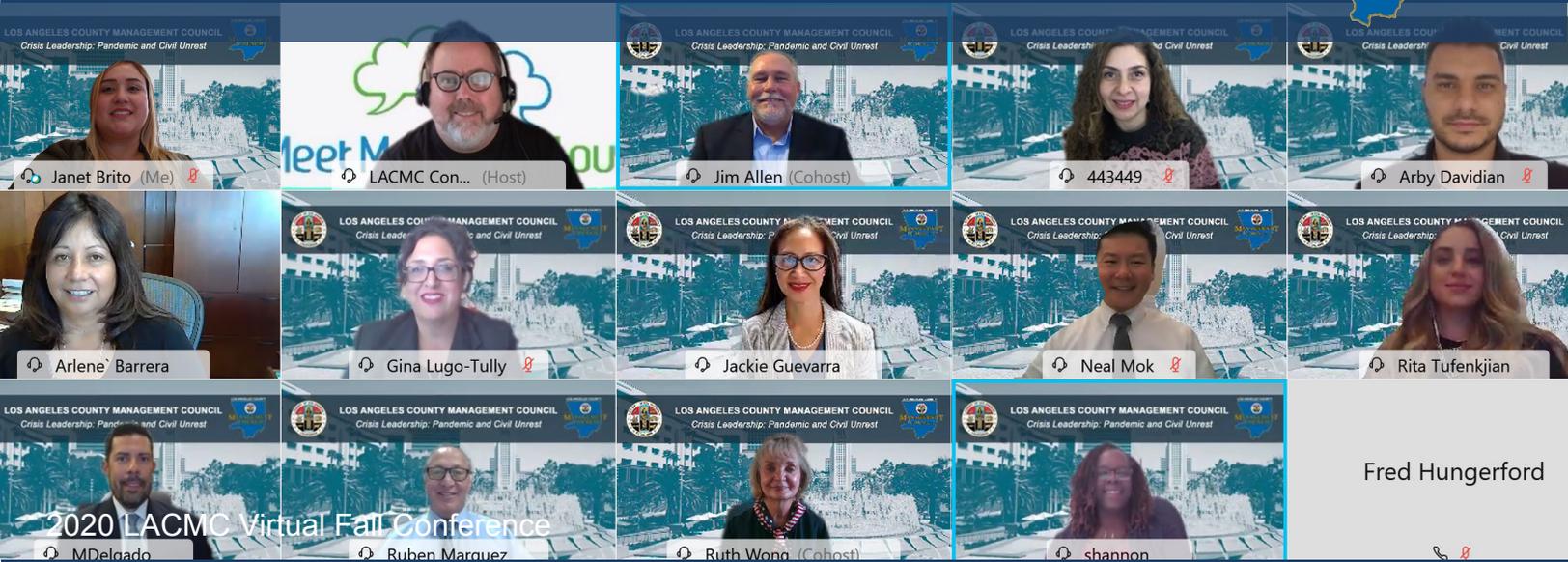


LACMC CONNECT



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MESSAGE FROM OUR PRESIDENT

Many thanks for the outstanding leadership shown by the Executive Council during these unprecedented times. No one could predict how different our world would be due to COVID 19 and the Public Health orders restricting us from travel, the closure of public buildings and the absence of all social gatherings. These challenges led us to think about new ways to continue our mission for shaping our managers for leadership roles. Here are some highlights from 2020.

In January, we started the year with a department head breakfast and a fond farewell to CEO Sachi Hamai who was due to retire in March but extended her retirement until September to help with budget deficits brought about by COVID-19. Sachi's final message to our membership spoke to her 30 plus years of service to the County, her many accomplishments and particularly how LACMC serves to prepare and strengthen tomorrow's leaders.

In March, we quickly adapted to our new world by canceling Breakfast with the Board Chair Kathryn Barger and our Spring Conference in Indian Wells. Fortunately, we were able to negotiate a new hotel contract without penalties for 2021 and 2022. I can't say enough for the outstanding work done by Fred Hungerford and the number of hours he spent reading and rereading the contract language to ensure the best value for our membership.

Seamlessly, Jackie Guevarra and her education team focused on creating virtual seminars and workshops offering top-notch topics and speakers. The team researched membership in the American Society for Public Administration (ASPA) creating a new opportunity for members to further their professional development.

