE members to find a way to make their neighborhoods better by joining a neighborhood watch, commission, school board, or City Council."

CAPE Principal Appraiser and Board Member Peter Thomas is currently participating in the 2019 cohort of union members, which will finish in the summer.

"The skills that I will learn at the County Federation of Labor Civic Leadership Academy will be used for the benefit of CAPE Members in representing their interests to the Board of Supervisors," Thomas said. "I encourage CAPE members to sign up for both the Civic Leadership Academy and the three-day Organizing course. We need working men and women represented at all levels of government." ■



Augustine Aguilar



Kelly Koldus

DRP Planning 'Assistants' No More!

Effective July 2, 2018, the Department of Regional Planning professional planner title series was updated. The "assistant" that followed planners for three steps was eliminated. The new titles are:

- Regional Planner
- Senior Regional Planner
- Principal Regional Planner
- Supervising Regional Planner

CAPE and its delegates at DRP worked with the county for years to make this happen. The previous title series contained "Assistant" in the first three steps.

As CAPE Delegate and Regional Planner Jonathan Pacheco Bell wrote on Twitter, "The pesky 'assistant' descriptor created a problem. When constituents looked at our [business] cards or learned of our titles, they'd read 'Assistant' [and] assumed we were not the actual planner but rather an assistant to the professional planner [at DRP]. Confusing to them, insulting to us."

"The updated Regional Planner title series accurately reflects the professional work we do [at DRP] in delivering high-quality urban [and] regional planning services to the unincorporated areas of [Los Angeles County]," Pacheco Bell wrote.

Another great victory for our professionals working in Regional Planning! ■

Check Out the New CAPE Website!

CAPE has launched a re-designed website that provides an easy-to-navigate platform and a modern look.

The new website upgrade was free to CAPE, both in web hosting, maintenance and upgrades to the Content Management System thanks to the AFL-CIO's Union Hall program. The AFL-CIO is a federation of 55 national and international labor unions, including CAPE, which represents 12.5 million working women and men.

Check out the new website at www.capeunion.org today! ■



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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.

CAPE BOARD OF DIRECTORS

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Carlos Clayton
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SECRETARY
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(626) 300-3348

DIRECTOR
Miguel Garcia
Public Works
(626) 458-3184

DIRECTOR
Kelly Koldus
Public Works
(213) 893-1251

DIRECTOR
Kevin Petrowsky
Public Works
(818) 880-4150

DIRECTOR
Linda Phan
Beaches and Harbors
(424) 526-7741

DIRECTOR
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.



THIS NEWSLETTER IS AN OFFICIAL PUBLICATION OF CAPE
Barbara Volz, Editor

BENEFIT TRUST BOARD OF TRUSTEES 2017

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Nelson Manabat
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Lisa Andres
Assessor
(626) 258-6157

TREASURER
Barbara Volz
Public Works
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SECRETARY
Barbaree Hardy
Assessor
(626) 258-6159

TRUSTEE
Ray Castellanos
Public Works
(626) 458-6352

CALENDAR—UPCOMING EVENTS

MAY 2019

Thursday, May 2

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

Wednesday, May 8

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

Thursday, May 9

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

Wednesday, May 22

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

Monday, May 27

Memorial Day
CAPE Office Closed

JUNE 2019

Thursday, June 6

Table at the DPW Safety Awards Ceremony
Hansen Yard, 6:30 a.m.

Thursday, June 6

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

Wednesday, June 12

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

Thursday, June 13

Table at the DPW Safety Awards Ceremony
Palmdale Yard, 6:30 a.m.

Thursday, June 13

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

Wednesday, June 26

Table at the DPW Safety Awards Ceremony
Eaton Yard, 6:30 a.m.

Wednesday, June 26

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

JULY 2019

Thursday, July 4

Fourth of July
CAPE Office Closed

Wednesday, July 10

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

Thursday, July 11

Table at the DPW Safety Awards Ceremony
Hollydale Yard, 6:30 a.m.

Thursday, July 11

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

Thursday, July 11

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

Wednesday, July 24

Table at the DPW Safety Awards Ceremony
Alcazar Yard, 6:30 a.m.

Wednesday, July 24

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

Wednesday, July 31

Table at the DPW Safety Awards Ceremony
Westchester Yard, 6:30 a.m.

