GOVERNOR DAVIS OUTLINES DISCUSSIONS WITH MEXICAN PRESIDENT-ELECT FOX
Calls Meeting "Productive" and "Encouraging for Common Future" Vows to Continue Yearly Visits

After a productive one-on-one meeting behind closed doors with Mexican President-elect Vicente Fox, Governor Gray Davis today outlined key issues the two leaders discussed.

"I have the utmost respect and admiration for President-elect Fox," said Governor Davis. "I am deeply encouraged by the progress we made discussing common areas that are critical to our common future and prosperity. President-elect Fox and I have agreed to meet twice a year to continue making progress for the people we represent."

This was the president-elect's first visit to Los Angeles since his election and Governor Davis indicated that he and the new Mexican leader had a free-flowing and wide-ranging discussion. The governor also announced that he plans to attend president-elect Fox's inauguration in December.

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CITY OF RIVERSIDE NAMES NEW POLICE CHIEF

Newly appointed Riverside Chief of Police Russ Leach, center, recently spoke before the Latino Network (LaNet), a community-based organization, at the Centro De Ninos Day Care School. Chief Leach spoke on his philosophy on law enforcement, emphasizing on strong community-based policing. At left is Ofelia Valdez-Vaager, president of LaNet and at right, Lieutenant Ed McBride, Office of Community Policing/ Relations.

Russ Leach has been named the new police chief for the City of Riverside. Leach is currently the Deputy Director for Governmental Programs with DARE America. He has served as the police chief for El Paso, Texas for three years and was with the Los Angeles Police Department for twenty years.

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ARROWHEAD CREDIT UNION OPENS BRANCH IN WESTSIDE SAN BERNARDINO

Fifth Street, in the heart of San Bernardino's Westside, on Friday, November 17, with citizens, ACU executives, elected officials and community groups representatives witnessing the traditional ribbon-cutting ceremony headed by the San Bernardino Chamber of Commerce.

"This is a major event for the Arrowhead Credit Union, the City of San Bernardino and the citizens of the Westside of our city," stated Larry Sharp, Master of Ceremonies and ACU Chief Executive Officer. "For many years we at ACU had a vision to expand into the Westside.

The Arrowhead Credit Union-Mount Vernon branch was officially opened on November 17, to serve the San Bernardino Westside area and provide banking services to area residents. Photo by IEHN

The Arrowhead Credit Union, the largest member-oriented financial institution in the Inland Empire, officially opened its latest branch at the corner of Mount Vernon Avenue and

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A Woman of Merit: Ofelia Escobedo

By Jessica Carney

Ofelia Saenz-Escobedo was recently selected the Woman of Merit Award at the Four Seasons Hotel in Carlsbad for North San Diego and South Riverside Counties by the North County Times. Photo by IEHN

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FEDERAL FUNDS HELP CAL STATE “GEAR UP” TO MIDDLE-SCHOOLERS

About 2,150 sixth- and seventh-graders from low-income families may have more on their minds than college, but it’s never too early to start working toward it as far as Cal State, San Bernardino, is concerned.

So armed with a recently awarded five-year grant of nearly $4 million from the U.S. Department of Education, The Foundation for California State University, San Bernardino in conjunction with five area schools and two community colleges will use the money to reach and help those students and their families prepare for college as part of the university’s efforts to increase the college going rate.

Cal State’s vehicle to help those students is the federal Gaining Early Awareness and Readiness for Undergraduate Programs, or GEAR UP for short. Cal State’s program, called GEAR UP INLAND EMPIRE, will receive $778,780 in its first year. The university was one of 73 institutions to receive GEAR UP grants out of more than 260 applicants around the country.

“This is a great opportunity to help students in our service region with the best potential and the most need to prepare and pursue a college education,” said Cal State President Albert Kamig. “GEAR UP INLAND EMPIRE will open a lot of doors that many students thought they would never be able to reach.”

Kamig said Cal State’s program will help the students prepare for college through specific classes called summer academies. The program will also offer information about what is available at colleges, how to apply and go through the enrollment process for college and applying for financial aid.

The university’s program will be working with students from Shandin Hills Middle School in San Bernardino, Juhie Middle School in Colton, Badger Springs and Sunnymeade middle schools in FEDERAL FUNDS HELP CAL STATE “GEAR UP” TO MIDDLE-SCHOOLERS...first add Moreno Valley and Cahuila Desert Academy in the Coachella Valley. The program will also work with San Bernardino Valley College and Riverside Community College.

The program will take a three-pronged approach to helping those students: First, it will offer classes that prepare low-income students to pass college entrance exams. Second, the program will work to motivate parents to get more involved in their children’s academic careers from middle school through college. And finally, it will provide teachers with the necessary skills and training to instruct students on how to be successful and to specifically work with students from low-income households.

“We’re really excited about the prospects that our program will have in helping those youngsters that for reasons of income or environment may never have considered college,” Kamig said. “This will help improve our region and bring long-term dividends to its future.”

For more information contact Cal state, San Bernardino’s Public Affairs Office at (909) 880-5007 or e-mail Joe Gutierrez at jgutierrez@csusb.edu.

SYRACUSE UNIVERSITY OFFERS SCHOLARSHIPS WITH INTERNSHIPS TO MINORITIES

Minority students seeking careers as newspaper journalists are invited to apply for generous awards that coming graduate scholarships with internships.

The Newhouse Graduate Fellowship/Internship in Newspaper Journalism for Minorities underwrites master’s level study at the acclaimed S.I. Newhouse School of Public Communications at Syracuse University while providing on-the-job training at the Newhouse Newspapers. Two winners a year receive free tuition, monthly stipends of $1,100, health insurance coverage and up to $3,000 in other benefits for 18 months of graduate study during which time they also work as interns at the Syracuse Newspapers.

Later, after receiving master’s degree, the awardees work for a year as full-time apprentices either at the Syracuse Newspapers or at one of the other Newhouse newspapers across the country, earning competitive entry-level salaries.

To be eligible for the 2001-2003 competition, a candidate must have earned an undergraduate degree from an accredited college or university in a field other than journalism (with a B average or higher) by June 15 of 2000, be a United States citizen and either African American, Hispanic/Latino, Asian or Native American. To apply be or she must, by February 11, 2001, submit a complete application for admission to Syracuse University’s master’s program in newspaper journalism. This requires taking the Graduate Record Examination no later than February 1, 2001. The $50 Syracuse University graduate application fee will be waived for all eligible Newhouse Fellow candidates.


Further information and application forms are available from Dean Nancy W. Sharp, 305 Newhouse 1, Syracuse University, Syracuse, N.Y., 13244-2100. She also can be reached by phone, 315-443-1124; e-mail, newshar@syr.edu or FAX 315-443-3946.
ARROWHEAD CREDIT UNION OPENS BRANCH IN WESTSIDE SAN BERNARDINO
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We proceeded with a plan to expand and provide the banking services that are essentially needed for residents of the area. This opening is the result of efforts by many individuals in our community," he said.

Congressman Joe Baca praised the ACU for its initiative in expanding its operations to the area. "We have always felt that our money was as good as any in the community. A branch has been needed for a long time in the Westside and residents will fully support this endeavor."

