

**CITY COUNCIL MEETING
TUESDAY, JANUARY 10, 2017**

DOCUMENTS RECEIVED AFTER PUBLISHED AGENDA

**Information on
Special Personnel Commission Recruitment**



HAYWARD

SPECIAL PERSONNEL COMMISSION RECRUITMENT

CONTENTS

1. Interview Schedule
2. Sample Interview Questions
3. Evaluation Form
4. Map of Current Members & Applicants
5. Current Members List

INTERVIEW SCHEDULE

Application No.	Time	Name
<i>5:40 p.m. Logistics</i>		
3	6:10 p.m.	Brentston Taylor
12	6:20 p.m.	Jose Guadamuz
10	6:30 p.m.	Giancarlo Scalise
18	6:40 p.m.	Darrelle Demps
1	6:50 p.m.	Allen Zargar*
<i>7:00 p.m. Break</i>		
17	7:10 p.m.	Navroop Judge*
2	7:20 p.m.	Raj K. Singh
14`	7:30 p.m.	Annette DeJulio
20	7:40 p.m.	Timothy Bennett
21	7:50 p.m.	Luis Araiza
16	8:00 p.m.	Rachel Lucas
<i>Discussion/Selection</i>		

**Requested phone interview*

SAMPLE INTERVIEW QUESTIONS

- 1) What made you consider volunteering for the Personnel Commission?
- 2) What specific personnel management experience or background do you have that you would bring to this role?
- 3) Do you have any thoughts or suggestions for how the City of Hayward might increase the diversity of its workforce?
- 4) Do you have any experience with recruitment and selection?
- 5) What knowledge do you have about City government, departments, and operations?
- 6) For the returning member: Could you elaborate on what you have learned from your tenure?

BRENTSTON TAYLOR (Application No. 3)

**Former 2016 Applicant – Ranked Personnel Commission as 1st choice*

RATING SCALE			
Not Qualified 65	Qualified 70-79	Well Qualified 80-89	Superior 90-99

JOSE GUADAMUZ (Application No. 12)

RATING SCALE			
Not Qualified 65	Qualified 70-79	Well Qualified 80-89	Superior 90-99

GIANCARLO SCALISE (Application No. 10)

RATING SCALE			
Not Qualified 65	Qualified 70-79	Well Qualified 80-89	Superior 90-99

DARRELLE DEMPS (Application No. 18)

**Current Member of KHCG Task Force*

RATING SCALE			
Not Qualified 65	Qualified 70-79	Well Qualified 80-89	Superior 90-99

ALLEN ZARGAR (Application No. 1)

**Current Member of KHCG Task Force, Seeking phone interview*

RATING SCALE			
Not Qualified 65	Qualified 70-79	Well Qualified 80-89	Superior 90-99

NAVROOP JUDGE (Application No. 17)

**Seeking phone interview*

RATING SCALE			
Not Qualified 65	Qualified 70-79	Well Qualified 80-89	Superior 90-99

RAJ K. SINGH (Application No. 2)

**Former 2016 Applicant – Ranked Personnel Commission as 3rd choice*

RATING SCALE			
Not Qualified 65	Qualified 70-79	Well Qualified 80-89	Superior 90-99

ANNETTE DEJULIO (Application No. 14)

**Former Community Services Commission Member*

RATING SCALE			
Not Qualified 65	Qualified 70-79	Well Qualified 80-89	Superior 90-99

TIMOTHY BENNETT (Application No. 20)

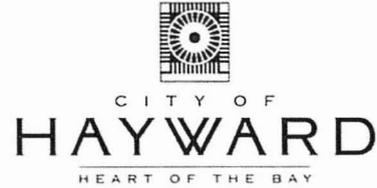
RATING SCALE			
Not Qualified 65	Qualified 70-79	Well Qualified 80-89	Superior 90-99

LUIS ARAIZA (Application No. 21)

RATING SCALE			
Not Qualified 65	Qualified 70-79	Well Qualified 80-89	Superior 90-99

RACHEL LUCAS (Application No. 16)

RATING SCALE			
Not Qualified 65	Qualified 70-79	Well Qualified 80-89	Superior 90-99



QUALIFICATIONS

No member of any board or commission shall be a member of any other board or commission or hold any paid office of employment in the City government. In order to be eligible for any appointment to any board or commission, a person shall be a qualified elector of the City.

