



# COUNTY OF MONTEREY CAO Weekly Report

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- > County decks the walls with new art exhibit
- > Retreat focuses on leadership, performance
- > County staff shares work day, career advice with local teens

## SPECIALREPORT



*Teaching artist Linda Hevern, Management Analyst Liz Crooke (Information Technology) and exhibit artist Jim Potterton enjoy the dazzling artwork now hanging in the Monterey Room.*

## County Notes

- > Tell your friends about the great deals at the one-day only [county surplus sale](#) December 17<sup>th</sup>.

## Local Artwork, Artists Shine at County Center

The County Center Building in Salinas is once again filled with artwork showcasing the best of Monterey County. The ‘Celebrating Monterey County’ exhibit, a partnership with the Arts Council for Monterey County, is celebrating its tenth year of providing public art in this county facility.

Each year, a call to local artists goes out for works depicting all aspects of Monterey County for this public art exhibit and each year the number of pieces submitted grows. This year, 140 works were submitted by more than

30 artists. Professional jurors selected 60 pieces which will remain on display for a year. Additionally, submissions were selected for First, Second and Third Place exhibit awards as well as Honorable Mention, Artist's Choice and Viewer's Choice.



*RobinSue Kimball, a Management Analyst in the Health Department's Environmental Health Division, is a prolific photographer whose work has been featured many times in the County exhibit. Here she is standing by her photo "Evening Light," which earned an Honorable Mention award.*

"Each year we have been getting more submissions and this year was a thirty percent increase," says Paulette Lynch, Arts Council Executive Director. "Another notable jump this year was in young artists submitting, which is a direct result of our outreach during our annual high school exhibitions. The jurors had no idea that six of the pieces they selected were by Monterey County teens."

A kick off reception this past Tuesday evening brought artists and county employees together to unveil the exhibit. Attendees also got to take part in selecting one work as the exhibit's "Viewer's Choice" winner.

Photography and artworks in oil, watercolor and pastel can be seen in public areas on all three floors of the building including the Monterey Room, which also features dazzling, oversize artworks done by students in the award-winning Arts Council for Monterey County program Arts as Healing in Juvenile Justice. In this program, teaching artists lead incarcerated youth at the Monterey County Probation Department Youth Center through a series of classes which culminate in original art, group paintings and murals which are exhibited in the Monterey Room and other sites around the county.

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## Retreat Links Strategic Initiatives, Goals and Performance Measures

Ever wonder what it would be like if your boss become a car salesman? That was one of the tasks given to department heads and county supervisors at their annual working retreat this week.

The attempts at pitching automobiles were part of an exercise about understanding different communication styles. Let's just say none of our county leadership should give up their 'day jobs'

(although Parks Director Mark Mariscal was able to convince Supervisor John Phillips to buy his imaginary vehicle) but the exercise paved the way for groups to delve into discussions about leadership approaches and collaboration as well as the primary topics of the day: leadership; communication styles and integrating county strategic initiatives, department goals and performance measures.

Breaking into five groups, attendees discussed ways the County is making the connection between strategic initiatives, department goals and performance measures and how programs and our county services are linked to these. Each workgroup was given three discussion questions: How are you integrating strategic initiatives, goals and performance measures into your work; how do you use performance data (results) to make decisions; and what steps could the group take to improve integration of measurable goals and initiatives into delivery of programs and services..

Results for each department varied and many departments were able to share examples of successful integration efforts or how those efforts were adjusted and produced changes in outcomes. At the end of the workshop, all participants shared their takeaways and suggested next steps. The retreat helped to build teamwork among executive staff as well as identify key issues for the coming fiscal year.

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## County Hosts Job Shadow Day

More than three dozen high school students got the chance to experience a county work day this month. On December 3<sup>rd</sup>, Human Resources' Learning and Organizational Development (LOD) unit and the Treasurer/Tax-Collector hosted a Job Shadow Day in partnership with Junior Achievement.

Students participating in this pilot project attend Everett Alvarez and Seaside High Schools.

The first half of the event consisted of a welcome and overview of the County's operations, followed by an interview exchange session with county employees as mentors. There were 24 volunteer mentors from the following departments: Administrative Office, Assessor, Auditor-Controller, Clerk of the Board, County Counsel, District Attorney, Human Resources, Public Defender, Resource Management Agency and the Treasurer/Tax-Collector. During the sessions, students received an overview of the mentor's



*Job Shadow Day participants with Deputy County Counsel Janet Holmes (center left), who was a program mentor.*

department and personal professional journey, then had a chance to ask questions about both work and career opportunities. We extend gratitude to the staff that gave of their time during this program and shared their experiences with these students.

Following the mentor interview exchange session, students could choose to learn more about county health or law enforcement career opportunities. Students selected between:

- A tour to meet professionals at Natividad Medical Center (Acute Rehabilitation, Laboratory, and Radiology); or
- An overview by a Sheriff department's representative and a tour of the Office of Emergency Services / Emergency Communications (911) building.

Organizers says based on feedback from students, this event was a great success. Many students mentioned that prior to this event, they were unaware of the many career opportunities available within the County of Monterey.