AUGUST 2019

Thursday, Aug. 1

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

Thursday, Aug. 8

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

Wednesday, Aug. 14

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

Wednesday, Aug. 28

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



[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.
- 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
AMC Black Unrestricted	\$10.25
Pacific (restricted – may not be used for special engagements)	\$10.00
Regal (incl. Edwards & United Artists)	\$8.50
AMC Popcorn Snack Ticket <i>(One small popcorn or credit toward larger size)</i>	\$4.50

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
- 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
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
- 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
RWAN	ABDELMONEM	511 - Engineering Technicians	Public Works Department	9/19/2018
MASIS	ACOB	501 - Professional Engineers	Public Works Department	5/16/2018
TOM	AFSCHAR	501 - Professional Engineers	Public Works Department	7/23/2018
ANTONIO	ALVAREZ	511 - Engineering Technicians	Public Works Department	4/24/2018
EBONY	ANTHONY	511 - Engineering Technicians	Public Works Department	11/14/2018
MICHAEL LEVOR	ARCANA	511 - Engineering Technicians	Public Social Services Dept	9/28/2018
ZOE	AXELROD	511 - Engineering Technicians	Regional Planning Department	2/22/2019
MICHAEL	BAGHOOMIAN	501 - Professional Engineers	Internal Services Dept	4/23/2018
VANDA	BENNETT	511 - Engineering Technicians	Assessor	9/19/2018
FLORENTINO	BERNAL JR.	511 - Engineering Technicians	Community and Senior Services	10/2/2018
GLENDA	BLAKE	511 - Engineering Technicians	Internal Services Dept	7/3/2018
TIMOTHY	BOHANNON	512 - Supervisory Engineering Technicians	Public Works Department	10/2/2018
PAIGE	BRUYN	511 - Engineering Technicians	Internal Services Dept	7/17/2018
MARIA	CARLSON	501 - Professional Engineers	Public Works Department	9/19/2018
LUIS	CARMONA	501 - Professional Engineers	Public Works Department	5/16/2018
ROBERT	CASTILLO	511 - Engineering Technicians	Public Works Department	8/15/2018
ARIT	CHANDRA	511 - Engineering Technicians	Public Works Department	5/17/2018
EVELYN	CHANG	501 - Professional Engineers	Public Works Department	5/16/2018
LORENA	CHAVEZ	501 - Professional Engineers	Public Works Department	7/18/2018
IRENE	CHIA	501 - Professional Engineers	Public Works Department	10/25/2018
JESSICA	CHOE	511 - Engineering Technicians	Probation Department	4/25/2018
JONATHAN	CORNELIUS	511 - Engineering Technicians	Internal Services Dept	7/17/2018
STACY	CURRY	501 - Professional Engineers	Public Works Department	7/20/2018
GEORGE RAYMUND	DE GUZMAN	501 - Professional Engineers	Internal Services Dept	1/9/2019
GRACIELA	DEVIS	511 - Engineering Technicians	Public Works Department	5/11/2018
ROSALINA	EDMONDS	132 - Supervisory Appraisers	Assessor	9/21/2018
KRASHAWNDR	EDWARDS	511 - Engineering Technicians	Probation Department	4/25/2018
DAVID	EVANS	501 - Professional Engineers	Public Works Department	6/4/2018
DONALD	FARLEY	511 - Engineering Technicians	Public Works Department	9/19/2018
RODNEY	FERNANDO	511 - Engineering Technicians	Public Works Department	5/16/2018
MICHAEL	FISH	511 - Engineering Technicians	Registrar Recorder	5/17/2018
FRANK	FRENCH	501 - Professional Engineers	Internal Services Dept	11/14/2018
MIGUEL	FRIAS RODRIGUEZ	501 - Professional Engineers	Public Works Department	6/25/2018
LARRY	GABRIEL	502 - Supervisory Professional Engineers	Public Works Department	12/18/2018
CECILIA	GALDONES	511 - Engineering Technicians	Health Services Excl Hospitals	4/2/2018
OSCAR	GALLEGOS	511 - Engineering Technicians	Public Works Department	7/18/2018
ASHOT	GALUSTYAN	511 - Engineering Technicians	Probation Department	4/25/2018
MATTHEW	GALVAN	511 - Engineering Technicians	Public Works Department	10/3/2018
CYNTHIA	GARCIA	511 - Engineering Technicians	Public Works Department	9/18/2018