PERSONNEL COMMISSION – JANUARY 2017

*Council Liaison: Marvin Peixoto, Staff Liaison: Nina Morris Collins (583-4500)
Meets bimonthly, 2nd Thursday, 5:30 p.m., City Hall, Room 2A*

NAME	ADDRESS	DATE Appointed	TERM Expires
V. Toni Adams		09/15/15	09/30/19
Elecia Garrett		09/15/15	09/30/19
Doris Yates		09/30/11	09/30/19*
Vacancy 9/22/15	(Justin King)		09/30/18
Vacancy 3/15/16	(Satyendra Kaith)		09/30/18
Vacancy 9/13/16	(Chris Lee)		09/30/18
Vacancy 10/1/16	(Crystal Porter—termed out)		09/30/20

****Chairperson**

***Not eligible for reappointment to this Board/Commission**

Wynn Grcich
Informational Materials

COPY AND PASS ON

All on You tube:

"The truth about mobile phone and wireless radiation" -- Dr Devra Davis



The University of Melbourne

- **WiFi Radiation - Dangers of WiFi - See It Measured - How To Remediate WiFi Radiation EMF Safety Zone 299,390 views**
- The Cooking of Humanity
- PROOF: CELL PHONE TOWERS ARE WEAPONS USED TO SEDATE, EXCITE, MAKE ILL OR KILL
'Aquarius Group Operations Briefing,' a government...
YOUTUBE.COM
- DR. BARRIE TROWER

Professor Jacqueline McGlade

Executive Director, European Environmental Agency
Advisor to European Union countries under the European Commission

"There are many examples of the failure to use the precautionary principle in the past, which have resulted in serious and often irreversible damage to health and environments. Appropriate, precautionary and proportionate actions taken now to avoid plausible and potentially serious threats to health from EMF are likely to be seen as prudent and wise from future perspectives."

European Parliament, September 2008

"The limits on exposure to electromagnetic fields which have been set for the general public are obsolete."

**After reading these quotes, please consider signing
ElectromagneticHealth.org's Petition to Congress at
www.ElectromagneticHealth.org.**

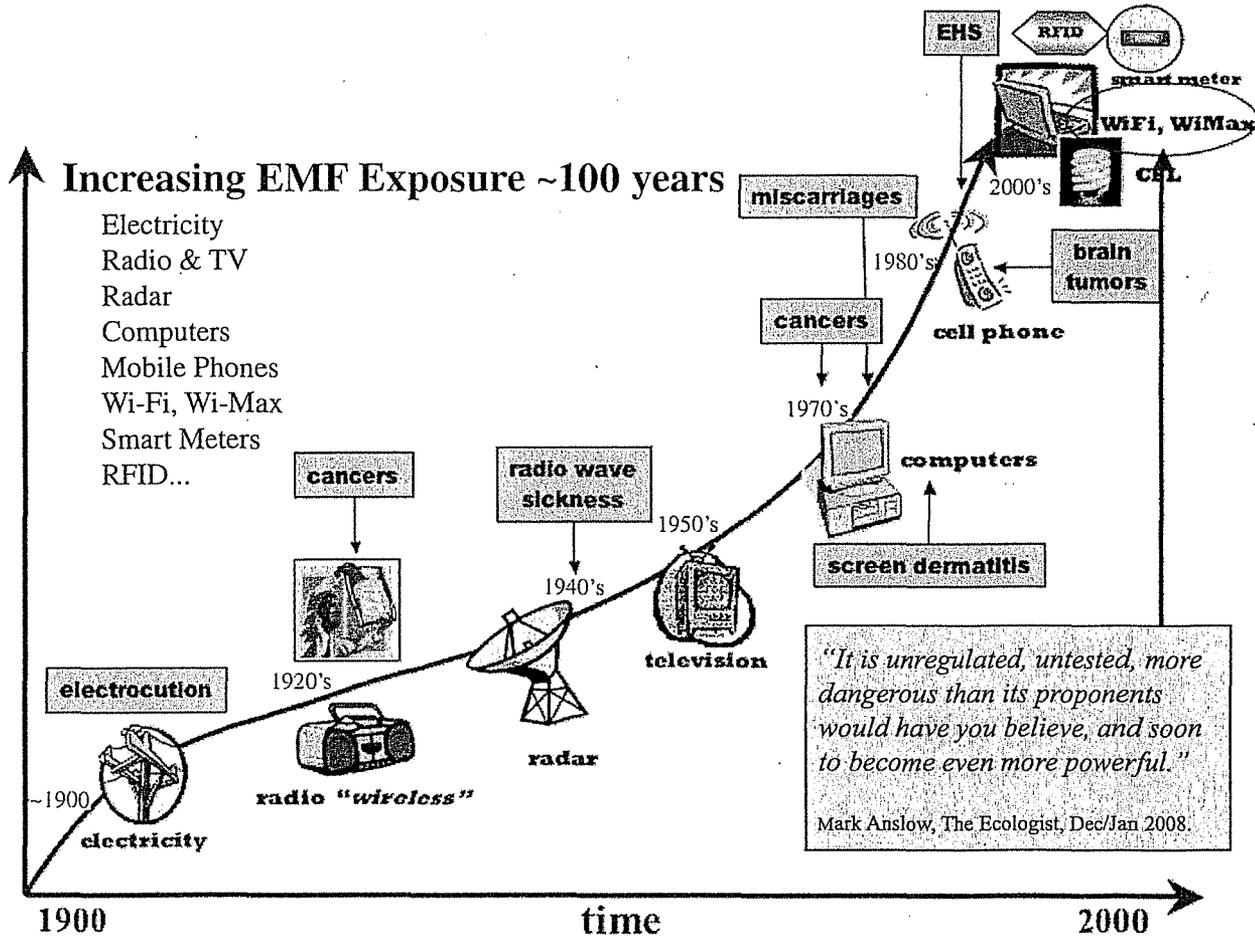
The Petition asks Congress to:

