

# THE COMMUNIQUE

from  
The Los Angeles County  
Chicano Employees Association  
Summer 2003

## Time for Elections

Hear ye, hear ye: LACCEA elections are around the corner. Elections for board of directors will be in May and will be done by mail only. There will be seven board-member vacancies. There are six incumbents eligible to run for re-election.

If you are a member in good standing and wish to run for a board member position, please submit an election statement no more than 100 words long, no later than April 20, 2003.

Candidates' statements will be included with election ballots and will be mailed to LACCEA members in May 2003.

**Meet Our New  
President  
Lorenzo Sandoval**  
By John Serrano, First Vice-President

It's with great pride that we present our new President of the Board of Directors of the Los Angeles County Chicano Employees Association.

Lorenzo Sandoval has been a board member for six years. Lorenzo Sandoval is Senior Detention Supervisor with the L.A. County Probation Department for fifteen years.



**Lorenzo Sandoval**  
*President*

## LACCEA Has Been a Force for Latino Empowerment

By Rudy Rico  
Co-General Manager

In 1987, our Director of EEO, filed on behalf of LACCEA a 250-page complaint with the United States Equal Employment Opportunity Commission charging systemic discrimination against

Latinos in the Department of Health Services in regards to recruitment, hiring and promotions. Our Director of EEO, on behalf of the LACCEA, traveled to Washington D.C. and present our complaint to the Chairperson of the United States Equal Opportunity Commission.

In 1992, the complaint was resolved and the L.A. County Health Department was required to spend \$2.1 million to recruit Latinos. We filed additional complaints and the conciliation agreement was extended to 2002. This case resulted in hundreds of Latinos being hired over a nine-year period.

In 1996, we intervened as a plaintiff in the Black Probation Officers' federal lawsuit against the Los Angeles County Probation Department.

We won a requirement to recruit Hispanic and Spanish-speaking staff.

Since 1986, we have had meetings with the Director of the Department of Social Services over the need to hire more Latinos and promote more Latinos.

Latinos now hold over 40 percent of the eligibility workers positions and over 41 percent of the eligibility Supervisory positions and over 26 percent of the management positions. Also, a Latina was just appointed to Chief Deputy. With-

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*(Empowerment continued from page 1)*

out our advocacy these significant gains would not have happened. In 1986, in our first meeting with DPSS, Latinos were only 17 percent of the eligibility workers in supervisory positions.

LACCEA in 1996 helped to pass legislation that saved over 1,830 jobs in DPSS.

In 1994, LACCEA also commenced meetings with the Department of Public Works. Because of LACCEA's pressure, substantial gains have been made over the years in Latino representation. LACCEA will continue to meet with the new director.

In 1999, we started meeting with Sheriff Lee Baca. As a result of those meetings some Latinos have been promoted to lieutenant, captain, and commander postings. However, we are very dissatisfied with Sheriff Baca's commitment to equal promotional opportunities for Latinos. We have also focused on the need to promote Latinas to law enforcement supervisory positions. We are very disappointed over the lack of Latina promotions in this department. There are no Latinas above the level of lieutenant, this is outrageous. In the last round of promotions to Captain, Commander and positions above Commander only 1 Latino was among the 14 appointments. No Latinas were appointed. We plan on challenging the Sheriff on over this outrageous lack of promotions.

In 1997, our Director of EEO, on behalf of LACCEA and former California Supreme Court Justice Cruz Reynoso wrote a historic comprehensive civil rights bill that will allow for the recruitment of minorities and women.

Governor Gray Davis in 2002 signed LACCEA historic civil rights bill. Alan Clayton participated in a meeting with the governor and had two extensive meetings with his legal adviser. This bill could result in thousands of Latinos being recruited for jobs in various cities, counties and school districts including Los Angeles County.

In 1999, our Director of EEO was the principal draftee representing the LACCEA on

Assembly bill 1913, our Director of EEO led the legislative effort that led to the passage of AB 1913. This bill brought \$121.3 million for programs for juveniles. Over 50% of the juveniles in Los Angeles County Probation Department's custody are Latino.

LACCEA was heavily responsible for Los Angeles County receiving \$34.9 million in 2001 and \$32.7% million in 2002 for at-risk youth, and youths under the jurisdiction of the courts and law enforcement. LACCEA showed its tremendous commitment to the Latino community and its at-risk youth with its sponsorship and enforcement of this bill.

This year we led a successful fight to keep all of the current budget of \$116.3 million, of which \$32.7 million was allocated to L.A. County. This position may change in the future because of the budget crisis.