SCOTT	GARRETT	511 - Engineering Technicians	Chief Executive Office	4/23/2018
TAE UK	GIM	501 - Professional Engineers	Public Works Department	5/16/2018
MARK	GLASSOCK	511 - Engineering Technicians	Parks & Recreation Department	10/15/2018
MARIA	GONZALEZ	501 - Professional Engineers	Public Works Department	5/16/2018
JONATHAN	GONZALEZ	501 - Professional Engineers	Public Works Department	9/19/2018
STEVEN	GUTIERREZ	501 - Professional Engineers	Public Works Department	9/19/2018
DENNIS	GUTIERREZ	512 - Supervisory Engineering Technicians	Public Works Department	10/15/2018
TERENCE	HO	501 - Professional Engineers	Public Works Department	7/18/2018
JOHN	HUSTON	512 - Supervisory Engineering Technicians	Public Works Department	11/1/2018
ROBERT	ISOZAKI	131 - Appraisers	Assessor	11/14/2018
KONSTANTIN	IVONIN	131 - Appraisers	Assessor	10/11/2018
AARON	JAMES	501 - Professional Engineers	Public Works Department	7/12/2018
BRANDON	JEDDI	131 - Appraisers	Assessor	10/10/2018
HENRIYUNIARTI	JULIANTO	511 - Engineering Technicians	Assessor	8/16/2018
RAMI	KAKISH	501 - Professional Engineers	Public Works Department	5/16/2018
ROSINA	KAMEL	131 - Appraisers	Assessor	6/8/2018
ANDREW	KASHE	501 - Professional Engineers	Public Works Department	5/16/2018
YI	KIM	501 - Professional Engineers	Public Works Department	5/29/2018
ANDREW	KIM	501 - Professional Engineers	Public Works Department	8/28/2018
JOSE	KIRCHER	511 - Engineering Technicians	Public Works Department	1/28/2019
ROBERT	LARDGE	131 - Appraisers	Assessor	9/17/2018
DAVID	LEE	501 - Professional Engineers	Public Works Department	6/25/2018
STELLA	LEE	501 - Professional Engineers	Public Works Department	5/16/2018
WINSTON	LIM	501 - Professional Engineers	Public Works Department	11/5/2018
BENJAMIN	LIMOSNERO III	512 - Supervisory Engineering Technicians	Public Works Department	1/8/2019
BRETT	LOGAN	512 - Supervisory Engineering Technicians	Public Works Department	1/10/2019
VIRGINIA	LOPEZ	511 - Engineering Technicians	Assessor	9/26/2018
CHRISTOPHER	LU	131 - Appraisers	Assessor	4/18/2018
CRYSTAL	LYNN	511 - Engineering Technicians	Public Works Department	6/14/2018
SAMUEL	MAGHAKIAN	511 - Engineering Technicians	Public Works Department	5/10/2018
TASHA	MALALANG	501 - Professional Engineers	Public Works Department	5/17/2018
JESUS	MANZANO	511 - Engineering Technicians	Internal Services Dept	10/16/2018
SAMER	MAOULAWI	501 - Professional Engineers	Public Works Department	5/16/2018
CHRISTOPHER	MAR	511 - Engineering Technicians	Public Works Department	8/15/2018
CONNIE	MARTINEZ	131 - Appraisers	Assessor	4/26/2018
RIGOBERTO	MARTINEZ	512 - Supervisory Engineering Technicians	Parks & Recreation Department	6/1/2018
FRANK	MEJIA SANDOVAL	511 - Engineering Technicians	Public Works Department	7/18/2018
JOSEPH	MIN	501 - Professional Engineers	Public Works Department	6/4/2018
SHEILA	MOORE	511 - Engineering Technicians	Probation Department	4/25/2018
MAHDI	MORTAZAVI	501 - Professional Engineers	Public Works Department	7/18/2018
BRYAN	MOSCARDINI	511 - Engineering Technicians	Parks & Recreation Department	7/19/2018
ASHKAN	MOTAMEDI	501 - Professional Engineers	Public Works Department	4/20/2018
CLAUDIA	MUNOZ	131 - Appraisers	Assessor	10/17/2018
KEVEN	NGUYEN	511 - Engineering Technicians	Public Works Department	4/25/2018
VICTOR	NOVELO	512 - Supervisory Engineering Technicians	Public Works Department	11/7/2018
CALEB	OAKES	501 - Professional Engineers	Public Works Department	1/10/2019
CHRISTOPHER	OBERLE	511 - Engineering Technicians	Public Works Department	7/20/2018
OSCAR	OLMOS	511 - Engineering Technicians	Registrar Recorder	5/17/2018
BENJAMIN	OSIAS	511 - Engineering Technicians	Public Works Department	4/24/2018
JEAN CARLO	PALACIOS	511 - Engineering Technicians	Public Works Department	5/16/2018
BETTY	PALOMINO	511 - Engineering Technicians	Internal Services Dept	4/17/2018
NEMANJA	PAVLOVIC	131 - Appraisers	Assessor	7/19/2018
JORGE	PEREZ	511 - Engineering Technicians	Public Works Department	7/18/2018
JULIO	PEREZ	501 - Professional Engineers	Public Works Department	5/17/2018