- 1. Mandate the Federal Communications Commission (FCC) revisit its exposure guidelines for radiofrequency radiation (RF) immediately.**
- 2. Repeal Section 704 of the Telecommunications Act of 1996, which took away the rights of state and local governments to stop the erection of cell towers and wireless antennas in their communities based on "environmental" grounds (defined by FCC as "human health").**
- 3. Declare a national moratorium on further wireless infrastructure build-out, including the Wi-Max roll-out currently underway.**
- 4. Establish cell phone and wireless-free neighborhoods, transportation options, government buildings, and public spaces; require employers to establish wireless free zones; and, mandate the removal of cellular and wireless technologies from public schools and their properties.**

Please sign the petition at www.ElectromagneticHealth.org

Technological Advances

Extremely Low Frequency (ELF) to Radio Frequency (RF)



Professor Livio Giuliani, PhD

Spokesperson, International Commission for Electromagnetic Safety (www.icems.eu); Deputy Director, Italian National Institute for Worker Protection and Safety, East Venice and South Tyrol; Professor, School of Biochemistry of Camerino University, Italy

"The Venice Resolution, initiated by the International Commission for Electromagnetic Safety (ICEMS) on June 6, 2008, and signed by peer reviewed scientists worldwide, states in part, "We are compelled to confirm the existence of non-thermal effects of electromagnetic fields on living matter, which seem to occur at every level of investigation from molecular to epidemiological. Recent epidemiological evidence is stronger than before. We recognize the growing public health problem known as electrohypersensitivity. We strongly advise limited use of cell phones, and other similar devices, by young children and teenagers, and we call upon governments to apply the Precautionary Principle as an interim measure while more biologically relevant exposure standards are developed."

Paul J. Rosch, MD

Clinical Professor of Medicine and Psychiatry, New York Medical College; Honorary Vice President, International Stress Management Association; Diplomate, National Board of Medical Examiners; Full Member, Russian Academy of Medical Sciences; Fellow, The Royal Society of Medicine; Emeritus Member, The Bioelectromagnetics Society

"Claims that cell phones pose no health hazards are supported solely by Specific Absorption Rate (SAR) limits safety standards written by the telecommunications industry decades ago based on studies they funded. These have made the erroneous assumption that the only harm that could come from cell phone radiofrequency emissions would be from a thermal or heating action, since such non thermal fields can have no biological effects. The late Dr. Ross Adey disproved this three decades ago by demonstrating that very similar radiofrequency fields with certain carrier and modulation frequencies that had insufficient energy to produce any heating could cause the release of calcium ions from cells. Since then, numerous research reports have confirmed that non thermal fields from cell phones, tower transmitters, power lines, and other man made sources can significantly affect various tissues and physiologic functions. We are constantly being bathed in an increasing sea of radiation from exposure to the above, as well as electrical appliances, computers, Bluetooth devices, Wi-Fi installations and over 2,000 communications satellites in outer space that shower us with signals to GPS receivers.

★ New Wi-Max transmitters on cell phone towers that have a range of up to two square miles compared to Wi-Fi's 300 feet will soon turn the core of North America into one huge electromagnetic hot spot. Children are more severely affected because their brains are developing and their skulls are thinner. A two-minute call can alter brain function in a child for an hour, which is why

other countries ban their sale or discourage their use under the age of 18. In contrast, this is the segment of the population now being targeted here in a \$2 billion U.S. advertising campaign that views "tweens" (children between 8 and 12 years old) as the next big cell phone market. Firefly and Barbie cell phones are also being promoted for 6 to 8-year-olds.