The LACCEA also took on the county when there was an attempt to limit bilingual compensation to staffs whose caseload was 50% or more non-English speaking. About 40% of the 10,500 staff who currently receive bilingual pay could have lost it. If the LACCEA had not prevailed in this fight hundreds of LACCEA members could have lost their bilingual pay along with thousands of other certified Spanish-speaking staff.

In 1986, LACCEA started meeting with Department of Children and Family Services. Due to our pressure hundreds of Latinos have been hired over the last sixteen years. On 9/30/02, over 55% of the children's social worker trainee positions were held by Latinos. However, the DCFS is still not fairly promoting Latinos and we are fighting with them over that issue. We are also fighting with DCFS over not providing sufficient services to the Spanish-speaking community. We also recently strongly advocated that Latinos be considered for the Director position. Our request was ignored by the Board of Supervisors. We had a very unproductive meeting with the interim director. We plan on meeting with the new director as soon as possible to push our issues.

We have also met with the Probation

*(Continued on page 3)*

(Empowerment continued from page 2)

Department and the Assessor's office to aggressively argue that they need to recruit, hire and promote more Latinos. In regards to the Probation Department, we are especially concerned over the lack of Latina appointments to supervisory and management positions. For example, Latinas hold only 4 of the 65 Director positions and only 12 of the 263 Supervising Deputy Probation Officer Positions.

In addition, in 1996 the LACCEA led the fight to prevent up to 1,000 layoffs in the Probation Department and helped to prevent the closure of 18 probation camps.

In March 2003, because of LACCEA's efforts we have been informed that four Latinos will be promoted to management or administrative positions. Latinas will receive two of these appointments.

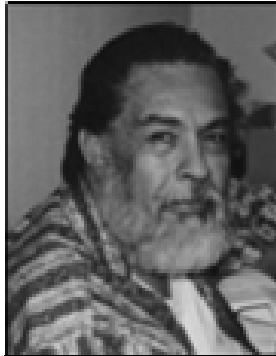
This year, we have been meeting with department directors requesting that they promote more Latinos and exempt bilingual staff from layoffs.

Additionally, in August 2002, Our Director of EEO met with Governor Davis as part of a larger group and asked the governor to expedite the Health Services waiver. This waiver could potentially save thousands of county health services jobs.

Since 2001, the LACCEA, the LA County Hispanic Managers and the LA chapter of the Mexican American Correctional Association have been working closely together to advocate for the recruitment, hiring and promotion of Latinos throughout the county, with an emphasis on the hiring of Spanish-speaking staff. We have also been critical of the lack of Latinas in supervisory and management positions. We have meet with a number of Department heads and the County Affirmative Action Officer on these issues.

We also were successful in advocating for a new heavily Latino Los Angeles City Council district in the San Fernando Valley.

Our most important fight is over redistricting the county board of supervisors to give the Latino community two reasonably compact districts where the Latino community can elect candidates of their own choice versus the one current district.



**Rudy Rico**  
Co-General Manager

tricting the county board of supervisors to give the Latino community two reasonably compact districts where the Latino community can elect candidates of their own choice versus the one current district.

The LACCEA is supported in this historic action by many other Latino organizations such as the Los Angeles County Hispanic Managers, the LA Chapter of the Mexican American Correctional Association, the Los Angeles Chapter of the His-

panic Command Officers Association, the Los Angeles City Employees Chicano Association, Los Angeles Chapter, the Personnel Management Association of Aztlan, Nosotros (the Latino Actors), the California Hispanic Chambers of Commerce, the California Latino Redistricting Coalition, the Latino Coalition for Fair Reapportionment and others.

Our Director of EEO, on behalf of LACCEA, filed a voting rights complaint of over 300 pages against LA County with the United States Department of Justice in Washington D.C. We also have met last year with top officials in the voting rights section of the United States Department of Justice in Washington.

If won, this case could tremendously change the way the County Board of Supervisors treat Latino county employees and the Latino community. We believe that the Board of Supervisors know that we have an excellent chance to win this case.

We continue aggressively to represent our members in claims against discriminatory promotional practices, disciplinary matters and appeals regarding promotional examinations.

Without your support of the LACCEA none of these successes would have been possible.

We thank you for your support.

*Rudy Rico is former president of the LACCEA and current Executive Director.*

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Additionally, Mr. Sandoval serves as the institutional Vice-President of the American Federation of State, County, and Municipal Employees. He represents, employees of three Juvenile Halls (900 employees) and oversees 12 Shop Stewarts.