Virtual social events coordinated by Keith Knox, Jonathan Lucas, Jim Allen and Rita Tufenkjian receive high marks for networking. Although these events do not take the place of face to face networking events, they serve as an



alternate way to connect and share how members are working and thriving in the telework environment. A virtual Fall Conference orchestrated by a Production Team led by Arlene Barrera and Jim Allen, a Program Team led by Ericka Anzoategui, and numerous committee members made this an excellent first-time virtual event for our association. How to Lead in Times of Crisis created the foundation of our program followed by academicians who spoke to social unrest and racial justice. Many thanks to the special presenters: Susan Stang, Lisa Garrett, Chief Daryl Osby, Dr. Barbara Ferrer and Acting CEO Fesia Davenport, Professor Jody Armour, as well as Dr. Nooshin Valizadeh for their outstanding presentations. Also, a very special thank you to Supervisor Mark Ridley-Thomas who introduced the afternoon speakers and addressed his recent Board motion establishing an antiracist policy agenda.

Lastly, the Nominations Committee led by Keith Knox solicited nominations for the Executive Council. Congratulations to the following individuals who were elected to serve three-year terms: Arlene Barrera, Marcia Mayeda, Ruth Wong, David Turla and Kashari Jones.

As we close 2020, I wish you and your families a safe and healthy holiday season while awaiting the New Year in 2021.

Aim High,
Ruth A. Wong, LACMC President

LACMC INTERVIEWS

Tremaine Ellis

Department of Public Social Services



Q1) Why did you join LACMC?

I joined the Los Angeles County Management Council (LACMC) to increase my professional network as well as sharpen my leadership skills through the training opportunities offered by LACMC.

Q2) How long have you worked for the County of Los Angeles (County)?

I have worked with the County of Los Angeles for 6 years.

Q3) Was the County your dream job as a child? If so, why? If not, what was your dream as a child and how did you land with County?

The County of Los Angeles was not my first career choice. My dream job was to be a fashion designer. I did work in fashion and entertainment for over 25 years for companies such as The GRAMMY Foundation, Priority Records, The Essence Festival, New Orleans Jazz and Heritage Festival, The House of Blues Foundation New Orleans, as well as St. John Knits of Irvine to name a few.

I landed with the County after I became a single mom in 2011. I had gone back to school to finish my bachelor's degree and I suddenly found myself alone with three small children. I was a full-time student, and no source of income. For two years, I had to utilize the services of the County for the first time in my life to complete my educational endeavors. As I was preparing to graduate with my BA, my GAIN worker suggested that I apply for a job with LA County, this was divine intervention seeing as that my passion had changed. After my journey of dealing with custody and child support issues and my intent to become self-sufficient again, I longed for a way to help women and families become successful. Everything aligned, and I kissed the fashion and entertainment industry goodbye. I accepted employment with the County of Los Angeles, and here I am today, a very happy County employee.

Q4) Are you a 1st-generation County employee? If not, tell us about it.

I am a 1st generation County employee.

Q5) How can LACMC improve on creating and developing its members?

Although we are dealing with Covid-19 and everything is different, networking opportunities are priceless. The training sessions are very informative and vital in knowledge building. Increasing the number of information sessions would support LACMC members and help them stay cultured Members of the County family.

**MESSAGE FROM THE COUNTY OF LOS ANGELES
ACTING CHIEF EXECUTIVE OFFICER
FESIA DAVENPORT**

Hello Management Council Members,

Thank each of you for reading this message. There are a lot of things you could be reading right now, so I appreciate the fact that you have taken time out of your busy schedule to read these words, which are all about management (although perhaps in a different sense of the word than we are accustomed to in this group.)

As we say goodbye to 2020 and hello to 2021, COVID-19 remains with us—like a never-welcomed guest who refuses to leave. We've all heard the messages—"wear your mask," "wash your hands," "practice social distancing"—but I still want to spend some time reinforcing them here. The fact of the matter is that no matter how many times we hear those instructions, they remain as important today as they were in March and choices must be made and above all, managed.

As I write this message, our hospitals are surging, a new variant of the COVID-19 virus has been discovered in Colorado, and people are still travelling—go figure! This doesn't bode well for a quick end of the current surge. So what can and should we do? We can choose to manage the things that we can control or influence and most important of all remain hopeful.