It is not generally appreciated that there is a cumulative effect and that talking on a cell phone for just an hour a day for ten years can add up to 10,000 watts of radiation. That's ten times more than from putting your head in a microwave oven. Pregnant women may also be at increased risk based on a study showing that children born to mothers who used a cell phone just two or three times a day during pregnancy showed a dramatic increase in hyperactivity and other behavioral and emotional problems. And for the 30% of children who had also used a cell phone by age 7, the incidence of behavioral problems was 80% higher! Whether ontogeny (embryonic development) recapitulates phylogeny is debatable, but it is clear that lower forms of life are also much more sensitive. If you put the positive electrode of a 1.5 volt battery in the Pacific Ocean at San Francisco and the negative one off San Diego, sharks in between these cities can detect the few billionths of a volt electrical field. EMF fields have also been implicated in the recent massive but mysterious disappearance of honeybee colonies essential for pollinating over 90 commercial crops. As Albert Einstein warned, "If the bee disappeared off the surface of the globe, then man would only have four years of life left."

Finally, all life on earth evolved under the influence of solar radiation and geomagnetic forces that we have learned to adapt to and in some instances even utilize. The health of all living systems (ranging upward from a cell, tissue, organ or person, to a family, organization or nation) depends on good communication – good communication within, as well as with the external environment. All communication in the body eventually takes place via very subtle electromagnetic signaling between cells that is now being disrupted by artificial electropollution we have not had time to adapt to. As Alvin Toffler emphasized in *Future Shock*, too much change in too short a time produces severe stress due to adaptational failure. The adverse effects of electrosmog may take decades to be appreciated, although some, like carcinogenicity, are already starting to surface. This gigantic experiment on our children and grandchildren could result in massive damage to mind and body with the potential to produce a disaster of unprecedented proportions, unless proper precautions are immediately implemented. At the same time, we must acknowledge that novel electromagnetic therapies have been shown to benefit stress related disorders ranging from anxiety, depression and insomnia, to arthritis, migraine and tension headaches. As demonstrated in *Bioelectromagnetic Medicine*, they may also be much safer and more effective than drugs, so we need to avoid throwing the baby out with the bathwater."

At times when your full attention is important, and especially for long calls, always use a landline phone.

Do not allow children to use cell phones. According to the Chairman of the Russian National Committee on Non-Ionizing Radiation Protection 1) the absorption of electromagnetic energy is higher in a child's head, 2) they are more sensitive to this energy, 3) they are more sensitive to the accumulation of adverse effects under conditions of chronic exposure, and 4) EMF affects the formation of the higher nervous system activity. The Committee recommends 'urgency' to protect children's health from the influence of EMF from mobile communication. Research reported at the 1st international conference on mobile phones and health held at the Royal Society in London in September 2008 indicates that children and teenagers are five times more likely to get brain cancer if they use mobile phones. This risk may be underestimated because the study does not show the risks of phone use over many years. And the risk to young people using cordless phones was almost as great, at four times higher risk of brain cancer.

Pregnant women or those trying to conceive should minimize use of a cell phone, and not be around other people using them. Special attention to EMF safety of the sleeping location of pregnant women is also advised. A recent pilot research study has shown higher rates of babies born with autism where the mothers' sleeping locations had high levels of RF electromagnetic radiation. Also, in a very large, research study of 13,000 children at UCLA and Aarhus, Denmark, it has been shown that when women use mobile phones when pregnant just two or three times a day, the risk of their babies developing hyperactivity and difficulties with conduct; emotions and relationships by the time they reach school age increases over 50%, and when those children also later used the phones they were 80% more likely to suffer from difficulties with behavior (*Epidemiology*, July 2008).

Always turn off your cell phone at night. Never leave the phone anywhere near your head at night, if it needs to be kept on in an emergency.

If you use a mobile phone in public be respectful of other people as radiation from your phone is impacting others, too. Some people are especially sensitive, and some severely affected. Step well away from others (15 feet or more) to place your call. Turn off your phone completely after the call, as if it is on standby it is still impacting others who may be near you. Also, do not leave your cell phone turned on in meetings where it could affect the ability of others to focus. And do not use your mobile phone regularly in an office environment where it could be impacting others in nearby offices. Be considerate—and realize you are a source of debilitating radiation for some people. The same courtesy should be extended for cordless phones. If you share a residence, replace cordless phones with landline phones.

Look up the rest of the article

What are the Dangers of Living Near Cell Phone Towers?

by www.SixWise.com

Over 190 million cell phones are in use in the United States, with users often scrambling to another room, building or street to get better reception. As consumers, it is frustrating when your cell phone reception gets dropped or is too garbled to hear. But beyond "Can you hear me now?" is another considerably more important question:

Are the cell towers and antennas popping up all over the country - -the very ones that we depend on for clear reception and a wide coverage area -- safe?