He has been a Union Member for more than 15 years and was trained by the union in current Labor Law. He has served on the Probation Department Union Negotiating team three times and he has represented more than 300 officers in hearings.

For most people, this might seem like a heavy load. But Mr. Sandoval is not like most people, he is passionate about protecting the rights of people, especially the Latino community.

Mr. Sandoval wants to insure that Latinos are recruited, hired, and promoted in proportion to our numbers in the community. He wants to make the recruitment of new members a priority. Additionally, he wants to ensure that young people not only know about the struggles and successes of our association but of others who have laid the groundwork before us. Lorenzo, congratulations on your election and you can count on us to be there with you.



**NEWS RELEASE**

**FROM:**

**RICHARD G. POLANCO**

*Senate Majority Leader*

**GOVERNOR SIGNS LANDMARK OUTREACH BILL**

*October 1, 2002*

**Sacramento.** Los Angeles Senator Richard Polanco (D-Los Angeles) announced today the signing of his landmark legislation allowing state and local public agencies to do focused outreach as a component of general outreach programs in public contracting and employment.

In commenting on the measure, SB 1045 (Polanco), Chapter 1126, Statutes of 2002, Polanco noted, "Although the 1996 ballot measure banning affirmative action (Proposition 209), did not mention outreach, it's left many public agencies across the state without clear guidelines on this subject. Broad-based outreach is essential to ensure all Californians receive needed information on employment and contracting opportunities in the public sector."

The Los Angeles Senator added, "SB 1045 is a landmark measure as it reaffirms the state's commitment to diversity.

A spokesman for the sponsor of the measure, Mr. Alan Clayton of the Los Angeles County Chicano Employees Association, commented, "Senator Polanco deserves commendation for his positive vision and leadership in securing passage of this historic civil rights legislation." Clayton added, "The Los Angeles Chicano Employees Association thanks Governor Davis for his leadership and courage in signing this important civil rights bill."

SB 1045 also requires each state agency to collect information designed to monitor diversity in public contracting and procurement.

Some of the strong supporters of SB 1045 include the League of California Cities, the California State Association of Counties, the Latino Journal, the California Hispanic Chambers of Commerce, the Commission on the Status of Women, the Latino Coalition for a Healthy California, the Mexican American Legal Defense and Education Fund, Eastern Group Publications, Mexican American Correctional Association, and the Women's Leadership Alliance.



**Lorenzo Sandoval**  
*President*

## A Message From Our President

*Lorenzo Sandoval*

Hola hermanos y hermanas,

**L**et me start by thanking you for your support of our organization. Since the sixties, with your support, LACCEA has become one of finest organizations fighting for the rights of Chicanos and Chicanas in the county. LACCEA has fought hard in the work place winning numerous cases for our members, as well as taking the county on to ensure that our members receive their fair share of employment as well as promotions. LACCEA has also been very effective in advancing the social, economic, educational, and general welfare of you, our members. This could not have been done without your support.

As president, one of my goals is to always keep members informed. On numerous occasions people have asked, “ what is LACCEA doing and where are my dues going?” As president I plan to keep you informed. I also plan on educating members as to LACCEA policies when it deals to representation.

As many of you are aware recently LACCEA had to raise dues for the first time in over 10 years in order to meet the rising ex-

penses associated with running our organization. The simple fact is that there has been a decrease in income due to retirement over the years of many of our long-term members. However, we still are very strong with nearly 1100 dues paying members. Frankly, we have not increase our numbers because we have not recruited as extensively as we should have. We have focused our efforts on providing excellent representational services and in fighting the county to recruit hire and promote more Latino employees. We have also led the fight against layoffs when they were close to being implemented. For example, in 1996 we were the leader in the fight to keep funding the probation camps. If those camps had closed 1000 probation department employees would have lost their jobs. We also led the fight in the mid 1990’s to save over 1800 jobs in the Department of Public Social Services.

In terms of advocacy we have been a leader among Latino organizations in Los Angeles County. We sponsored a bill that brought in 34.9 million dollars in new money for at-risk youth and youth in the juvenile justice system. Los Angeles County retained 32.7 million dollars of that money even during the budget cuts last year. LACCEA Senate Bill 1045 was signed into law in 2002. It, for the first time since the passage of proposition 209, puts into state law the ability of counties and cities to legally do outreach activities to increase the pool of minority groups and women in the work force. This bill was a five-year legislative battle and the LACCEA was the sponsor and was responsible for the enactment of this historic civil rights legislation. LACCEA also led the fight in the 1990’s to have a Latino appointed to lead the Los Angeles Unified School District. We were successful in that battle. LACCEA also led the fight to keep bilingual pay for all workers that use their bilingual skills. LACCEA has led very tough fights to have Lati-