First, we can choose to remain tuned in to practical safety practices and not turn a deaf ear to what we know works—masking, sanitation, distancing. We can control the places we go and where we stay. We can manage when we leave our homes, how often, and for what purpose. We can control how close we stand to others and how closely we allow others to stand near us. We can choose to patiently wait for our time to be vaccinated rather than fixate on when it will happen. We can choose to exert influence over our friends and loved ones to do these very same things. Sometimes influence works and sometimes not, but the point is that in making the attempt to influence we are one step closer to managing our own health risks and theirs.

At the end of the day, and most importantly, we can choose to remain hopeful. If we can manage to see through all the bad news, there are things to be hopeful about. First, we have a vaccine and thousands of people are being vaccinated every day—yes! Next, President-Elect Biden plans to dramatically increase the number of vaccines being deployed across the country so that more people can be vaccinated quickly—let's put that in the good news category! Finally, you have been doing something right since you are here and able to read this message—another positive! Let's allow our competence in managing this virus in our own lives—along with our hope that we will see better days—inspire our confidence in managing this virus and moving forward. Cheers to a happier and healthier 2021!



- Fesia Davenport, Acting Chief Executive Officer

MEET AN EXECUTIVE COMMITTEE MEMBER

Marcia Mayeda

Director of Animal Care and Control



Marcia Mayeda began her career helping animals as a child, rescuing baby birds and other orphaned animals in need of help. As she grew older, she worked for her local veterinarian during high school and served as the neighborhood pet sitter. Marcia always knew her career would involve helping animals, and while studying animal science in college she found her calling when she was hired at the local animal shelter in 1984. She has dedicated her life to helping unwanted and abused animals ever since and has worked in Texas, Illinois, Kansas, and northern California at animal shelters in positions of increasing responsibility.

Some of Marcia's previous roles were as executive director, deputy director, manager, animal caretaker, animal control officer, animal cruelty investigator, and

veterinary assistant. Knowledge of the fundamental roles in an animal shelter has allowed Marcia to have an in-depth understanding of how management decisions affect the daily work of departmental staff.

Marcia has served as the Director of the County of Los Angeles' Department of Animal Care and Control since 2001 and is currently the longest serving department head. Her leadership philosophy emphasizes protecting and serving the people and animals of Los Angeles County through high standards of customer service, teamwork, integrity, and compassion.

Marcia and her husband Vincent share their home with Rebecca, a Golden Retriever, and Dino, a Great Pyrenees, who usually accompany Marcia to work. Rebecca was adopted from the department's Lancaster Animal Care Center and Dino was adopted from Great Pyrenees Rescue of Southern California. They are examples of the wonderful pets that can be found through animal shelters and rescue organizations.

In her off time, Marcia enjoys riding her Shire draft horse Murphy. Marcia and Murphy have ridden many trails in southern California, participated in parades (including the 2009 Rose Parade), and volunteered with the San Bernardino County Sheriff's mounted posse. Murphy was also shown by his trainer in the sport of dressage to the level of Prix St. Georges and is the highest ranked Shire horse in dressage in the United States. Murphy is now 21 years old and semi-retired, so Marcia and Murphy spend their free time riding trails in Chino Hills where Murphy enjoys getting petted by people they meet.

Marcia also enjoys backgammon, history, and crossword puzzles. She and Vincent also love to travel and have been to France, Israel, Scotland, and several national parks. They are looking forward to their upcoming trip to New Zealand next year.

Mayeda has a Bachelor of Science degree in animal science from Western Illinois University and a master's degree in nonprofit management from the University of San Francisco. She is also a Certified Animal Welfare Administrator and serves on the Los Angeles County Management Council's executive committee.

Dear LACMC member,

The Los Angeles County Management Council was created to provide a unique networking and learning space for all levels of County leadership. This organization was founded on the belief that connection across departments and areas of operation will result in a stronger, more effective and more supportive agency. This belief has only been reinforced during the COVID-19 pandemic response.

With an ever-evolving situation like we are experiencing with COVID-19, everyone is personally affected. We are all scrambling to understand changes to our operations, our programs and the needs of the communities we serve. This is offset by the impact that the pandemic is having on our own lives and those of our families. It is in uncertain times like these that strong professional mentoring relationships matter more than ever.