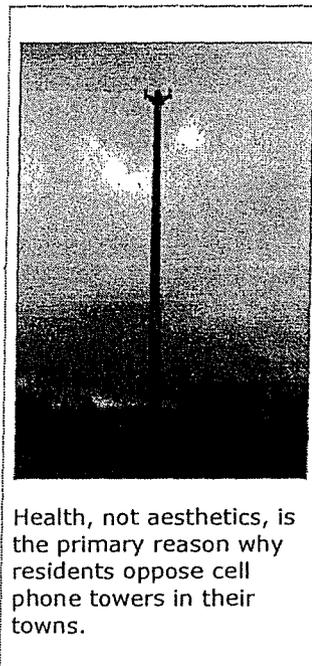
This may have been a moot issue in the past when the towers were sparse and limited to obscure cornfields and hilltops. But the number of these cell "sites," as they're called, has increased tenfold since 1994. Among the more than 175,000 cell sites in the United States are antennas on schools, churches, firehouses, cemeteries and national parks. There's even a cell tower near Old Faithful in Yellowstone.

"Don't Put That Tower Here"

"Our companies are always running into this conundrum, which is, 'We want cell phone service, but don't put that tower here.' When you're dealing with communications through the air, you have to have antennas and towers," said Joe Farren, a spokesman for CTIA-The Wireless Association, the industry's trade group.

Aesthetics aside, the primary reason most people don't want cell sites near their homes and communities is because they're afraid of the potential health effects.

Already, more than 500 cases have sprung up across the country in which people have tried to stop cell phone sites from being constructed, according to Washington attorney Ed Donohue, who represents several cell phone companies.



Health, not aesthetics, is the primary reason why residents oppose cell phone towers in their towns.

Most of the time, the cell phone companies win because, as it stands, federal law does not allow rejection of a tower based on health risks.

Cell Phone Towers: Risky or Not?

If you ask the government, no studies have shown conclusive evidence that radio-frequency emissions, a form of electromagnetic radiation (EMR), from cell towers are harmful.

According to the Food and Drug Administration:

"RF [Radio frequency] exposure on the ground is much less than exposure very close to the antenna and in the path of the transmitted radio signal. In fact, ground-level exposure from such antennas is typically thousands of times less than the exposure levels recommended as safe by expert organizations. So exposure to nearby residents would be well within safety margins."

Cell phone companies also maintain that no risks exist from the towers. "There are no health risks posed by the towers. Independent scientific panels around the world have

One third of children are either obese or overweight. [JAMA][1] Other sources report much higher. Quoting CDC figures for **asthma** incidence, since 1980 asthma more than doubled and is right on track to double again by 2020. [81][167]

Most of the increase is in children, who account for more than **12 million** cases. (Borenstein, CDC) [168][2]) More than **10%** of US children have asthma. [39, AAAAI] In some schools, one out of four kids is walking around with an inhaler. Each year **1.8 million** visits to emergency rooms have asthma as the primary diagnosis. [3]

The news usually focuses on what a big mystery asthma is even though we're spending some **\$56 billion** per year to treat it. (CDC Press release [50])

Over **13%** of American public school children are enrolled in programs for some type of disability. (National Center [108]) The term **learning disabled** has become more of a political term than a scientific one, with numbers roulette spinning. But there is no doubt that **82%** of all special ed students are classed with a label that can have been directly influenced by vaccines: [Chart p 12, [4]

autism
learning disability
speech/language
intellectual disability
emotional

SAT indices have been **re-centered** twice in the past 8 years in order to make it look as though high school kids aren't as illiterate as they really are. [73] Exit exams are made easier and easier, following the delusional 'no child left behind' policy. Very political, to hide the truth of dumb and dumber kids.

INFORMED CHOICE

A growing number of medical researchers and doctors disagree with the **69** vaccines that children are required to get. [250] More parents each year are opting out by signing exemption forms. They're drawing the line. They're saying nothing else is sacred in this world, at least the blood of children should not be subject to the whims of politicians and big money. That bloodstream should only be violated in threatening situations. And never with anything experimental or unproven or dangerous.

Most of what is written about the subject insists that vaccines are safe, effective, and necessary. We hear how modern civilization has been saved from the ravages of infectious disease by the intervention of miraculous vaccines. We hear how important it is for children to get their shots so they'll be safe from disease, etc. We keep hearing about vaccines that are supposedly necessary to defend against new diseases.