San Bernardino Mayor Judith Valles echoed the same sentiments. "Our city is growing and our businesses are expanding. This branch will be the incentive for businesses to establish in the area," she said.

The Mount Vernon area was one of the central hubs of business activities in the city. Route 66 was the main transportation thoroughfare between Los Angeles and Las Vegas with Mount Vernon Avenue being the connecting route between Cajon Boulevard and Fifth Street. Travelers passing through Mount Vernon Street would patronize the numerous businesses and restaurants, a steady source of revenue for both the city and businesses.

The 215 freeway, part of the California freeway plan, basically bisected the city, resulted in the rerouting of traffic flow from the Mount Vernon Street into the downtown area and completely isolating the west portion of the city.

The businesses on Mount Vernon Avenue gradually folded, and the two branch banks that had been on Mount Vernon for many years eventually moved out. The area, as yet, has been unable to recover.

The ACU-Mount Vernon Branch is the first major business enterprise, other than governmental agencies and two mini-series of stores on Seventh and Spruce Streets, established in the Westside since the freeway 215 was built.

The Arrowhead Credit Union (previously known as the San Bernardino County Credit Union) was established in 1949 when a group of county employees filed papers requesting the first charter. The mission statement was "to serve as a trusted financial advisor and assist the membership in meeting their financial goals." The first credit union employee was Emily Kastigar.

Since then, ACU has grown to 15 branches, including one each in Riverside, Corona and Norco, with an employment force of 450 and 98,000 membership.

According to Ann Benjamin, Senior Vice President-Corporate Sales, total assets are approximately 460 million and a reserve fund of 25 million. Richards stated that deposits are increasing at an annual rate of 20% and loans at 23%. ACU provides multiple member services, including auto loans, brokerage and trust services, among others. The credit union has an extensive service of 48 ATM, the largest of any banking system in the Inland Empire.

The Mount Vernon Branch unofficially opened its doors on November 7th, and within a three-day period 850 teller transactions, 64 savings and checking accounts were recorded, according to Charlie Gabriel, branch manager.

The Mount Vernon Branch personnel includes Gloria Ruiz, service manager, Reina Reed, Rudy Ceballos, Mari Coronado and Rosalva Dominguez, member service representatives, Edgar Paz and Clifton Chandler, financial service representatives and Rafael Salazar, financial service specialist.

ARROWHEAD CREDIT UNION APPOINTS CHARLIE GABRIEL AS BRANCH MANAGER OF THE MOUNT VERNON BRANCH

Charlie Gabriel, newly appointed branch manager of the Arrowhead Credit Union-Mount Vernon branch located on the corner of Mount Vernon Avenue and Fifth Street, San Bernardino. Photo by IEHN

Arrowhead Credit Union has appointed Charlie Gabriel as branch manager of the newly-opened Mount Vernon branch located on the corner of Mount Vernon Avenue and Fifth Street, San Bernardino. The added branch is one of 15 branches that ACU has built in the County of San Bernardino and Cities of Riverside, Corona and Norco.

Gabriel served in the United States Air Force and was discharged in 1971 with the rank of staff sergeant. He received an AA Degree in Business Administration from San Bernardino Community College and a BA in Finance from Cal-State, San Bernardino.

Gabriel worked at First Interstate bank from 1976 to 1979. In 1979, he transferred to the Redlands Federal Bank, which later became the California Federal Bank and became vice president-manager of the Colton branch. In June, 2000, Gabriel was appointed manager of the ACU-Mount Vernon branch.

He is a board member of the Colton Chamber of Commerce, Inland Empire Hispanic Chamber of Commerce and member of the San Bernardino Chamber of Commerce, Rotary Club of Colton (past president) and Kiwanis Club of Colton (past president).
A WOMAN OF MERIT: OFELIA ESCOBEDO
By Jessica Carney

Ofelia Saenz-Escobedo is escorted by a United States Marine after receiving the Woman of Merit Award for North San Diego and South Riverside Counties by the North County Times. Photo by FEHN

When the North County Times recently bestowed Ofelia Saenz-Escobedo, a native of Redlands, with a Woman of Merit award, they gave credence to a belief that her community has held for many years: Ofelia "has served her community with tremendous strength, vision and grace and made a difference with her compassion, wisdom and selfless hard work."

The Women of Merit Awards, given Saturday, November 11, at the Four Seasons Resort in Carlsbad, recognized women in north San Diego and southern Riverside counties who have seen a need and served their communities. Ofelia was selected for the award from a group of 111 nominees.

Ofelia, 72, is credited for instigating a change for the better in the town of Carlsbad where she spent her early adult years. She says her political and community activism was to shock the people she knew growing up.

Given a tradition Mexican upbringing by her grandmother in Redlands, Ofelia first came to Carlsbad in 1947 when her grandmother died. Her parents had started a small grocery store on Roosevelt Street in 1942.

"We were the only store in the area and the people of the neighborhood came to it," she recalled. "I remember during the war there were a lot of shortages and rationing. My father and mother would help the people we knew needed it."

It was then that Ofelia attended Mira Costa College and earned an AA in business administration. In 1952 she married her husband, Oscar, a native of Los Angeles. They moved to the city of Carlsbad and raised four children.

In 1985 Ofelia took early retirement from McDonnell Douglas where she worked as an administrator and returned to Carlsbad.

After spending 30 years away from Carlsbad, Ofelia had returned to find the quiet, friendly Carlsbad neighborhood to be vastly deteriorated.

"It was like time stood still and the area was neglected," she recalls. "I was disappointed and upset. It seems that nobody cared about the barrio, including the city. In addition, the local newspaper was publishing negative articles on the violence and drugs in the area."

Ofelia’s dismay, her parent’s market had deteriorated along with the neighborhood.

"Our dad had died, our mother had retired and the person who had leased the store had almost ruined it," she added. "There was a lot of graffiti and drug activity going on from the payphone from outside my parent’s store."

Ofelia and her sister, Connie Tjoe, came up with a plan. First they removed the phone outside their parent’s market. Then they closed the store for a year to completely rebrand it. Then, she recalls, the bad element had moved out.

"Because we were in the redevelopment area, we got a loan from the city," she said. "We also asked the police department for help. When we re-opened, a lot of our customers came back."

The store was converted into a marketplace and is now called "Lola’s 7-Up Market and Deli" in honor of Ofelia’s mother.

That experience was the catalyst for Ofelia’s further involvement in the community. She had gained experience at working with the city and seeking help from politicians.

The year she returned to Carlsbad, 1985, Ofelia decided that changes had to be made. She launched the Barrio Carlsbad Association, petitioned the city for help and rallied the residents to turn the neighborhood around.

"I was not political. I did not have knowledge about how the system operated or how things were done in the city, but I was going to find out," said Ofelia. "I have learned that if do not attend to the local governments things to represent our interest, we can lose ground."

An important accomplishment of the BCA is the recognition of the barrio as a viable part of the total city, according to Ofelia. The BCA has been instrumental in using the city to incorporate the barrio in the updated city plan that reflects the Hispanic heritage by developing a series of Mexican shops, boutiques and restaurants for the tourist trade.