MARY ANN	PHAM	511 - Engineering Technicians	Mental Health	12/17/2018
LIANA	POGHOSYAN	501 - Professional Engineers	Public Works Department	5/16/2018
TAMMY	PRICE	511 - Engineering Technicians	Public Works Department	5/16/2018
BRUCE	PULCINI	511 - Engineering Technicians	Internal Services Dept	4/12/2018
REGINA	QUAN	502 - Supervisory Professional Engineers	Public Works Department	1/23/2019
DINAH	QUINONES	512 - Supervisory Engineering Technicians	Parks & Recreation Department	10/25/2018
RICARD	RAMETTA	511 - Engineering Technicians	Fire Department	11/6/2018
JEFFREY	RAMOS	511 - Engineering Technicians	Registrar Recorder	5/17/2018
RUKHSANA	REYES	502 - Supervisory Professional Engineers	Public Works Department	5/16/2018
JASON	RIETZE	501 - Professional Engineers	Public Works Department	5/16/2018
JUAN	ROBLES	512 - Supervisory Engineering Technicians	Public Works Department	5/11/2018
RAFAEL	RUIZ	501 - Professional Engineers	Public Works Department	1/7/2019
ALLAN	SANCHEZ	511 - Engineering Technicians	Public Works Department	5/16/2018
ARTHUR	SANCHEZ	511 - Engineering Technicians	Internal Services Dept	7/17/2018
MARIA	SANTIAGO	511 - Engineering Technicians	Public Works Department	5/16/2018
CHANTE	SHERWOOD	501 - Professional Engineers	Public Works Department	10/3/2018
TYRONE	SIKAY	511 - Engineering Technicians	Public Works Department	8/16/2018
DIANE	SILVA	512 - Supervisory Engineering Technicians	Parks & Recreation Department	6/14/2018
JUNKEY	SOSOBAN	511 - Engineering Technicians	Internal Services Dept	7/17/2018
ALTON	TA	511 - Engineering Technicians	Public Works Department	10/4/2018
SARAH	TAMRAZ	511 - Engineering Technicians	Assessor	9/19/2018
KEVIN	TE	511 - Engineering Technicians	Public Works Department	8/2/2018
KRISTI	TEA	131 - Appraisers	Assessor	4/13/2018
ERIC	TOU	511 - Engineering Technicians	Children & Family Services	5/7/2018
WILLIAM	TRUJILLO	511 - Engineering Technicians	Public Works Department	7/18/2018
CHUKWUKA	UDENGWU	511 - Engineering Technicians	Mental Health	12/17/2018
ANTONIO	VARGAS	511 - Engineering Technicians	Assessor	8/16/2018
PAIGE	VAUGHAN	511 - Engineering Technicians	Public Works Department	5/16/2018
EDWARD	VIDAL	501 - Professional Engineers	Public Works Department	7/17/2018
ERIC	WADE	132 - Supervisory Appraisers	Assessor	1/10/2019
MILITZA	WALLACE	511 - Engineering Technicians	Probation Department	4/25/2018
OGIE	WILLIAMS	511 - Engineering Technicians	Internal Services Dept	7/2/2018
SCOTT	WOODS	132 - Supervisory Appraisers	Assessor	7/13/2018
MEGAN	YANEZ	511 - Engineering Technicians	Fire Department	11/6/2018
LUIS	ZOMETA	511 - Engineering Technicians	Public Works Department	5/16/2018