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(Message continued from page 5)

nos appointed to Department head and high-level positions. In this fight we had a very tough time due to the insensitivity of the members of the board of supervisors. We also were the co-prevailing parties in a federal lawsuit against the Probation Department. We won a requirement that they recruit bi-lingual Spanish-speaking staff. However, in terms of entry-level positions our aggressive advocacy has succeeded. Over 50% of the children's service worker trainee positions are held by Latinos and over 40% of the eligibility worker positions in the Department of Social Services and held by Latinos. An in these trying times LACCEA will continue to be in the fore front fighting for you, our members as we have in the past. And to ensure that you are protected when faced with discipline.

As the old saying goes "there is strength in numbers" we must now increase our membership in order to be firmly positioned to continue our lead when it comes to advocating for Chicano rights as it pertains to employment in the County.

We need your help to recruit new members. **We will pay you \$10.00 for each new member that you recruit after the 90-day application period. If you could recruit just 2 new members a year, we could stay as strong as we are for the next ten years. Please try to sign up two members.** It is my vision that this organization will remain effective for the next generation of Chicanos to come. Si se Puede!



## EXEMPT BILINGUAL EMPLOYEES FROM LAYOFFS

By Alan Clayton  
Director of EEO

**W**e will ask the Los Angeles County's chief administrative officer, and department heads to exempt all certified bilingual employees from probable layoffs because of the potentially crippling effect their absence would have on the county's equal delivery of services to all residents.

Without exemptions, fewer bilingual workers would be employed to respond to an increasingly large non-English speaking population in the county. Additionally, the county's level of services to the non-English speaking population would be inadequately served.

Further, the absence of workers with bilingual skills could jeopardize the adequacy of services provided to a large segment of the county's population. In turn, beneficiaries of the services could contend that their state statutory rights under the Dymally-Alatorre Bilingual Services Act are being violated.

The Dymally-Alatorre Act requires that every State department directly involved in providing public services employ bilingual staff or interpreters when a substantial portion of its clientele is limited or non-English-speaking. The Act defines "substantial" as 5 percent of the service population of any local office or facility of a state agency.

It is our position that LA County departments need more, not fewer, certified bilingual employees.

Many departments have direct contact with communities with large numbers of limited or non-English speaking residents. In departments such as the Department of Health Services and the Department of Public Social Services more than 25 percent of the clientele need bilingual services. The Probation Department, the Office of the Public Defender Department, the Sheriff's Department and the District Attorney's Office cannot effectively

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(Bilingual Emp. continued from page 6)

deal with public safety without sufficient numbers of bilingual staff.

In addition, without sufficient bilingual staff, the safety of abused children and health needs of a large percentage of the Los Angeles is at risk.

The consequences of not providing these services could be tragic to immigrant communities.

Further, in the Los Angeles Unified School District the current Latino student population is 70 percent. In 1995-1996, 46 percent of the students attending LAUSD were limited-English proficient. Of that percentage, Spanish was spoken by 277,505, or 92.2 percent of the students. Approximately, 5 percent of the limited-English proficient students spoke various Asian languages.

Exempting bilingual county staff from layoffs was addressed by a court of appeal in *AFSCME v County of Los Angeles*. In 1981, the Probation Department enacted exemptions from lay-offs and demotions for certified bilingual staff from the Deputy Probation Officer (DPO) level in order to meet the limited-English-proficiency needs of the community.

The need for bilingual services has dramatically increased since 1981.

According to the 2000 Census, Latinos in Los Angeles now number 44.6 percent of the total County population. This increase in population has had repercussions for numerous county departments where the largest group of clientele is now Latino. Ten years ago in the Probation Department, in 1992, in the field offices, 56 percent of the juveniles in supervision and 40 percent of the adult offenders in supervision were Latinos, a high percentage of whom are limited-English-proficient. These demographic changes have created a need for bilingual services that have not been met by the Department.

As noted in *AFSCME*, in seeking approval from the county director of personnel under civil service rule 19, the then-Acting Chief Probation Officer Kenneth Fare wrote, "The Department has historically established a need to provide bilingual services to its Spanish-surnamed clients..."

In upholding the county's position, the court of appeal noted that the "record is replete with evidence documenting the need for bilingual deputy probation officers...Further, there is un-contradicted evidence that each certified bilingual specialist occupies a position with a demonstrated continuing need for his or her services, and that the need would not be met but for the exemptions."