Local television stations have aired films chronicling Hispanic pioneers from the barrio. A barrio historical museum was developed that includes pictures, artifacts and documents from Hispanic families who lived in the area.

One major BCA project is the Centro de Informacion, a service for new immigrants that includes reading programs, general information and referrals to services throughout the city. The Centro also encourages immigrants to get involved in their communities.

"We heard the federal government was giving out monies in California to implement programs to help minorities," said Ofelia. "We applied for the grant. The money was used to rent space and supply Spanish-language books and materials to start workshops to help the new immigrants adjust to our American way of life. Ofelia was the community partner for the Carlsbad Library’s Centro de Informacion. The program went on to win an award from the state.

Ofelia was asked to assist the Carlsbad police department on a plan to alleviate current and future problems in the barrio. Escobedo’s recommendations included drug-rehabilitation programs, programs to prevent victim’s hotlines, legal aid, recreation centers, work-career related programs and a low-income housing project. New Carlsbad, along with Coronado, has been cited as the best," she said.

"I am proud of what we have done," said Ofelia of the progress made by the BCA. "People say our neighborhood is a friendly place with nice families. People feel safe and comfortable here."

Ofelia now serves as a Housing Commissioner, a member of the Boys and Girls Club, a member of the Bar­ rion Business Association, a member of the State Library, a Master Plan Advisory Committee member, a member of the San Diego Union Tribune Advisory Committee, on the Saint Patrick’s Catholic Church Pastoral Council, a member of the North County Latina Association, a member of the Historical Society, the Chamber of Commerce, the Carlsbad Unified School District Strategic Planning Committee, the Police Department Advisory Committee, the League of Women Voters and an alumnus of Leadership 2000—a political networking organization.

She has also been awarded the Carlsbad Citizen of the Year, Leadership 2000 Award, the Mexican Heritage Foundation, the California State Legislature 73rd District, Mira Costa College Distinguished Alumni, Mexican Heritage Foundation – 100 Portraits of Pioneers, Visionaries and Role Models in 1992, she was named as the North County Outstanding Latina Leader by the Adelante Mujer Latina Conference.

Ofelia credits the community of Carlsbad for their efforts in improving the community, "It’s not just me. It’s everyone who got involved."

"I am proud of the awareness we’ve created here," Ofelia concluded. "It is our home."

The Inland Empire Hispanic News congratulates Ofelia Saenz-Escobedo for receiving such a distinguished award and for her commitment to improving the equality of life in her community.

OPPORTUNITY TO REACH GROWING LATINO MARKET AT ONE-OF-KIND EVENT

Actor Edward James Olmos will present the first annual San Bernar­ dino Latino Book & Family Festival, a weekend event that promotes literacy, culture, education and a fun environment for the whole family. The 2000 festival will be held December 2 and 3 at the National Orange Show, Citrus and Damus Buildings, 689 North Orange St.

A wonderful opportunity to reach the fast growing Latino community in the San Bernardino area, exhibitor space is available to vendors who want to reach that market. The festival’s unique "village" concept allows exhibitors to select among six different areas within the exhibit hall to meet their specific needs. The timing of the festival makes it ideal for the pre-holiday shopping season.

The book village is ideal for bookstores, publishing houses, magazines and other publications. The careers and education village is designed for colleges and universities, prep-schools, corporate employment departments and government agencies. The culture village is ideal for artists, arts and crafts vendors, clothing vendors, jewelry makers and cultural organizations, such as museums and art galleries. The health village is ideal for hospitals, HMO’s insurance companies, health care professionals and nutritional experts. Testing is a popular activity. The Mi Casita village was designed for home furnishings companies, (sampling opportunities available), banks, insurance companies, realtors, home remodelers and car companies and dealerships. Finally, the recreation and travel village is ideal for travel bureaus (domestic and interna­ tional), airline companies, theme parks, hotels, travel wholesalers and travel agencies.

The event, which is free to the public courtesy of presenting sponsor Target Stores, will open from 10 a.m. to 7 p.m. on Saturday, December 2, and from 10 a.m. to 6 p.m. on Sunday, December 3. These dates make it an ideal pre-holiday shopping opportunity for festivalgoers. The festi­ val will feature authors, educational workshops, book readings, poetry readings, children’s special appearances by Olmos, live entertain­ ment, food and hundreds of exhibitor booths. Show-co-host the Inland Em­ pire Hispanic Chamber of Commerce.

Exhibitor information is available by calling 909-342-0684, 909-888-2188, 323-255-9206 or 760-434-7474. Sponsorship packages are also avail­ able. For general information visit the festival’s Web site at www.latinobookfestival.com.
SAN BERNARDINO COUNTY HOSTS TEEN DRESS REHEARSAL FOR THE REAL WORLD

By: Jessica Carney

Taking part in the county’s “Independent City” Gloria Rodriguez, right, receives information on taxes and voting along with an American flag from Angela Gordon-Nichols, a worker with the Department of Children’s Services.

Community: Local Foster Care youth gathered at the San Bernardino Hilton to participate in an “Independent City,” a taste of the responsibilities that will confront them in adulthood, co-sponsored by the San Bernardino County Probation Department and the Department of Children’s Services (DCS).

With one child at home and another on the way, 18-year-old Gloria Rodriguez needed help moving out on her own and establishing her place in the “real world.”

The Independent City, held Saturday, November 11 at the San Bernardino Hilton hotel gave Gloria a boost by showing her how to complete tasks like opening a checking account, visiting the Department of Motor Vehicles, planning a budget, purchasing a car and renting or buying a house.

“It’s exciting and cool to learn all this. It’s basically the real world,” remarked Gloria who said this is the third year she has attended the Independent City. “I’m moving out next week. My boyfriend and I just bought a house. I will be dealing with bills and money and transportation all by myself. This will help give me a little taste.”

Along with Gloria, close to 200 teenagers from San Bernardino County showed up for the day-long conference where they were assigned mock jobs, salaries and check books. The teens planned their budgets and moved through booths set up to represent entities such as the bank, government office, utilities, insurance, DMV, grocery store, housing, transportation and public health.

The workshop is designed to emphasize skills such as learning to balance a checkbook, paying taxes, registering to vote and for military services, registering for college, and understanding the cost of living, explained Erika Tellez-Armijo, who assisted with the coordination of the event.

Teens also had to deal with hassles many adults loathe like IRS Agents, panhandlers and shady salespeople. The town sheriff and judge maintained law and order while the postal worker delivered good and bad news to the teens throughout the day.

“It seems like a lot of hassles, but you get used to it,” said Daniel Romero, 18, as he carefully completed a mock application for apartment rental.

Frustrated at first by the form’s demand to know previous employers and personal references, Romero finally concluded, “It’s a good program so I can learn how to live by myself.”

Students were offered incentives donated by local businesses, like backpacks and T-shirts for completing each task – tasks that will become mandatory once they are on their own.

Students invited to the event were those enrolled in the DCS Independent Living Skills Program. “Ninety-nine percent of what they learn today is going to happen in the real world,” explained San Bernardino County Probation Department correction officer Darryl Drake who volunteered to staff the event along with co-workers from DCS. “The kids always give us positive feedback after the event.”