How can both viewpoints be right? These are two conflicting views on the nature of biological reality. Both sides often sound very shrill, emotional, and unscientific. Such a chasm exists between them that is profoundly disconcerting. But so is the wrong:

Either

vaccines are essential for our children's health

or

vaccines are weakening and poisoning our children

There is so much false reporting and badly referenced information on both sides of the debate that the concerned parents

VDWERKER, L. Pertussis Outbreak May Be Worst in 50 Years July 19, 2012
[http://abcnews.go.com/Health/pertussis-outbreak-worst-50-years/
 story?id=16814787#.UCBjzKFITOs](http://abcnews.go.com/Health/pertussis-outbreak-worst-50-years/story?id=16814787#.UCBjzKFITOs)

Census Bureau --- *Statistical Abstracts of the United States* Table 188.
 Learning Disability 2012
www.census.gov/compendia/statab/2012/tables/12s0184.pdf

Judicial Watch Uncovers FDA Gardasil Records: 26 New Reported Deaths
 October 19, 2011

[www.judicialwatch.org/news/2011/oct/judicial-watch-uncovers-fda-gardasil-
 records-](http://www.judicialwatch.org/news/2011/oct/judicial-watch-uncovers-fda-gardasil-records-)

detailing-26-new-reported-deaths

Roll down to Documents Uncovered

VAERS reports of deaths, Sept 1, 2010 Sept 15, 2011

VAERS reports, Sept 1, 2010 Dec 31, 2010

VAERS reports, Jan 1, 2011 Apr 30, 2011

VAERS reports, May 1, 2011 Sept 15, 2011

P *Vancouver Sun* Japan reports sixth infant death after vaccination
 7 Mar 11

[www.vancouver.sun.com/health/Japan+reports+sixth+infant+death+
 ter+vaccination/4415756/story.html#ixzz1GF3n6RMj](http://www.vancouver.sun.com/health/Japan+reports+sixth+infant+death+ter+vaccination/4415756/story.html#ixzz1GF3n6RMj)

Winkler, D - Health advocacy in the public interest

www.hapi.com 2011.

Jewelska, M *Vaccinated vs. Unvaccinated Children* Age of Autism
 15 Feb 2011 www.ageofautism.com/2011/02

Worner, G Baby's injury spurs bill on vaccine *The World* 19 Feb 2011.

[http://m.theworldlink.com/news/local/article_44a9c0e7-a115-553a-ae72-
 761f567f02f4.html](http://m.theworldlink.com/news/local/article_44a9c0e7-a115-553a-ae72-761f567f02f4.html)

Press release U.S. Asthma Rates Continue To Rise May 3, 2011

www.cdc.gov/media/releases/2011/p0503_vitalsigns.html

Centers for Disease Control *Diphtheria* 2011.

www.cdc.gov/vaccines/pubs/pinkbook/downloads/dip.pdf

Medical Economics *Physicians Desk Reference* 2011.

Andrew Wakefield: *Lesson in ethics* www.thedoctorwithin.com 2011.

WebMD *HPV shot prevents genital warts in boys?* WebMD 2 Feb 2011.

[www.webmd.com/sexual-conditions/hpv-
 nitalwarts/news/20110202/hpv-shot-prevents-genital-warts-
 in-boys-and-men](http://www.webmd.com/sexual-conditions/hpv-nitalwarts/news/20110202/hpv-shot-prevents-genital-warts-in-boys-and-men)