Additionally, bilingual supervisors should also be exempt because they play a critical role in providing services to the language minority population. Bilingual supervisors are responsible for responding to complaints from the public, often fill-in for absent entry level subordinate employees

and have direct contract with the public. Not exempting supervisors could discourage non-English speaking residents from complaining about staff members and could result in Spanish-speaking clientele and other language minority clientele not having their work processed in a timely basis. The result would be unequal delivery of services to Spanish-speaking clientele.

*AFSCME v County of Los Angeles* demonstrates the operational necessity for bilingual personnel and how it can be met by the application of civil service rule 19.05. Rule 19.05 states that a department may retain an employee despite the need for a layoff where it would be in the "best interest of the service," which is defined in consideration of the special qualifications possessed by only the employee retained that are important to perform-



**Alan Clayton**

*Director of  
Equal Employment Opportunity*

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ance of the department's work and the loss of the employee's skills on a particular assignment would adversely affect public welfare.

As noted, under the Dymally-Alatorre Bilingual Services Act, the county must hire sufficient bilingual personnel to ensure the same level of services to non-English persons as is available to English-speaking persons seeking such services. We believe that each department director should evaluate the impact of reductions of bilingual personnel on the Spanish-speaking population and other language minority populations.

In order for the county to provide equal delivery of services to Spanish-speaking clientele and other language minority clientele in compliance with federal and state law LACCEA will continue to request that department heads exempt bilingual certified employees in all departments from layoffs and demotions.



*Dr. Amy Gutierrez  
Former President of LACCEA*

**To Amy Gutierrez**

***Thank You***

*By John Serrano*

**O**n behalf of all the LA County Chicano Employees Association members, and our Board of Directors, we would like to offer a sincere and well-deserved thank you to Dr. Amy Gutierrez. Dr. Gutierrez has served as our president for the last three years, and has

brought a professional structure and outstanding leadership to our association during this time. Dr. Gutierrez has served on the Board of Directors for the past 6 years, and has been a CEA member since 1992.

Dr. Gutierrez is currently assigned as one of two interim pharmacy directors for the Department of Health Services. She also serves as the pharmacy director at King/Drew Medical Center, where she has worked for the past 17 years. Dr. Gutierrez earned her doctorate degree in 1983 from the University of Southern California, where she was admitted as "honors at entrance", and received an academic scholarship. She was also the recipient of a scholarship from the League of Latin American Citizens (LULAC).

Dr. Gutierrez has a long history of advocacy. She has appeared on bilingual radio and television programs, advising the community about the dangers of illegal pharmaceuticals purchased within the U.S. and south of the border, in an effort to educate the public about the danger of these purchases. As a grant recipient, she developed a series of bilingual educational videotapes on the issue of elderly medication misuse.

In 1992, Dr. Gutierrez filed and subsequently prevailed in a civil service commission case on discrimination in hiring practices at King/Drew Medical Center. Her victory came at a substantial personal cost, as she was harassed and physically threatened on a number of occasions. Her well-publicized victory, however resulted in the availability of positions for Latinos throughout the County system. As in her life, she has committed to improving equal opportunity for Latinos in hiring and promotion, and the promotion of bilingual staff to provide necessary services.

Amy, for everything you've accomplished, we offer you a big gracias and an even bigger ABRAZO! Amy will remain on our Board of Directors.

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## **Letter Sent to Supervisor Yvonne Brathwaite Burke and to Supervisor Gloria Molina**

January 30, 2003

The Los Angeles County Chicano Employees Association and the Los Angeles County Hispanic Managers Association are very concerned over lack of recruitment of qualified Latino applicants for the position of Department Head for the Department of Children and Family Services. The Los Angeles County Chicano Employees Association (LACCEA) and the Los Angeles County Hispanic Managers Association (CHMA) would like to meet with you as soon as possible to discuss this matter.

Historically, over the last ten years, the Los Angeles County Board of Supervisors has conducted recruitment efforts and made Department Head appointments for (1) the Department of Health Services; (2) the Department of Public Social Services; (3) the Department of Children and Family Services; (4) the Probation Department and; (5) the Department of Mental Health. These departments all provide critical services to the Latino communities. With the Latino population at 44.6% in the year 2000, and expected to increase to over 50% by the year 2010, it is appalling that Latinos have not been appointed during the last ten years to these top county positions. In addition, some of these departments have had more than one appointment to the Department Head position during the last ten years.