DOCUMENTING A DREAM OF A BETTER LIFE

Mainstream American Historical texts suffer from a disturbing void of literature and documentation demonstrating the process of creating and validating Mexican-American communities in the United States. In order to redress this need, from the author of the best-selling Chicano! Presents a major overview of crucial historical documents in the Mexican-American pursuit of life, liberty, and justice in the United States.

Beginning with the early 1800’s and extending his survey up to the modern era, Rosales has pursued and meticulously put in order a wealth of essential, illuminating papers: petitions, correspondence (both personal and official), government reports, political proclamations, newspaper items (both news articles and editorials), first-hand accounts, manifestos, congressional testimony, memoirs, and even international treaties in his text, Testimonio: A Documentary History of the Mexican-American Struggle for Civil Rights.

Rosales proceeds chronologically in a commanding and thorough examination of such topics as Mexicans in the nineteenth-century Southwest; the internal, and international, effects of the Mexican Revolution of 1910 and the regimes that follow; massive immigration during the 1920s; the establishment of a México de afuera by nostalgic exiles; the mobilizing of Mexican Americans in civil-rights groups to combat discrimination, particularly following World War II; the workplace and labor groups such as the United Farm Workers; and the rise of militant groups and movements such as the Brown Berets, the Raza Unida political party, and the Chicano Moratorium.

Each chapter begins with an extended introduction; in which Rosales carefully sets the scene and establishes the context in which these records were produced. In addition, each individual item is given its own particular preface, and Rosales has also carefully documented his sources for further exploration. All sides—from the fervently militant to the accommodating to the rabidly xenophobic—are heard from; and the voices Rosales has selected range from the famous and powerful to the wholly obscure.

In Testimonio, Arturo Rosales has produced a touchstone volume, a definitive work for reference and study that scholars and students will soon find indispensable. This work serves as a worthy component of the landmark Hispanic Civil Rights Series.

ARTURO ROSALES is the author of Chicano! The History of the Mexican-American Civil Rights Movement (an acclaimed PBS television series), Hispanics and the Humanities in the Southwest, and Pobre Raza: Violence, Justice, and Mobilization Among Mexico Lindo Immigrants and other works. He is Professor of History at Arizona State University in Tempe.

Arte Publico Press is the largest and most established publisher of contemporary and recovered literature by U.S. Hispanic authors. Together with its imprint for children, Piñata Books, and its Recovering the U.S. Hispanic Literary Heritage project, Arte Público Press provides the most widely recognized showcase for Hispanic literary arts and creativity.

ENGLISH TUTORING FOR ADULTS

Parental involvement and assistance in a child’s education is an important factor in student achievement. However, a lack of English proficiency can prevent parents from becoming involved. That is where the Community Based English tutoring (CBBET) program can help.

The statewide program provides free English language instruction to parents and other adults in the community who agree to provide English tutoring to California school children with limited English proficiency. Tutoring may be provided to the participant’s own child or to students at neighborhood schools.

Primarily, CBBET teaches the English skills necessary for parents to assist their children in completing homework assignments and practicing the English language in the home.

According to Peggy Coreveda, English Learners and Support Programs specialist, “the goal is that parents and community members will acquire English competency enough to help their children.”

District participation has increased from 156 in 1998-99, the first year of the program, to 1,500 in 2000-01. Based on questionnaires, approximately 60 percent of the participants in 1999-2000 completed the program with a level of English proficiency adequate to perform their tutoring obligations.

CBBET is funded through the office of the State Superintendent of Public Instruction as a result of proposition 227, which passed in 1998.
CALIFORNIA IS NOW A MAJORITY MINORITY STATE
Politics must change with demography
By Carlos Muñoz Jr.

The U.S. Census has made it official: Whites are no longer the majority in California. While this demographic shift was expected, it became a reality sooner than predicted. Now we will see if this diversity transforms California into an authentic multicultural democracy, where people of all races have equal opportunities.

The new census figures show that whites of European descent now make up 49 percent of California's population, while Latinos, Asian Americans, African Americans and Native Americans constitute 51 percent of the state's population. California, by virtue of its unique multicultural and multilingual mix, has the potential to lead the nation in the shaping of a new politics.

But it needs public servants with the courage to address the concerns of the new majority, and it needs members of that new majority to clamor for the policy changes that are necessary.

Until now, California's politicians have often catered to the white majority. White politicians spearheaded campaigns that terminated affirmative action, generated anti-immigrant policies and ended bilingual education.

With the new demographics we ought to expect - and demand - more attention to our real, pressing needs.

Take Latinos, who now constitute 32 percent of Californians and are the largest sector of the new majority in California. We remain underrepresented in higher education and in the professional and corporate sectors. For example, in the university of California system, only 4.1 percent of the faculty are Latinos.

Latino underrepresentation in the professions is likely to continue because Latino youth are not receiving quality public schooling. Too few Latinos graduate from high school, and too few are eligible for college. According to a joint study by the Field Institute, and the University of California at San Francisco, 56 percent of the state's Latinos have an education level of high school or lower, compared to 28 percent of African Americans, 14 percent of whites and 11 percent of Asian Americans. Only 18 percent of California's Latino population have a college degree.

That study also showed that the majority of Latino workers have not benefited from California's booming economy. Latinos make up 28 percent of the state's work force but have the highest poverty rates and are more likely to lose their jobs.

In addition, a disproportionate number of Latinos still do not have health insurance. According to the study for a Healthy California, 40 percent of Latino adults and one-third Latino children do not have health insurance.

Latinos and other people of color will not experience significant gains simply because we have become the new majority. To get our share of the American Dream, we must translate our numbers into political and economic power.

We must hold candidates accountable for how they address our concerns, and we must flex our muscles in the marketplace and in the fields, in academia and on the shop floor to make sure we are never taken advantage of again.

If we do that in California, we will be sending an unmistakable signal to the country as a whole: Yesterday's minorities are tomorrow's majority, and we demand the justice that has long been denied us.

Carlos Muñoz is a professor emeritus in the department of ethnic studies at the University of California in Berkeley. He can be reached at pmmpro@progressive.org.

LATINOS CAST RECORD NUMBER OF BALLOTS IN CALIFORNIA
Follow Up Analysis Shows Increased Bush Support

A turnout study conducted by the William C. Velásquez Institute (WCVI) showed Latinos cast a record number of ballots in the 2000 General Election. Latinos cast 1.61 million votes in the 2000 election, an increase of 266,000 votes or 19.5% over the '96 elections. Latinos also represented a record 15.2% of the total votes cast in California.

Latinos turned out at a rate of 70.4% across the state, according to preliminary findings, near the 73.0% turnout for registered voters across the state.

A follow-up analysis of election-day reported results of the WCVI exit survey of 814 Latino voters throughout the state of California revealed presidential preference was 76.6% for Al Gore/Joseph Lieberman, 22.9% for George W. Bush Dick Cheney, and 0.5% for the third party candidates. Ralph Nader and Patrick Buchanan.

Latinos indicated strong Democratic preference for congressional candidates 74.8% to 25.2% for the Republican candidate. Additionally, Latinos indicated opposition to Proposition 38 regarding school vouchers with 39.4% indicating voting in favor of the proposition to 60.6% opposed.