In 2020 LACMC launch the organization's first Mentorship Cohort. We received 170 applications and matched 47 pairs of mentees/mentors. Although COVID-19 and the resulting shift to virtual operations greatly impacted the program, the mentorship bonds proved to be beneficial to both mentors and mentees during this time of change. As several participants shared, the ability to have a frank, constructive and confidential conversations, the opportunity to connect with someone outside of their department, and to learn from others' successes and career paths, provided an invaluable opportunity for everyone involved.

Knowing how valuable mentorship programs can be in leaders' professional development at all levels, my team and I are honored to be heading LACMC's Second Mentorship Cohort, which will launch early next year. LACMC is committed to making sure that our members have opportunities to mentor and to be mentored, regardless of what changes will come our way in the ongoing recovery and response efforts. As an organization, we feel this provides a new means to give our members the support necessary to grow and learn as public servants in a professional environment.

Thank you to all our mentors, mentees and LACMC leadership for your commitment to supporting this program and helping LACMC further enhance the County's management environment. We look forward to seeing you all again in person sometime next year. Be safe and healthy. Take care of each other.

Warmest Regards,

Mentorship Committee
Mory Mostafavi, LACMC Mentorship Committee Chair
Lauren Franklin
Michele Brown Murphy
Areg Hunanyan

WELCOME NEW MEMBERS

Zenaida Espanola, Assessor
Edmarine Moore, DCFS
Mikhail Angelo Busing, ISD
Khalid Dawson, DPSS
Kotomi Nakayama, DHR
Walter tucker IV, DPSS
Venezia Mojarro, Probation
Robert Duarte, Assessor
Michelle King, DPSS
Griselda Marron, DCFS
Meghan Shannon, DCFS
Mistry Bautista, DCFS
Michael Iwanaga, CEO
Karla Rodriguez, DCFS
Trina Rodgers, DCFS
Yen Lam, DCFS
Diane Park, DPSS
Sean Kim, DCFS
Hanh Perez, DCFS
Susana Espinosa, Beaches & Harbor
Tremaine Ellis, DPSS
Aaron Fanwick, Assessor

FAREWELL TO COUNTY SERVICE

Parjack Ghaderi, DPSS
Sreekumar Menon, DMH
Joseph Stephen, Sheriff
Margaret Palacios, RRCC
Dennis Murata, DMH
Calvin Lee, DHR
Lita Jacoste, PD
Gary Tse, Sheriff
Diana Santoyo-Padua, DCFS
Lilian Ramirez, BOS
Donna Fernandez, DCFS
Guy Trimarchi, DCFS
Dawna Yokoyama, DCFS
Tim Bussell, DCFS
Khalilah Anderson, DPSS
Mary Hudgens, CEO
Debora Henderson, DPSS
Benny Liang, DPSS

Chat with us! Contact Dear LACMC at:
letschat@managementcouncil.lacounty.gov
We would love to hear from you!

EDUCATION COMMITTEE VIRTUAL SEMINARS

The LACMC Education Committee would like to THANK YOU for your support during 2020! We appreciate your active participation in our first ever virtual seminars. Though we are working from home or alternative work locations as Disaster Service Workers, we collectively realize the need to maintain training and connectivity during these extraordinary times. We endeavored to bring you new resources such as a free annual membership to the American Society for Public Administration (ASPA) – if you have not already signed up, please visit the LACMC website at <https://managementcouncil.lacounty.gov/Education> to sign up – curated training from Udemy, and virtual training to accommodate our “new normal” while being compliant with public health orders. We look forward to seeing you in 2021! We have planned for a year of exciting training, including a New Manager Series. Look out for a survey coming out in December on what additional training topics you would like us to offer. See you next year!

Jackie Guevarra, Chair
Education Committee

LOS ANGELES COUNTY MANAGEMENT COUNCIL 2021 TRAINING SCHEDULE

January	Budget for Non-Budget Personnel
February	ASPA Seminar (Topic TBD)
March	New Manager Series
April	Fraud for Managers
May	Spring Conference
June	Data and the Pandemic Response
July	Fred Pryor (Topic TBD)
August	Topic TBD
September	Project Management
October	Fall Conference
November	Wellness

LACMC 2020 VIRTUAL FALL CONFERENCE REVIEW By Amy Boteilho, LA County Library

Hello Everyone! My name is Amy Boteilho and I am the Assistant Library Administrator in Technical Services for LA County Library. I joined LACMC a little over a year ago and this year’s fall conference was the first LACMC conference I attended. Thanks to Jim Allen for giving me the opportunity to share my thoughts as a first-time conference attendee.

