

Full speed ahead was the order of the day - and night. One week after the approval was given, the plan of organization and operation was set up covering the entire county. All details of the assignment of workers, timekeeping and reporting, and the control of the project were worked out. At the outset it was necessary to set up a rotating schedule of assignments to each job because of the variation in the number of monthly working hours allowed each worker by the County Welfare Department. The family relief budget determined the number of work hours and hence the earnings. It was found that a rotation of three workers was required to man each job continuously on scheduled working days.

Interviewing and selection of workers to fit the wide range of a year-round recreation program, to discover special qualifications and avocations and to ascertain the background of education, training and experience, was a huge and painstaking task. To be of any real value, it had to be done thoroughly and well, for in a large measure, the success of the work depended on it. A special service record form was devised and these were filled out by every worker. As the job progressed it was found that avocations weighed heavily in selections and results. Frequently the avocational contributions to the program proved of greater value than educational and training background. They were spontaneous, and the spirit of the worker was a dynamic motivating force. The final selection and placement of all workers was made by Major Miller. All of this organization work was so expedited that by July 15, 1933, there were 300 workers actually working on the project. Eventually more than 1500 workers, many of them college trained, were assigned to the project on a rotation basis which allowed a maximum of 500 workers a day on the job.

The permanent recreation departments throughout the county quickly absorbed all of these workers and appealed for more. The rapid adjustments made by these departments to meet the emergency program was an outstanding credit to the resourcefulness of their executives and the initiative and flexibility of their staffs. These were the city recreation departments of Los Angeles, Long Beach, Pasadena, Santa Monica, Glendale, Compton, Pomona and Alhambra, the Los Angeles City school system, the County Department of Education and the County Recreation Department which stretched its