The follow-up analysis shows slight gains for George Bush, the Republicans and opponents of proposition 38 compared to results released by WCVI on the evening of November 7.

The WCVI conducted the exit poll and turnout study to measure how Latinos voted during the November 2000 presidential elections. Trained bilingual pollsters interviewed 814 Latino voters in 29 California precincts. The sample was designed to cover 90% of all Latino voters in the state. Precincts from 5% to 100% of registered Latino voters were included in the sample. The design is a stratified, two-stage, probability based sample.

A turnout study conducted when precinct lists are made available to the public. The William C. Velásquez Institute (WCVI) is a non-partisan Latino public policy and research think tank.

THE BIGGEST MUSCLE IN THE NFL IS THE HEART
NFL Produces First United Way Public Service Announcement in Spanish

Responding to growing interest among the Hispanic Communities both in the United States and Mexico, the NFL for the first time has produced a 30-second United Way promotional spot in Spanish as part of the 27-year-old NFL-United Way partnership—the longest running and most recognized public service campaign and sports/charity partnership of its kind.

The televised message, entitled "Heart," airs throughout North America during the 2000 NFL season. It illustrates both the physical and charitable aspects of NFL players by demonstrating their physical strength in a weight-room setting while also translating their commitment of giving back to the community in Spanish: "En la NFL, el musculo mas fuerte es el corazon" ("The biggest muscle in the NFL is the heart"). The spot was produced by Young & Rubicam in New York.

Since 1973, more than 1,000 NFL players, coaches, and owners have volunteered to appear in televised public service announcements to discuss how United Way has made a difference in their communities. Several outstanding Hispanic Americans have been included in this NFL group, including Efren Herrera (Cowboys-Seahawks), Anthony Muñoz (Bengals), and Fuad Reveiz (Dolphins-Vikings). The spots have increased visibility and financial contributions for local United Ways across the country.
Latinos seized the opportunity to continue their political progress by winning several state legislative seats in the first major election of the new millennium, according to an analysis conducted by the National Association of Latino Elected and Appointed Officials (NALEO) Educational Fund. While the number of Latinos in Congress will remain the same, there will be one new face in the House of Representatives. Former State Senator Hilda Solis (D-CA) defeated incumbent U.S. Rep. Matthew Martinez in the Democratic primary, and then ran unopposed in the general election. After the primary, Martinez switched his party affiliation to Republican. With Solis’ election, California’s Latino Congressional delegation again consists of six Democrats.

Overall, in state legislative contests, Latinos lost one seat in State Senates, but gained eight in lower state houses. In California, the number of Latinos in the State Assembly increased from 16 to 20 making one out of four of the state’s assembly members Latino. In other states with sizeable Latino populations, Latinos picked up two additional seats in New Mexico and one additional seat in Arizona and Colorado. In states with smaller Latino populations, Latinos also won state house seats in Rhode Island and New Hampshire. New Hampshire previously had no Latinos in office.

"The political progress made by Latinos this November is laying the foundation for opportunities that will emerge in 2002, the first major election after the decennial redistricting," said Arturo Vargas, NALEO Educational Fund Executive Director. "Latino candidates and voters certainly have reason to be very optimistic about the progress of Latino political empowerment."

The following three tables indicate: the number of Latinos currently serving in the political body, the net gain or loss of Latino seats, and the composition of the political body after this election. Election results are based on those published by states as of the writing of the release, and many are not yet official. In some cases (New Mexico in particular), Latino state house candidates appear to have won their seats by very narrow margins, and it is quite likely that their opponents will request recounts, which may ultimately change the final election results.

The NALEO Educational Fund is the leading organization that empowers Latinos to participate fully in the American political process from citizenship to public service. The NALEO Educational Fund is a national non-profit, non-partisan organization whose constituency includes the more than 5,400 Latino elected and appointed officials nationwide.

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**CITY OF RIVERSIDE NAMES NEW POLICE CHIEF**

Chief Leach brings a unique variety of experience to Riverside with his greatest strength in developing community policing programs. During his tenure as El Paso police chief, more than twenty-two community programs were initiated and made operational. Of these programs, the Youth Initiative Program, the Drive-By Shooting Response Team and the Crisis Response Team have received national recognition. The November 1997 issue of Money Magazine rated El Paso as the third Safest major city in the United States (with a population over 500,000).

As chief of police in El Paso, Texas, Russ Leach directed the efforts of 1,200 sworn and 300 nonsworn employees and was responsible for an operating budget of $72 million. El Paso is the nation’s 17th largest city with a population of 600,000 and a 257 square mile service area. He left El Paso to return to Los Angeles in order to care for his mother and accept the position with DARE America. Through his work with DARE America, he has overseen all the government and military programs of the world’s largest and most effective drug and violence prevention organization, as well as, chairing the Law Enforcement Advisory Committee comprised of 14 of the nation’s leading police chiefs.

"I am pleased and excited to be asked to serve such a great community as Riverside," stated Police Chief Leach. "There is a high commitment to community and family values in this city and I look forward to enhancing the community policing programs and strengthening the relationship with the city’s residents."

"Chief Leach, age 52, was born in England and came to Southern California, by way of the Queen Mary, when he was nine years old. He received his Bachelor’s Degree from Cal state Fullerton in 1970 and his Master’s Degree in Public Administration from the University of Southern California in 1986. His professional affiliations include the Major City Chiefs Association, International Association of Chiefs of Police and Police Executive Research Forum. Chief Leach’s specialized training includes graduating in the 19th Session of the FBI National Executive Institute, graduating in the 162nd Class of the FBI National Academy and being trained in community policing strategies through the National Community Policing Conference. Mobilizing the community and building an effective team with city residents are top priorities for the new chief. Enhancing the community policing programs and strengthening the citizen involvement will be key to the department’s success.

"I believe in a philosophy of inclusiveness and involving the community as a partner with the police department," continued Chief Leach. "The only way to solve problems in the community is to embrace those who really care about the safety of their families and include them in the team effort."

Riverside is a great community with an outstanding police department. I look forward to working with the city leaders and the men and women of the police department to move forward and continue to promote pride in the city and the department."

Chief Leach started his new position on September 18, 2000.

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**SINFONÍA MEXICANA SOCIETY CELEBRATES THE 3RD ANNUAL CHRISTMAS CELEBRATION WITH LOS CAMPEROS**

The Sinfonia Mexican Society 3rd Annual Christmas Mariachi Fundraising Festival Saturday, December 9th at the California Theatre program starts at 7:30 PM

For information or ticket reservations call at (909) 381-5388

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L A W Y E R S

The California Young Lawyers Association (CYLA) has presented its "Jack Berman Award for Distinguished Service to the Profession and the Public" this year to Los Angeles civil rights attorney Thomas Saenz. Saenz, a regional counsel for the Mexican American Legal Defense and Educational Fund (MALDEF), played a key role in blocking the implementation of California's Proposition 187. He also assisted in the filing of a recent lawsuit challenging the lack of school construction in overcrowded minority districts in urban Los Angeles.