On January 23, 2003 the LACCEA and CHMA met with the Director of the De-

partment of Human Resources, Michael Henry, and the Director of Office of Affirmative Action Compliance, Dennis Tafoya. At this meeting, we voiced our concerns over the lack of Latino applicants among the finalists for Department Head with the Department of Children and Family Services. Out of fifty applicants, only two were Latino! It appears that sufficient consideration in recruiting qualified Latinos has been ignored.

Both LACCEA and CHMA have requested that Department Heads, Mr. Henry, and Mr. Tafoya communicate to the Board of Supervisors our request to reopen the recruitment process so that additional qualified applicants can be recruited. The existing small pool of Latino applicants is inexcusable. We are not requesting to restart the process, we are merely requesting that additional recruitment be implemented immediately to help expand and diversify the application pool, which would include increasing the number of Latino applicants due to present unacceptable outreach methods in your recruitment process. LACCEA and CHMA also have offered to help in strategizing on ways to make your recruitment process lead to a more diverse applicant pool.

LACCEA and CHMA would like to meet with you as soon as possible.

Thank you very much for your consideration,

Alan Clayton, Director EEO LACCEA  
John Martinez, President CHMA

*Note: We subsequently, met with Supervisor Molina on this issue and she said she would work with us to insure that Latino candidates are appropriately recruited and equally considered for these key positions.*

*The Board of Supervisors did not re-open the process. They were insensitive to our organization's fair request.*

# A Letter From Nosotros

March 19, 2003

RE: Support for LACCEA's Federal Voting Rights Complaint

Dear Alan:

Nosotros Board of Directors voted to endorse LACCEA's legal effort to have the Supervisorial district's boundaries realigned to more fairly represent the Latino constituents of Los Angeles County. We believe that the composition of our political leadership should fairly reflect the entire voting population of the county. Lack of appropriate Latino representation on the Board of Supervisors effectively limits opportunities of Latino residents and employees to be heard and to be rep-

resented. We further believe that our common goal of providing the best possible level of service to all county residents depends on fair and equitable political representation. Because for more than 20 years, the Board of Supervisors has neglected to organize the Supervisorial districts in a manner that would fairly reflect Latino voters, we strongly support LACCEA's legal efforts to rectify this inequity.

Please feel free to use our endorsement.

Sincerely,  
Jerry G. Velasco  
President

*Note: Nosotros is a Non-Profit organization Founded by Ricardo Montalban in 1970 who's goal is to improve the image of Latinos/Hispanics in the entertainment industry.*

## Latinos Currently Are Underrepresented in the Los Angeles County Probation Department in Most Positions

LACCEA, the L.A. Chapter of MACA, and the L.A. County Hispanic Managers Association have been meeting with the Chief Probation Officer with the goal of improving both hiring and promotional opportunities for Latinos.

### 41.2% Hispanic Civilian Labor Force

Item No.	Item Description	Male Pop.	Male Percent	Female Pop.	Female Percent	Total	Dept Item Total	Total % Hispanic	Under-utilization	Variance
8604A	DPO I/F	0	0.00%	3	18.75%	3	16	18.75%	4	-22.45%
8607A	DPO II/F	191	15.27%	111	8.87%	302	1251	24.14%	213	-17.06%
8607U	DPO II/F	0	0.00%	1	100.00%	1	1	100.00%		
8608A	DPO I/R	90	19.48%	44	9.52%	134	462	29.00%	56	-12.20%
8609A	DPO II/R	51	16.67%	12	3.92%	63	306	20.59%	63	-20.61%
8610A	SPVG DPO	33	12.55%	12	4.56%	45	263	17.11%	63	-24.09%
8618A	GSN	78	19.45%	43	10.72%	121	401	30.17%	44	-11.03%
8620A	PRB DIR	9	13.85%	4	6.15%	13	65	20.00%	14	-21.20%
8621A	SR PRB DIR	2	16.67%	0	0.00%	2	12	16.67%	3	-24.53%
8626A	TRNSP DPY, PRB	34	39.08%	5	5.75%	39	87	44.83%		
8627A	SPVG TRNSP DPY	4	44.44%	1	11.11%	5	9	55.56%		
8655A	DSO	134	19.51%	89	12.95%	223	687	32.46%	60	-8.74%
8657A	SR DSO	19	11.38%	13	7.78%	32	167	19.16%	37	-22.04%
8659A	SPVG DSO	8	13.11%	2	3.28%	10	61	16.39%	15	-24.81%
8670A	INV AID, PRB	13	14.13%	27	29.35%	40	92	43.48%		
8671A	SR INV AID, PRB	3	25.00%	2	16.67%	5	12	41.67%		
8672A	INV PTS, PRB	14	23.33%	9	15.00%	23	60	38.33%	2	-2.87%
8673A	SR INV, PTS	3	21.43%	2	14.29%	5	14	35.71%	1	-5.49%