55. Kim, J Weighing the benefits and costs of HPV vaccination in young men
New England Journal of Medicine p393 3 Feb 2011.
56. Giuliano, A Efficacy of quadrivalent HPV vaccine against HPV infection and
 disease in males *NEJM* p401 3 Feb 2011.
57. Conflict of interest disclosure forms *NEJM* for Kim ref [23] above
[www.nejm.org/doi/suppl/10.1056/NEJMoa0909537/suppl_file/nejmo
 a0909537_disclosures.pdf](http://www.nejm.org/doi/suppl/10.1056/NEJMoa0909537/suppl_file/nejmoa0909537_disclosures.pdf) 3 Feb 2011.
58. Yazbak, E, MD *Thimerosal Containing Vaccines, Part III* 5 Apr 2011.
[www.vaccinationnews.com/20110405ThimerosalContainingVaccines-III-
 ConvincingEvidenceYazbakFE](http://www.vaccinationnews.com/20110405ThimerosalContainingVaccines-III-ConvincingEvidenceYazbakFE)
59. Fraser, H *The Peanut Allergy Epidemic* Skyhorse 2011.
60. O'Driscoll C - *The Purdue Vaccination Studies and Auto-antibodies*
 April 26, 2011.
61. Deth, R PhD - Chilling impact on vaccine-autism research
 January 10, 2011.
62. Court Protects Vaccine Manufacturers, Not Injured Children
US Newswire New York February 22, 2011.
[http://newsystocks.com/news/3971363/court-protects-vaccine-
 manufacturers-not-injured-children](http://newsystocks.com/news/3971363/court-protects-vaccine-manufacturers-not-injured-children)
63. O'Shea, T *The Last Resort* thedoctorwithin.com 2012.
64. Cornell Law School SUPREME COURT OF THE UNITED STATES 22 Feb 2011.
BRUESEWITZ ET AL. v. WYETH LLC, FKA WYETH, INC.
<http://www.law.cornell.edu/supct/html/09-152.ZS.html>
65. Olmstead, D www.ageofautism.com 2011.
66. Centers for Disease Control Cervical Cancer 26 Jan 2011.
<http://www.cdc.gov/Features/dsCervicalCancer/>
67. Autism Detox Protocol {under Chapters} 2011
www.thedoctorwithin.com/autism/autism-detox-protocol/
68. CDC website *Pertussis Outbreaks*
www.cdc.gov/pertussis/outbreaks.html 15 Mar 2011.
69. *Hepatitis B Vaccine Vaccine Safety Manual* 2011 thinktwice.com
70. Scudamore, J the definitive vaccine website www.whale.to 2011.
71. Aaby, P The introduction of diphtheria-tetanus-pertussis vaccine and child
 mortality in rural Guinea-Bissau: an observational study. *Int J Epidemiol.* 2004
 Apr;33(2):374-80. PMID: 15082643 [PubMed]
72. Wodarg W MD *Swine flu: they organized the panic* 8 Jan 2010.
www.whale.to L'Humanite
 Interview with W. Wodarg, MD www.wodarg.de/english/index.html
 4 Feb 2010.
73. Bauerlein M, *The dumbest generation* Tarcher/Penguin 2008.
74. National Vaccine Injury Compensation Program *Statistics Report* 2010.
www.hrsa.gov/vaccinecompensation/statistics_report.htm

New challenge to vaccine law

A Voice for Choice says 'state cannot force you to give up one fundamental right'

By Katy Murphy

kmurphy@bayareanewsgroup.com

Opponents of a new California state law requiring nearly all schoolchildren to be fully vaccinated have mounted another legal challenge — this time, setting the science of immunization aside and focusing

on constitutional rights.

Under California's child vaccine law, one of the strictest in the nation, parents are no longer allowed to skip required immunizations for their children based on personal or religious beliefs. The new rules, the plaintiffs argue, force families to choose among three con-

stitutionally protected rights: making medical decisions for their children; bodily autonomy and a public education.

"Our case is based on cherished principles," said Christina Hildebrand, the founder of the Mountain View-based group, A Voice for Choice. "The state cannot force you to give up one fundamental right if you wish to exercise another."

The case was filed last month in federal court in the Central District of California — the fourth legal challenge

against Senate Bill 277, which was introduced after a measles outbreak began in Disneyland in December 2014. The bill was signed into law in 2015 and took effect July 1.

The Voice for Choice complaint is well written and could be stronger than the other legal challenges, which have gone nowhere in court, said Dorit Rubinstein Reiss, a professor at UC Hastings College of the Law. Still, the professor said, attorneys for the plaintiffs have a tough case to make: that a par-

ent has the right not to protect their children against disease — "and the right to send the child to school unvaccinated and risking others."

A parent's right to make medical decisions for their children is constitutionally protected, she said, but "that right is not absolute." The bodily autonomy argument is also a difficult one to make, she said, as "the children here don't have a choice. The children don't decide not to vaccinate; it's the parents."

B4 BAY AREA NEWS GROUP 000

SUNDAY, DECEMBER 11, 2016

San Jose

City's water to receive fluoride

Dentists say the additive reduces cavities in lower income neighborhoods

By Paul Rogers

progers@bayareanewsgroup.com

SAN JOSE — San Francisco has had it since 1951, Oakland since 1976. Los Angeles and San Diego, along with Contra Costa, Marin and San Mateo counties, have it too.

And starting Monday, large sections of San Jose — the nation's biggest city without fluoride in its drinking water — finally will begin to receive the additive.

The move comes several years after a push by dentists, the Santa Clara County Public Health Department, the Silicon Valley Leadership

Group and Lucile Packard Children's Hospital, who contend that fluoride can help reduce high rates of cavities, particularly in low-income children with limited access to dental care. In 2011, they persuaded directors of Santa Clara Valley Water District, the area's wholesale water provider, to vote 7-0 for the \$6.2-million project to retrofit the district's three drinking-water treatment plants.

"It's a social justice issue. The richest kids in Palo Alto have had fluoride for years, but the kids in East San Jose haven't," said Fred Ferrer, CEO of the Health Trust, a nonprofit organization in San Jose that funds Silicon Valley health programs, from diabetes testing to Meals on Wheels.