"With senior litigation staff as innovative, youthful and intelligent as Thomas Saenz, MALDEF has been able to expand its work in major civil rights cases," Antonia Hernandez, MALDEF's president and general counsel, said in nominating Saenz for the award. "The effects of this work have been unprecedentedly far-reaching."

Founded in 1968, MALDEF exists to advance the civil rights of Latinos and to contribute toward a better society for the Latino community. Saenz manages and supervises the Los Angeles legal office serving Southern California, Arizona and Nevada. His work with MALDEF includes overseeing and conducting civil rights litigation, appeals and public policy analysis in the areas of education, employment, immigrants' rights and political access.

"Thousands of Californians are both directly and indirectly affected by his work," Hernandez wrote in support of Saenz's nomination.

Saenz received this year's Jack Berman Award September 13 at a Continuing Education of the Bar (CEB) reception held during the State Bar's Annual Meeting in San Diego. The CYLA presents the award each year to recognize a young lawyer for his or her outstanding service to the profession and the public, and for dedication to issues of concern to the profession.

Established in 1992, the CYLA award was renamed the Jack Berman Award in 1993 in memory of the pro bono attorney who was a victim in a mass killing at the 101 California Street building in San Francisco.

THOMAS A. SAENZ

Since graduating from Yale Law School in 1991, Thomas Saenz has demonstrated his dedication and commitment to service to his community and to the public by his indefatigable defense of civil rights. He joined the Mexican American Legal Defense and Educational Fund (MALDEF) in 1993, and soon became lead counsel and co-lead counsel in significant civil rights litigation, including cases opposing the implementation of Proposition 187, which denied immigrants access to health and education services. He undertook litigation challenging Proposition 227, The English-only initiative, and challenged a portion of the federal welfare reform act. Mr. Saenz also led a First Amendment challenge to a Los Angeles anti-day-labor ordinance, and drafted an amicus brief in opposition to an anti-affirmative action decision.

In 1996, Mr. Saenz became MALDEF's Regional Counsel for Southern California, Nevada and Arizona. In addition to this challenging position, Mr. Saenz teaches at the University of Southern California School of Law as an adjunct professor.

GOVERNOR DAVIS OUTLINES DISCUSSIONS WITH MEXICAN PRESIDENT-ELECT FOX

During their private meeting the two leaders shared ideas on education, including discussions on how increased accountability has improved California's education system and raised student achievement.

Governor Davis and President-elect Fox also discussed how the two governments can share California's expertise in the area of water management, which has become a serious issue in Mexico. In addition, the two leaders discussed possible joint-academic exchanges and research endeavors, including an effort to link California's universities to public and private universities in Mexico through a second-generation Internet link. This effort builds on an initiative that began with talks between Governor Davis and Mexican President Ernesto Zedillo.

"There is no relationship more important to California than Mexico." Governor Davis added. "President-elect Fox and I share the same goals. By working together we can build on the progress we have made and raise the living standards of the great peoples we represent.
ECONOMIC FORECASTS  
THE FOCUS OF BREAKFAST  

The 7th Annual Inland Empire Economic Forecast Breakfast will examine the region’s potential for growth in the year 2001. The Breakfast will be held from 7:30 – 10:30 a.m., Dec. 8, at the Riverside Convention Center.

Michael Bazdarich, director of the Inland Empire Economic Data Bank and Forecasting Center at the University of California, Riverside, will be joined by a panel of experts to probe the political, demographic and scientific aspects of the Inland Empire’s future economic growth.

Economic signs look good as the region emerges from a light slow down in the third quarter of this year, he said. “Slightly lower interest rates will look prosperous for the coming year. They’ll unleash some of the strengths of the region, dramatic job growth and rising population.”

Bazdarich, the keynote speaker, will forecast how national and state economic trends, and future interest rates will affect the two-county region. The A. Gary Anderson Graduate School of Management at UCR, City National Bank, The Business Press, and the Press-Enterprise sponsored the breakfast.

Cost to attend the breakfast is $40 per person or $350 to reserve a table for 10. The reservation deadline is Dec. 1. Reservations made after Dec. 1 will cost $50 per person or $400 for a table for 10. Joining Bazdarich are:

- John J. Pitney, Jr., associate professor of government at Claremont McKenna College and senior research associate at the Rose Institute of State and Local Government.
- John J. Pitney, Jr., associate professor of government at Claremont McKenna College and senior research associate at the Rose Institute of State and Local Government.
- Max Neiman will discuss land use issues.
- Steven Angle, Dean of the College of Natural and Agricultural Science at UCR will outline how the proposed California Institute for Agricultural Genomics at UCR will spur local economic growth.
- Peter Skerry, associate professor of government at Claremont McKenna College, will discuss the impact of the 2000 Census on the local economy.
- Skerry is also a senior research associate at the Rose Institute of State and Local Government.

For more information about event registration, call Les Cromwell at (909) 787-4592.

Sortillon receives Riverside Public Utilities Commitment to Excellence Award

Riverside Public Utilities Interim Director David H. Wright has selected Marco Sortillon to receive the Utilities “Commitment to Excellence” quarterly award.

Sortillon, a Senior Water Engineer has been with Riverside Public Utilities’ Water Engineering Division for the past 11 years. He has over 50 years of extensive experience in Water Engineering with local public agencies and consulting firms. Recently, Sortillon completed several unique projects such as the Water Main Protection System for Jurupa Street, rehabilitation on a 100 year-old water tunnel in Grand Terrace and design review of the Mockingbird Dam Spillway.

Riverside Public Utilities is a consumer owned water and electric utility, which serves over 90,000 customers within the city of Riverside.

County of San Bernardino  
Department of Economic and Community Development  


NOTICE OF HEARING

NOTICE IS HEREBY GIVEN that the Board of Supervisors of the County of San Bernardino will hold a public hearing on NOVEMBER 28, 2000 at 10:00 a.m., in the Chambers of the Board of Supervisors, 385 North Arrowhead Avenue, First Floor, San Bernardino, CA. The purpose of the hearing is to consider the proposed substantial amendments to the 2000-2005 Consolidated Plan and 2000-2001 Action Plan listed below and to solicit citizen comments regarding these amendments.

BACKGROUND: Each year since 1975, the County of San Bernardino has qualified to receive federal housing and community development grant funds from the U.S. Department of Housing and Urban Development (HUD). The funds are used to develop viable communities by providing decent housing, suitable living environments and expanded economic opportunities, principally for low- and moderate-income persons. In 1999, HUD renewed the County’s qualification to support viable communities through the Consolidated Community Development Block Grant (CDBG), Emergency Shelter Grant (ESG) and HOME Investment Partnerships Act (HOME) programs for Fiscal Years 2000, 2001 and 2002. The CDBG funds are for eligible projects in the unincorporated communities and 14 cooperating cities. These cities are Adelanto, Barstow, Big Bear Lake, Chino Hills, Colton, Grand Terrace, Highland, Loma Linda, Montclair, Needles, Redlands, Twentynine Palms, Yucca Valley, and the Town of Yucca Valley. For the purpose of these grant funds, this area is referred to as the “County Consortium.”