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## **Sheriff Baca's Lack of Commitment to the Latino Employees and to the Latino Community**

*By Alan Clayton, Director of EEO*

**L**ACCEA did an analysis of the Sheriffs promotional practices for Latinos by looking at data from 12/31/2000 through 9/30/2002 for some positions and thru 4/01/2003 for the other positions. LACCEA found that there was very limited or no progress for Latinos. For example, on 12/31/00 there were 68.0% white commanders which increased to (76.9%) white commanders on 9/30/02. The percentage of Latino commanders increased from 24.0% on 12/31/00 to 25.0% on 4/1/03. However, the Latino percentage increased because one of the new Latino commanders was there as a result of his demotion from a division chief position. There are no Latina commanders as of 4/01/03. At the Captain level, Latino representation went from 14.5% on 12/31/00 to approximately 11.0% or 7 of 61 positions on 4/01/03. Also, on 4/01/03 there were no Latina Captains. Additionally, among the 38 recent Lieutenant promotions, there was only one Latina. At the Lieutenant level, Latino representation went from 10.4% on 12/31/00 to 11.4% on 9/30/02. At the Sergeant level, Latino representation went from 15.4% on 12/31/00 to 18.1% in 9/30/02. .

Also, there are no Latino Division Chiefs or Assistant Chiefs out of 14 positions as of 4/01/03.

In the period from 12-07-98 to 09-01-02, Latinos received 20.99% of the Sergeant appointments as compared to whites who received 62.57% of the appointments. Also, Latinos received in the same period 14.1% of the Lieutenant appointments while whites received 73.62% of the Lieutenant appointment. Latinos in the same period received 12.5% of the Captain appointments while whites received 67.2% of the

Captain appointments and Blacks received 14.1% of the Captain appointments. Five white Females, three Black Females, and no Latinas were appointed to Captain during this period. Latinos received 14.3% of the appointments to Commander during this period while whites received 77.1% of the appointments to Commander. Latinos received 6.7% of the promotions to division chief during this period while whites received 73.3% of the appointments and Blacks received 13.4% of the appointments. Latinos received no appointments in Assistant Sheriff during this period while whites received all four appointments or 100% (*see table on page 12*).

However, the Latino representation at Captain could have been worse. Both LACCEA and the Hispanic American Police Command Officers Association (HAPCOA), Southern California Chapter, met with Sheriff Baca in 1999 to protest the lack of fair treatment of Latinos in the promotional process.

LACCEA's Analysis is even more disturbing when we note that on March 25, 1999 Sheriff Baca received the following letter from the President of the Southern California Chapter of HAPCOA.

"What is particularly disappointing in the current Captains' list is that you represented a clear opportunity for change. Your campaign promises included effecting change in the ethnic composition of the Department, espousing a desire to promote diversification through all ranks. Your first opportunity to change the leadership of the Department has been a disappointment. During, your first 100 days in office, you have promoted a total of 28 persons at the rank of Lieutenant or above, with only 2 of Hispanic descent, or 7% of the promotions. Of the 6 Captain promotions, 1 was of Hispanic descent, representing 17% of that promotional group. The majority of the promotions you effected consisted of male whites (22), comprising 79% of those promoted."

*(Continued on Page 12)*

(Equal promotions continued from page 11)

“As a founding member of HAPCOA, you often stated that the organization needed young Hispanics in supervisory positions to mentor and promote other Hispanics to similar positions from within the organization. This is a goal which is truly commendable and achievable given the necessary support from command level personnel. However, it appears that this is exactly what is lacking given the test results and promotions made thus far. As we recruit more Hispanics to the Department, there will be less representation of Hispanics at higher ranks to mentor subordinates or to be a visible symbol of change within the Department.”

In addition, on May 21, 1999 Sheriff Baca received the following correspondence from our Director of EEO:

*We are very concerned about the lack of Latinos being promoted to the positions of the rank of Lieutenant and above since you have taken command of the department. During your first months in office you have made 34 promotions at the rank of Lieutenant and*

*above, and only two of these appointments have gone to Latinos. In addition, recently your department made 32 promotions to Sergeant and only 3 were Latino.*

*We are also very concerned about the lack of Latinas in the command structure of your department. We have been told that there are only 2 Latina Lieutenants out of over 285 Lieutenant positions. We have also been told that there are only 16 Latina Sergeants out of approximately 940 Sergeant positions. We understand that there are no Latina Captains out of over 55 positions and there are no Latina Commanders or Latina Chiefs. We understand that there are no Latinas above the Lieutenant position. With over 20% of Los Angeles County population comprised of Latinas this lack of representation must not be allowed to continue.*

In summation, after reviewing these two letters sent in 1999 by LACCEA and HAPCOA and looking at the 9/30/02 employment data, it is clear that the Sheriff ignored these legitimate requests and has geared his promotions to predominately white males. It is significant that he has not appointed any Latinas to Captain since becoming Sheriff.