"We see kids in elemen-

"We see kids in elementary school coming in with rampant cavities, abscessed teeth and root canals."

— Fred Ferrer, CEO of the Health Trust

tary school coming in with rampant cavities, abscessed teeth and root canals," said Ferrer, whose organization built two dental clinics in East San Jose and Sunnyvale that see 30,000 kids a year, many of them low-income. "When you have that kind of pain, usually you can't eat well, or sleep well. You can't pay attention in school."

Exactly which parts of the

South Bay will begin receiving fluoridated water is somewhat complex. That's because the area is served by 13 different government and private water agencies, and drinking water comes from multiple sources, including reservoirs, wells and imported water from the Delta. That's also a big part of the reason San Jose was the last major U.S. city to receive fluoride.

To help pay for upgrading the drinking water plants, the Health Trust donated \$1 million, while \$900,000 came from First 5 Santa Clara County, which receives money from the state tobacco tax. The California Dental Association Foundation donated \$500,000.

Contact Paul Rogers at 408-920-5045.

www.FluorideActionNetwork.org

Incandescent light bulbs need to go in the trash right away

By Severin Borenstein

When it comes to lighting, I'm no early adopter: I was never a fan of those curlicue compact fluorescent lights (CFLs): The light quality is bad; they get to full brightness slowly; the claims of 10-year life are vastly overstated, and disposal is a pain because they contain mercury. The low quality and hassle outweigh the savings.

So I hope I have the cred to convince you that now is the time to swap out (almost) all of the incandescent bulbs in your house and replace them with light-emitting diode (LED) bulbs. Both your wallet and the environment will thank you.

A standard LED bulb now costs only \$3-\$4, less if your local utility subsidizes them. That LED uses 8.5 watts to produce the same amount of light as a 60-watt incandescent. The Department of Energy generally calculates costs assuming a lightbulb is used three hours per day, but let's be super conservative and assume it's on only one hour a day.

If you pay the average residential retail rate for electricity in the U.S. (12.73 cents per kilowatt-hour), you would save \$2.39 in the first year, 60 percent to 80 percent of the purchase cost. If you're in a higher cost area (nearly all of California), the payback is even faster.

LED bulbs are touted to last for more than 20 years (at which point, it is fine to toss them in the regular trash). The spreadsheet I keep of every lightbulb in my house (yes, I really do, which is how I know that my CFLs have lasted only one to two years) shows that none of the LED bulbs I've installed, going back to 2009, has yet failed. If that new LED lasts even a bit over a year, replacing the work-

So I hope I have the cred to convince you that now is the time to swap out (almost) all of the incandescent bulbs in your house and replace them with light-emitting diode (LED) bulbs. Both your wallet and the environment will thank you.

ing incandescent today will still save you money.

And that's if it's on only an hour a day. If you use it more, the payback is faster. If you hardly ever use it — that bulb in the cellar that's on for only a few minutes every week or two — skip that one. In fact, you could use all the incandescents that you remove from other fixtures to replace the one in the cellar every few years for the next century.

But you aren't just saving money with LEDs. You're also saving energy and the planet. The energy that goes into making an LED is a small fraction of the \$3-\$4 cost. Compare that to the \$2.39 (or more) savings each year, which is all energy. The math for saving energy is even more compelling than it is for saving money.

So if this is such a no-brainer, why are you still reading this article instead of replacing your incandescent bulbs?

"LED bulbs prices are still falling, so by delaying I will save even more money." LEDs are indeed going to get cheaper, but not fast enough to justify waiting. You will save so much in the first year after replacement that unless LEDs are going to be nearly free a year from now (they aren't), you'd still be better off doing it today rather than waiting.

"I prefer the light quality

from the traditional incandescent bulbs." With the old CFLs, the difference was so obvious that even your hipster nephew who always wears sunglasses could tell the difference. Switching from incandescents to warm-light LEDs (labeled 2700K-3000K) is much less likely to bother you. Still, if you are a lighting aficionado, scoop up all the incandescent bulbs the rest of us will be throwing away.

"Throwing away a working lightbulb is wasteful." You're missing the point: By not wasting the tangible incandescent bulb, you are instead wasting electricity, which may be invisible but still uses more of the world's scarce resources than the bulb.

While you are at it, should you also throw away all those curlicue CFLs? Not unless the light really bugs you. They save almost as much money as an LED until they burn and you have to deal with throwing them away. Just don't buy any more. Actually, that's not really a concern: LEDs have taken over the market so completely that many stores no longer sell CFLs.

So, buy your LEDs in 2017 and save money ever after.

Severin Borenstein is a professor of economics at UC Berkeley's Haas School of Business and a researcher at the Energy Institute at Haas.