To receive the 2000-2001 CDBG, ESG, and HOME grant funds, the County prepared a consolidated grant application. The Consolidated Application was a part of the County’s 2000-2005 Consolidated Plan and 2000-2001 Action Plan. On April 18, 2000, the County of San Bernardino Board of Supervisors approved the proposed Consolidated Plan and Action Plan. Upon completion of the public review period and after all comments were received and considered, the final Consolidated Plan and Action Plan was prepared. The final Consolidated Plan and Action Plan was submitted to HUD on June 6, 2000 for funding approval.

PROPOSED CDBG SUBSTANTIAL AMENDMENTS: The following proposed amendments will substantially change the 2000-2001 Action Plan for the CDBG portion of the County’s 2000-2005 Consolidated Plan.

Reprogram $50,000 to the City of Needles program for demolishing unsafe and abandoned structures from the First Supervisorial District Building Demolition Project, for a total of $67,000 of year 2000-2001 CDBG funding.

Reprogram $50,000 to the Victor Valley Domestic Violence Shelter Facility Improvements Project from the First District Affordable Housing Acquisition Program, for a total of $75,000 of CDBG funding.

Reprogram $30,000 to the High Desert Youth Center Education and Recreation Program from unprogrammed funds for the First Supervisorial District, for a total of $45,000 of year 2000-2001 CDBG funding.

Reprogram $500,000 of program income from the Countywide Acquisition and Housing Rehabilitation Program and $150,000 of program income from the Countywide Housing Rehabilitation Loan Program to the Countywide Business Expansion Revolving Loan Fund to provide sufficient funding to develop a loan to the Inland Valley Development Authority (IVDA) to complete purchase of the former Norton Air Force Base.

Establish a new project for installation of air conditioning improvements to the Gents Organization Family Center located near the San Bernardino International Airport, utilizing $10,000 from unprogrammed funds for the Fifth Supervisorial District.

NOTE: Items may be added to or deleted from this list of Proposed Substantial Amendments at the Board of Supervisors hearing.

PUBLIC COMMENT: For a period of thirty (30) days beginning on November 15, 2000 and ending on December 14, 2000, the public is invited to submit written comments on these proposed amendments. Comments received after 5:00 p.m. December 14, 2000 cannot be considered in the preparation of the amended Consolidated Plan. Send comments to County ECD at the address shown below.

Those individuals wishing to express their views on these substantial amendments may be present and be heard at the public hearing or may, prior to the time of the hearing, submit written comments to the Clerk of the Board of Supervisors, 385 North Arrowhead Avenue, Second Floor, San Bernardino, CA 92415-0130.

If you challenge any decision regarding the above proposal in court, you may be limited to raising only those issues you or someone else raised at the public hearing described in this notice or in written correspondence delivered to the Board of Supervisors at, or prior to, the public hearing.

Due to time constraints and the number of persons wishing to give oral testimony, time restrictions may be placed on oral testimony at the public hearing regarding this proposal. You may make your comments in writing to assure that you are able to express yourself adequately.

San Bernardino County  
Department of Economic and Community Development  

290 North “D” Street, Sixth Floor  
San Bernardino, CA 92415-0940  
Attn: Program and Compliance Section  
or call (909) 388-0959

JON D. MIKELS, CHAIRMAN  
BOARD OF SUPERVISORS OF THE  
COUNTY OF SAN BERNARDINO  

EARLENE SPROAT, CLERK OF THE  
BOARD OF SUPERVISORS
Communications between teens and their parents are often strained and sometimes almost non-existent. As noted in a previous column, the teenage years are a difficult period of change for virtually every child, yet it is hard for most teens to share their anxieties and uncertainties with their parents.

Teens want and need their parents' love, respect and permissions in order to gain independence and responsibility. Yet they fear sharing their problems, or feelings of uncertainty, since they realize it may stop their parents from seeing them as ready for the responsibility and freedom they desire. Parents' own lives can also be a barrier to communication with their teens. Parents with teenage children are in what is called "mid-career." They may well be reassessing their careers, including the prospect of upcoming college bills for that teen, may also be adding stress. All of this can combine to leave us, usually unintentionally, with little time or sympathy for the problems and worries our teenagers may be facing.

It is also important to note that the very real fears we have for our children's safety and well-being as we grant them more responsibility may contribute to the communication problems we have with our teens. While we may recognize that our teenagers need increasing amounts of freedom and responsibility, we also are constantly being bombarded by news reports of teenagers killing one another, teen substance abuse, teenage pregnancies and much more. We realize that even if these things aren't happening to our kids, they easily could. Parents, have a natural instinct to protect their children.

Our natural tendency is to hang on to our teenagers a bit longer, feeling that we need to teach our child just a little more before granting them more freedom and a chance to test their responsibility. Then, in the midst of this struggle, our teenagers begin pulling away from us, not confiding in us like they used to, and we feel even more stress.

Although none of us want to abandon our teenagers prematurely, it is essential that we grant our teens increasing amounts of freedom and responsibility if we expect them to mature successfully and if we wish to avoid unneeded conflict. While this does not mean blindly letting your teen go, it does mean finding even small ways of showing your teenager that you do have trust and respect in his or her growing levels of maturity and responsibility.

It can also help to communicate your own fears and anxieties about granting increased freedoms. If your teen can hear you explain why you hesitate to say yes to his or her requests for greater responsibility, it may not win acceptance and total understanding of your decision, but it can help open up a meaningful dialogue and lead to compromises where you both feel more accepting of the outcome.

How much to let go?...how much to trust?...how much responsibility to grant? Although all are decisions that can have a huge impact on the rest of the teenager's life, there are never absolute answers. These are judgments calls based on who you are and who your teen is. It helps to understand the difficulties your teen is facing, and to understand your own anxieties in beginning to let your teen go. And it is perfectly normal for your decisions to worry you or upset your teen. Some mistakes will surely be made, but many more things will turn out just fine. Remember, no one ever said being a successful parent was going to be an easy job.

The Counseling Corner is provided as a public service by the American Counseling Association, the nation's largest organization of counseling professionals. You can learn more about the counseling profession at the ACA web site, www.counseling.org.
RIVERSIDE COUNTY ECONOMIC DEVELOPMENT AGENCY
RIVERSIDE, CALIFORNIA

ADVERTISEMENT FOR BIDS

Prospective bidders are hereby notified that Riverside County Economic Development Agency, herein called Owner, will receive sealed bid proposals for the construction of Hemet/Ryan Airport Improvements at the Office of the Clerk of the Board, 4080 Lemon Street 14th Floor, Riverside, California 92501 until 2:00 p.m., Thursday, December 7, 2000, which will then be publicly opened and read. The work contemplated consists of the following:

Bid Schedule A - Airport Improvements
- Apron Reconstruction
- Hangar Taxiway Construction
- Hangar Taxiway Reconstruction
- Hangar Apron Construction
- Related Drainage Improvements
- Portable Hangar Relocation

Bid Schedule B - Airport Frontage Road Improvements
- Street Reconstruction
- Parking Lot Construction
- Landscape Improvements
- Underground Utility Construction

The Owner shall have the right to reject any bids presented in accordance with Section 20150.9 of the California Public Contracts Code.

Each bidder must have a Class A California Contractor's license, as required under Provisions of the California Business and Professions Code. Insurance. Surety company shall be licensed in the State of California and have a Best's rating of "A" or better with a financial size of "V" or better.

