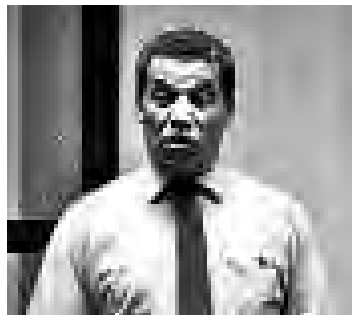




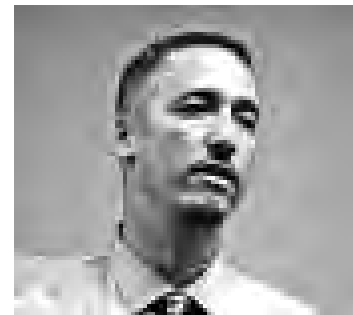
Jesse Cruz, Superintendent, South Los Angeles, 21 years.



Richard Miles, Division Manager.



Sal Miranda, Division Manager I, Club Member, tells the graduating class that "success involves persistence if on the path to supervision."



Lloyd Gaines, West Los Angeles, graduate.



Middle: Robert Sosa, RCTO, graduate, 16 years.

Sanitation Graduation

Sanitation graduates its fourth class of Career Development Training Program.

Photos by Robert Larios, Director of Communications and Marketing

PUBLIC WORKS — The Bureau of Sanitation graduated its fourth class from the Solid Resource Career Development Training Program with a ceremony Oct. 18 in the Media Tech Center.

The program is an 11-week course to help build the careers of those who choose to take it. The course was largely, but not exclusively, for Sanitation drivers.

Bureau Director and Club Board Member Rita Robinson attended the event and offered her congratulations to the graduates.

The purpose of the program is to start developing individuals who have the potential to become future supervisors. The program would guide and mentor the drivers through the world as a supervisor, and to teach them to broaden their awareness. At the same time the supervisors would

"shake up their world." Supervisors would be removed from their comfort zone, which in return brings life back to their thoughts and makes them more creative and productive, and gives them the potential to deliver better quality customer service.

Some Ground Rules

Sign-up sheets were posted at each District Yard to identify the names and numbers of drivers who were interested in participating in the program.

The training program consisted of "on-the-job training" conducted in the field and classroom

training. The on-the-job training lasted one month for each commodity, for a total of four months. Training modules were developed for the household, recycling, and green waste commodities, with the possibility of an additional module being developed for bulky items. Drivers were mentored and guided through the process by a variety of supervisors at their District Yards.

Congratulations to the graduates! And thanks to Salvador Miranda, Division Manager I, Club Member, for his assistance.



Middle: Isaiah Lucas, RCTO, graduate, 19.5 years, Club Member.



Middle: Luis Moreno, RCTO, graduate, 3 years, Club Member.



Middle: Cash Russell Jr., RCTO, graduate, 11.5 years.



Frank Herrera III Jr., RCTO, 11.5 years.



Middle: Tom Villegas, Heavy Equipment Operator, graduate, 23 years.



Middle: Ben Jones, RCTO, graduate, 3 years, Club Member.



Middle: Andre Patton, Equipment Operator, graduate, 23 years, Club Member.



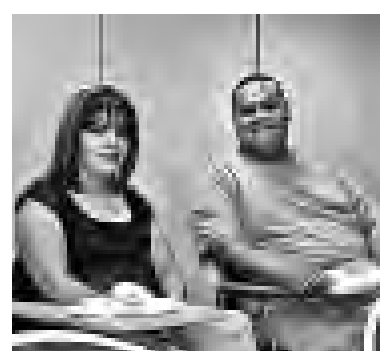
Middle: James Hamilton, RCTO, graduate, 16 years.



Middle: Jamel Ward, RCTO, graduate, 7 years, Club Member.



Middle - Juan Perez, Maintenance Laborer, graduate, 5 years.



Frank Herrera III Jr., RCTO, graduate, 11.5 years, and his wife, Raquel.

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