LACMC CONNECT





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SHANNON DENBY SECRETARY

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TREASURER

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MORTEZA MOSTAFAVI
SKYE PATRICK
EPIFANIO PEINADO
DERRICK ROBINSON
JIM ROBINSON
DAVID TURLA

MESSAGE FROM OUR PRESIDENT

I am honored to serve as the 2019 LACMC President. Filling the shoes of our immediate past president Steven Golightly is no easy task, but one I accept with enthusiasm. As a member of Management County for 15 years, I've seen the organization grow in numbers, the quality of educational seminars and conferences reach new heights, and networking opportunities flourish. All of this means we are preparing our managers well for leadership positions now and in the future.



I am committed to the vision of "Creating and Strengthening Leaders" through a three pillar approach: Membership, Mentoring and Communication. I ask that each of you adopt the model of "each one reach one" to recruit new members to our management team. New members help our organization thrive by bringing in new ideas, diversity and experience. Secondly, I ask that you adopt mentoring as an opportunity to grow leaders by offering different experiences through training and modeling behavior. Challenging and rewarding, mentors and mentees can experience career-changing benefits. And lastly, communicating through various channels including our newsletter, LACMC Connect. It will contain highlights from our executive team, trainings, and networking events.

Congratulations to the LACMC Executive Committee for stepping up to the plate: Kashari S. Jones, Vice President; John Wicker, Treasurer; Shannon Denby, Secretary; Ruben Marquez, Education Committee Chair; Derrick Robinson, Membership Chair; Scott Minnix, Communication Chair; and Fred Hungerford, Retiree.

A special thank you to Armand Montiel for the outstanding job as our 2018 Vice President. And, special kudos to Mory Mostafavi as the 2018 Education Committee Chair who provided exceptional educational seminars. Thank you for your commitment to LACMC.

Aim High!!! Ruth A. Wong, Brigadier General, USAF (retired), Director Department of Military and Veterans Affair

SALUTE TO EPIFANIO "EPI" PEINADO, CHIEF DEPUTY DEPARTMENT OF HUMAN RESOURCE 10 Year LACMC Executive Committee Member Retired March 30, 2019



Please join me as I salute our friend, Epifanio Peinado, or "Epi" as many of us have come to know him, for his 34 years of dedicated County service and the incredible legacy he leaves behind.

Since 2009, Epi has served as a member of the LACMC executive committee. Having worked in the Departments of Children & Family Services, Health Services, Office of Affirmative Action Compliance, Fire, and Human Resources, Epi feels strongly about sharing his diverse knowledge and zealously pursues opportunities to learn from and collaborate with others.

Known for his energetic leadership, proactive approach, and peerless diplomacy, Epi has distinguished himself through his commitment, dedication, and passion for serving others and improving programs.

By far, the highlights of his LACMC experience have been the networking and comradery at LACMC sponsored educational seminars and conferences.

It is, therefore, that I ask you to join me in thanking and commending our friend Epi for his service to LA County and LACMC. Let us extend sincere best wishes for a happy, healthy and fulfilling retirement.

WELCOME NEW MEMBERS

JANUARY 2019
Janjua Hassan, ISD
Chris Cirar, ACC
Charlene Persaud, RRCC
Daniel Temisanren, ISD
Jeffrey Levinson, BOS
Rumi Salihue, ISD
Norma Jasso, DPSS
Martha Escobar, WDACS
Loryne Lingat, BOS
Tran Ly, DCFS
Karissa Reynoso, WDACS
Marisela Godinez, CEO
Misty Hirschbein, ACC
Carissa Jones, ACC

FEBRUARY 2019
Kimberly Madison, WDACS
Andrew Charlton, ISD
Margarita Jimenez, DPSS

MARCH 2019
Phillip Carnahan, DCSS
Angel Chavez, DCFS
Diego Echeverri, DPSS
Jose Franco, DPSS
Julieanne Manning, CEO
Dora Nunez, Parks
Erika Ortuno, DCFS
Carlos Soto, DPSS
Tene Tate-Dickson, CEO
Anna Veerathappa, DHS



BLAST FROM THE PAST WITH BRIAN BERGER LACMC President 1984 & 1985



When I first became president of the Management Counsel in 1984, I was a fortunate person in so many ways. I was already in my fifth Department in less than seventeen years. I was most fortunate in that my early supervisors/managers were supportive in saying that whatever job I then had, I was just part of a much larger organization, Los Angeles County, and that If I wanted to be effective in my personal goals, I needed to expand my understanding of this larger body. This included joining the expanded Management Council and then shortly thereafter its Executive Committee, which was just a few years in existence, since before that it had been two bodies: a Management Council limited to Department Heads and Chief Deputies and another group for the rest of us managers. I remained a part of the Executive Committee until I retired.