Documents or on an equivalent form approved by Owner. Said check or bond shall be made payable to "Riverside County". The successful bidder shall submit at the

The proposal contract is under and subject to Executive Order 11246, as amended, of September 24, 1965, and to the Small Employment Opportunity (EEO) and Federal Labor Provisions. All labor on the Project shall be paid no less than the higher of either the prevailing State wage rates established by the Director of the State of California Department of Industrial Relations (on file at Owner's office and available to any interested party upon request), or the prevailing Federal wage rates established by the U.S. Secretary of Labor.

The EEO requirements, labor provisions, and wage rates are included in the Specifications and Bid Documents and are available for inspection at the Riverside County Economic Development Agency, 3525 14th Street, Riverside, California 92501. Each bidder must complete, sign, and furnish with his bid the "Bidder's Statement on Previous Contracts Subject to EEO Clause", a "Certification of Nonsegregated Facilities", and the "Assurance of Disadvantaged Business Enterprise Participation" as contained in the Bid Proposal.

To be eligible for award, each bidder must comply with the affirmative action requirements which are contained in the Specifications. A contractor having 50 or more employees and his subcontractors having 50 or more employees and who may be awarded a contract of $50,000 or more will be required to maintain an affirmative action program, the standards for which are contained in the Specifications.

The requirements of 49 CFR Part 26, Regulations of the U.S. Department of Transportation, apply to this contract. It is the policy of the County of Riverside to practice nondiscrimination based on race, color, sex, or national origin in the award or performance of this contract. All firms qualifying under this solicitation are encouraged to submit bids.

Award of this contract will be conditioned upon satisfying the requirements of this bid specification. These requirements apply to all bidders/offerors including those who qualify as a DBE. A DBE contract goal of twelve percent (12%) has been established for this contract. The bidder/offeror shall make good faith efforts, as defined in Appendix A, 49 CFR Part 26, to meet the contract goal for DBE participation in the performance of this contract.

The bidder/offeror will be required to submit the following information: (1) the names and addresses of DBE firms that will participate in the contract; (2) a description of the work that each DBE firm will perform; (3) the dollar amount of the participation of each DBE firm participating; (4) written documentation of the bidder/offeror's commitment to use a DBE subcontractor whose participation it submits to meet the contract goal; (5) written confirmation from the DBE that it is participating in the contract as provided in the commitment matrix under (4); and (6) if the contract goal is not met, evidence of good faith efforts. The bidder/offeror shall submit the information prior to a commitment by the County of Riverside to award the contract to the apparent successful competitor within ten (10) days of the County of Riverside's request.

DBE participation in this contract may be in the form of a prime contract, subcontract, joint venture, or another arrangement that qualifies under 49 CFR Sections 26.55, "How is DBE participation counted toward goals?" or 26.53(1).

All solicitations, contracts, and subcontracts resulting from projects funded under this contract are subject to the foreign trade restriction required by 49 CFR Part 30. Denial of Public Works Contracts to Suppliers of Goods and Services of Countries That Deny Procurement Market Access to U.S. Contractors. The Aviation Safety and Capacity Expansion Act of 1990 provides that preference be given to steel and manufactured products produced in the United States when funds are expended pursuant to a grant issued under the Airport Improvement Program.

(See Proposal Forms 10A, 10B, and 11)

This project is partly Federally financed by the U.S. Department of Housing and Urban Development (24 CFR, Part 57) and subject to certain requirements including payment of prevailing wages, compliance with "Section 3" Affirmative Action Requirements, Executive Order #11246 and others. The aforementioned are described in the "Special Federal (CDBG) Provisions" section of the bid documents. Additional information pertaining to the Federal requirements is on file with the County of Riverside's Economic Development Agency.

Each proposal must be accompanied by a certified check, cashier's check, or bid bond in an amount not less than ten percent (10%) of the amount bid for the combined total of both bid schedules (as adjusted for deductible alternate for award of both schedules). Bid bond shall be submitted on the form included in the Contract Documents or on an equivalent form approved by Owner. Said check or bond shall be made payable to "Riverside County". The successful bidder shall submit at the time of execution of the Contract, a Performance Bond along with a Payment Bond (Labor and Materials), each for 100% of the Contract amount, and required proof of insurance. Surety company shall be licensed in the State of California and have a Best's rating of "A" or better with a financial size of $V or better.

The OWNER shall have the right to reject any bids presented in accordance with Section 20150.9 of the California Public Contracts Code.

Each bidder must have a Class A California Contractor's license, as required under Provisions of the California Business and Professions Code.

For further information, contact Rob Field at the Riverside County Economic Development Agency, whose telephone number is (909) 955-6670.

Riverside County Economic Development Agency
Riverside, California

Date October 3, 2000
By Gerald A. Maloney
Clerk of the Board of Supervisors
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EMPLOYMENT TIP OF THE WEEK
Getting along with your boss is probably one of the most important aspects of your job. Here are some helpful hints to get you moving in the right direction.

• As in any relationship, communications is key. Take the time to talk to your manager on a daily basis.
• Find out what motivates your boss.
• Offer to help out when you see your boss has more than he or she can handle for a given project.
• Be willing to share your ideas with your boss

Keep in mind that building that rapport takes time.

Notice of request for Proposals/Quotations
Notice is hereby given that proposals will be accepted by the South Coast Air Quality Management District, 21865 E. Copley Drive, Diamond Bar, CA 91765 for the following:

<table>
<thead>
<tr>
<th>Bid No.</th>
<th>Title</th>
<th>Bidder's Closing Conference Date</th>
<th>Contact Person</th>
</tr>
</thead>
<tbody>
<tr>
<td>P2001-15</td>
<td>Systems Development and Support Services</td>
<td>1/17/01</td>
<td>Ora McEwan (909) 396-2897</td>
</tr>
<tr>
<td>P2001-20</td>
<td>Workers' Compensation Claims and General Liability Adjusting Services</td>
<td>None</td>
<td>William Johnson (909) 396-2038</td>
</tr>
<tr>
<td>P2001-21</td>
<td>Communication Services</td>
<td>12/19/00</td>
<td>Joseph Cassinelli (909) 396-3155</td>
</tr>
<tr>
<td>P2001-26</td>
<td>Video Producer</td>
<td>12/22/00</td>
<td>Lisha Smith (909) 396-3200</td>
</tr>
</tbody>
</table>

PERSONS ATTENDING THE BIDDERS' CONFERENCE SHOULD CONFIRM THEIR ATTENDANCE BY CALLING THE CONTACT PERSON. BIDS WILL NOT BE ACCEPTED FROM ANYONE NOT ATTENDING THE MANDATORY BIDDERS' CONFERENCE.

The RFP may be obtained through the internet at:
http://www.aqmd.gov/rfp/

If you have questions or would like a copy of the RFP mailed to you, telephone the contact person.

It is the policy of the AQMD to ensure that all businesses including minority-owned businesses, women-owned businesses, disabled veteran-owned businesses and small businesses have a fair and equitable opportunity to compete for and participate in AQMD contracts.

Leticia De La O
Purchasing Supervisor

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