My colleagues had been telling me all about the LACMC conferences and I was really looking forward to attending...and then COVID-19 happened. I’m sure I’m not the only person who wondered what would become of this event and was pleasantly surprised when I saw the advertisement for the 2020 “virtual” Fall Conference.

The conference was wonderful! Aside from a few connectivity issues here and there, everything ran smoothly with Webex. The theme, Leading in Crisis, was very appropriate due to the global pandemic and issues of equity that have surfaced this year. Susan Stang’s professional and timely advice paired well with the panel discussion featuring Lisa Garrett, Chief Daryl Osby, and Dr. Barbara Ferrer. As an administrator struggling with leading their team through this difficult time, it was so refreshing to listen to the panel talk about their struggles through the pandemic. Thank you to the panel for being so vulnerable and honest with us. I also want to thank LACMC for bringing Jody Armour and Dr. Nooshin Valizadeh to the conference to address the issues of equity that have plagued our country for so long. I loved the fact that in both presentations, they challenged us to think critically and start our own conversations on these issues. Finally, The State of the County presentation by Acting-CEO Fesia Davenport was very informative.

Although the speakers were fantastic, I’m so glad the conference committee added virtual impromptu networking. I met some amazing people during those sessions. We shared ideas on boosting morale in our departments and spoke about the issues we experienced. The networking sessions gave some togetherness to the conference.

People might say this virtual conference was not the same as physically coming together to meet and share ideas. This is true, but I commend the conference committee for their dedication to finding ways to bring us together when we need to stay physically apart.

LACMC INTERVIEWS
Floyd Willis
Internal Services Department



Q1) Why did you join LACMC?

I joined LACMC for several reasons, to assist me in becoming a better manager by having access to classes, seminars, and information to facilitate my love for lifelong learning. I also feel I can add value to the council by imparting management styles, and tactics that can help motivate staff and facilitate teamwork. I also, wanted to expand my network with like-minded individuals so that we can all benefit from the exchange of information to better serve the constituents of Los Angeles County.

Q2) How long have you worked for the County of Los Angeles (County)?

20 years. I have had continuous County service since 9/11/2000. (Technically 19 years, 11 months and 2 days at the time of this email).

Q3) Was the County your dream job as a child? If so, why? If not, what was your dream as a child and how did you land with County?

As a child, I often dreamed of public service and dealing with irate customers, while navigating the laws of dealing with public dollars that hamstring your efforts. J Seriously, as a child I wanted to be a fire fighter . I was a Firefighter explorer oddly enough for Los County Fire all through High School and in subsequent years after graduation. However feeling that having a family and becoming a firefighter would prove to be difficult, I went to trade school to become an Air Conditioning and Heating technician, which is the position that landed me in the County. I went back to school while employed with the County and earned my B.S. in Business Management and my MBA, which afforded me a management position.

Q4) Are you a 1st-generation County employee? If not, tell us about it.

I am not, my father was a Division Chief for the Department of Community and Senior Services (now WDACS). He actually advised against me applying for the County, he felt I should continue to work in the private sector, where he thought opportunities were greater.

Q5) How can LACMC improve on creating and developing its members?

I think more outreach is needed. Perhaps booths at various Department functions, L.A. County day at the fair, or visiting various headquarters similar to what AFLAC and Colonial do. I was not aware LACMC existed until approximately 10 years into my career. I think the LACMC should presented to employees who are newly hired in with qualifying payroll titles and when employees are promoted to positions that qualify.

LET'S GET SOCIAL

Follow us on our social media accounts!

Twitter: [@LACMC](https://twitter.com/LACMC)

LinkedIn: [Los Angeles County Management Council](https://www.linkedin.com/company/los-angeles-county-management-council)

We would like to hear your comments, thoughts, ideas and suggestions.
Please contact the editors at the following email:

LACMC.connect.editor@managementcouncil.lacounty.gov