CAPE 2018 Retirees

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

FIRST NAME	LAST NAME	DEPARTMENT	UNIT	RETIREMENT DATE
ZAVEN	ABRAHAMIAN	Public Works Department	501 - Professional Engineers	2/15/2018
AMBROSE	AJAELO	Public Works Department	501 - Professional Engineers	6/15/2018
PAUL	ANDERSON	Public Works Department	511 - Engineering Technicians	1/15/2018
GREGORY	APFEL	Assessor	132 - Supervisory Appraisers	3/15/2018
WESLEY	BAKER	Assessor	131 - Appraisers	1/15/2018
SERGIO	BERMUDEZ	Public Works Department	512 - Supervisory Engineering Technicians	5/15/2018
DOUGLAS	CHASTAIN	Regional Planning Department	512 - Supervisory Engineering Technicians	6/15/2018
SYAN-JI	CHENG	Public Works Department	501 - Professional Engineers	5/31/2018
JAIME	CUEVAS	Regional Planning Department	512 - Supervisory Engineering Technicians	9/30/2018
KAMEEL	DANIAL	Assessor	131 - Appraisers	7/31/2018
SARETH	DOK	Internal Services Dept	501 - Professional Engineers	5/31/2018
MAZEN	DUDAR	Public Works Department	502 - Supervisory Professional Engineers	8/15/2018
MICHAEL	FIORAVANTI	Public Works Department	511 - Engineering Technicians	12/15/2018
OCTAVIO	GIRBAU	Assessor	132 - Supervisory Appraisers	2/15/2018
IRINA	GRINSHTEYN	Public Works Department	511 - Engineering Technicians	3/15/2018
ELENI	HAILU	Public Works Department	502 - Supervisory Professional Engineers	9/15/2018
THOMAS	HANSEN	Public Works Department	511 - Engineering Technicians	1/15/2018
MADJID	HASHEMI	Public Works Department	501 - Professional Engineers	3/15/2018
MICHAEL	HERZER	Public Works Department	511 - Engineering Technicians	3/31/2018
CRAIG	HOBACK	Public Works Department	512 - Supervisory Engineering Technicians	7/15/2018
ELMER	JACOBS II	Public Works Department	512 - Supervisory Engineering Technicians	6/15/2018
JIN	JEW	Public Works Department	501 - Professional Engineers	3/15/2018
ROBERT	LARSON	Public Works Department	501 - Professional Engineers	1/15/2018
CESAR	LLANES	Internal Services Dept	501 - Professional Engineers	7/15/2018
WEI-YI	LO	Public Works Department	501 - Professional Engineers	2/15/2018
JOSE	LOPEZ	Public Works Department	512 - Supervisory Engineering Technicians	1/15/2018
JOHN	MC CARNEY	Public Works Department	512 - Supervisory Engineering Technicians	2/15/2018
JAMES	MC DONOUGH	Public Works Department	512 - Supervisory Engineering Technicians	3/15/2018
SUZETTE	NELSON	Assessor	132 - Supervisory Appraisers	6/15/2018
DANTE	REYES	Assessor	511 - Engineering Technicians	2/15/2018
JOSEPH	REZA	Public Works Department	512 - Supervisory Engineering Technicians	3/15/2018
JULIO	RIBEIRO	Health Services Excl Hospitals	501 - Professional Engineers	7/15/2018
ANTHONY	RODRIGUEZ	Public Works Department	511 - Engineering Technicians	12/15/2018
DANNA	ROSENTHAL	Assessor	131 - Appraisers	12/31/2018
HECTOR	SALDANA	Public Works Department	511 - Engineering Technicians	2/15/2018
DANA	SCOTT	Internal Services Dept	501 - Professional Engineers	11/30/2018
PAUL	SCROGGS	Assessor	131 - Appraisers	6/15/2018
MARTHA	SELIG	Regional Planning Department	511 - Engineering Technicians	7/31/2018
JAMSHID	SHADAB	Public Works Department	512 - Supervisory Engineering Technicians	12/15/2018
SAEID	SHADAB	Public Works Department	502 - Supervisory Professional Engineers	3/15/2018
MYRA	SMITH	Internal Services Dept	511 - Engineering Technicians	9/30/2018
GRACEFONE	SONG	Assessor	511 - Engineering Technicians	1/15/2018
JANICE	SUMPTER	Public Works Department	511 - Engineering Technicians	3/15/2018
WU	TAN	Public Works Department	501 - Professional Engineers	1/15/2018
RONILO	TELEBRICO	Assessor	511 - Engineering Technicians	2/15/2018
PEIYEE	TSAI	Chief Executive Office	511 - Engineering Technicians	5/31/2018
ERIK	UPDYKE	Public Works Department	502 - Supervisory Professional Engineers	3/15/2018
CORAZON	VIADO	Assessor	132 - Supervisory Appraisers	3/15/2018
PAUL	WITTEWER	Public Works Department	512 - Supervisory Engineering Technicians	2/15/2018
HENRY	WONG	Public Works Department	501 - Professional Engineers	11/15/2018
VINCENT	YEN	Internal Services Dept	501 - Professional Engineers	3/15/2018