**Total Sex and Ethnicity Count of Selected Sworn Ranks Were Promoted To (Trans. Code 44)  
From 12/07/98 thru 09/01/02**

RANK	FEMALE WHITE	FEMALE BLACK	FEMALE HISPANIC	MALE WHITE	MALE BLACK	MALE HISPANIC	TOTAL	TOTAL WHITE %	TOTAL HISPANIC %
SERGEANT	75	17	24	241	47	82	505	62.57%	20.99%
LIEUTENANT	24	3	5	96	8	18	163	73.62%	14.1%
CAPTAIN	5	3	0	38	6	8	64	67.2%	12.5%
COMMANDER	5	0	0	22	2	5	35	77.1%	14.3%
DIV CHF SHERIFF	1	0	0	10	2	1	15	77.3%	6.7%
ASST. SHERIFF/UC	0	0	0	4	0	0	4	100.00%	0%
<b>TOTAL</b>	<b>110</b>	<b>23</b>	<b>29</b>	<b>411</b>	<b>65</b>	<b>114</b>	<b>786</b>		

# Health Services Department Has Not Fairly Promoted Latinos Into Management Positions

By  
*Alan Clayton, Director EEO*

**B**ased on a careful review of Department of Health Services statistics, it strongly appears that there is statistical evidence that demonstrates Latinos are not being equally promoted to Supervisory administrative staff positions. When you look at the White, Black, and Latino representation in Category C Administrative staff position, Latinos have the largest numbers with 263 Administrative staff (34.5%), Blacks with 238 Administrative staff (31.2%), and Whites with 155 Administrative staff (20.3%). However, when you go to the next level, Category B Supervisory Administrative staff, Latinos have only 59 positions or 16% while Blacks have 134 positions or

36.4% and White have 110 positions or 29.9%.

The statistical pattern showing unfairness toward Latinos is very compelling. Latinos go from 34.5% at the administrative staff level to 16% at the supervisory administrative staff level, a drop of over 50%. Blacks slightly increase their representation from 31.2% administrative staff to 36.4% Supervisory administrative staff. However, Whites substantially increase their percentage from 20.3% administrative staff to 29.9% of supervisory administrative staff. Whites also have 43% of the Category A Management staff and 100% of the Executive staff. However, Latinos only have 17.4% of the Management staff.

It is clear that Health Service promotional practices must be thoroughly reviewed and efforts must be made to remove the barriers that currently prevent Latinos from having equal promotional opportunities.

If the process was fair, Latinos should have had approximately one third of the supervisory Administrative staff and one third of the Category A Management staff.

WORKFORCE BY RACE/SEX IN COUNTY JOB CATEGORIES (DECEMBER 2002)

CATEGORY	No. White	White%	No. Blacks	Blacks % CLF = 9.1	No. Hispanic	Hispanic % CLF = 41.2	Total
T Exec. Management	3	100.0%	0	0.0%	0	0.0%	3
A Management	244	43.0%	130	22.9%	99	17.4%	568
B Supv. Administrative Staff	110	29.9%	134	36.4%	59	16.0%	368
C Administrative Staff	155	20.3%	238	31.2%	263	34.5%	763
D Supv. Clerical	60	10.4%	247	43.0%	204	35.5%	575
E Clerical	499	9.9%	1752	34.8%	2191	43.5%	5034
F Supv. Professional	249	30.8%	180	22.2%	112	13.8%	809
G Professional	2607	29.3%	1469	16.5%	1333	15.0%	8890
H Supv. Paraprofessional	32	28.1%	36	31.6%	25	21.9%	114
I Paraprofessional	356	15.1%	761	32.3%	711	30.2%	2354
J Supv. Protective & Regular	92	39.3%	41	17.5%	45	19.2%	234
K Protective & Regulatory	77	28.7%	47	17.5%	52	19.4%	268
L Supv. General Service	6	5.9%	66	64.7%	19	18.6%	102
M General Service	167	5.4%	1321	42.5%	1295	41.7%	3108

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