These early mentors guided me into two Speakers Groups which

over the years helped, if not always kindly, my self-confidence and which also had managers from across the County network that I would not have otherwise met and who for the most part in my early years were at higher levels of management within the County. I learned the most amazing things about key County operations including Flood Control, the County Engineer, the then Road Department, support Departments like Mechanical and Communications and so many more. I realized that I was a part of something extraordinary and which so many people had only limited knowledge. One of my key fortunate movements in those early years with the county was to be asked to leave my management position with the Assessor and move up to the CAO, and that came because of someone who was also a member of Speakers Unlimited.

At that same time, and again because of fortunate contacts, I was deep into the intra-Departmental sports competitions, softball and basketball especially, that again let me meet so many people that would not have been part of my normal, daily, county life. Let me add now, that I was never the star athlete on any of these many teams over the years.

As part of the Executive Committee of the Management Council my strong belief, and not just mine at the time but of the executive committee as a whole, was that we had an important role in recognizing the importance of exposing all members to their peers within this larger system so that we could each be more effective. Our conferences were designed to foster opportunities for exchanges, which is why we took them outside the County so that many of us would not be so easily tempted to race back "home." Did they work? I hope so. All I can say is that this practice continues today. I can say that in my years with the county, I doubt there was more than a very few situations when something needed to be coordinated with some other Department where I had to make a "cold' call. There was always someone I knew personally and could talk with. We also regularly moved the Executive Committee meetings away from the "Hall" to Departmental sites so that all of us could spend a moment understanding what it meant to manage the Natural History Museum, the Art Museum, a hospital, and other various places.

I believe I tried in all my years as a county manager to instill/encourage the importance of that broader involvement in my key subordinates even if it meant I would lose them to new opportunities. That many went on to succeed so well within the County family and outside, I take as something to quietly enjoy.

Our time as county managers should not end when we retire. I believe I can safely say for many of you, as it was for me, that you will do or try something at least for a while. That is where being a member of RELAC (Retired Employees, Los Angeles County) has become such a gift. Beyond the critical role it has in protecting our benefits, my understanding of what the County represents to all of us continues to grow as I meet with RELAC members from Departments that I never had a chance to be aware of or fully understand. I consider that a continuing gift. And as a last note, I have had a number of times in my retired years when a question related to some County function has come up and I've realized that I know someone in the county system or in RELAC that I could call for guidance or help.



FAREWELL TO COUNTY SERVICE

JANUARY 2019

Amirah Hendrickson, Superior Court Mabel Smith, DPSS Virginia Gandara, DPSS Juan Gutierrez, DPSS Maria Leal, AC Francisco Perez, RRCC Katrin Davidian, DCFS Cynthia Banks, WDACS William Jones, Fire Shelli Weekes, HR Cheryl Jones, Public Defender Joe Sandoval, ISD Bobby Denham, Sheriff Odadjiam Varduhy, DPSS David Dijkstra, PH Lenore St. John, Library

FEBRUARY 2019

Albert Kim, CEO Margaret Mac Curdy, Superior Court

MARCH 2019

Janice Fukai, Alt Public Defender Michael Tafoya, Superior Court Craig Kakihara, Superior Court Stephen Johnson, Sheriff William Kiriyama, ISD Greg Creekmur, Agric Comm Karen Thompson, Public Defender Kim King, ISD CoSteina Hall-Daniels, DPSS Eric Parra, Sheriff Michael Samsing, CEO Antionette Chandler, TTC Epifanio Peinado, DHR John Naimo, AC Kathy Hanks, DHS

LACMC INTERVIEWS Ali Raisdanai Workforce Development, Aging and Community Services

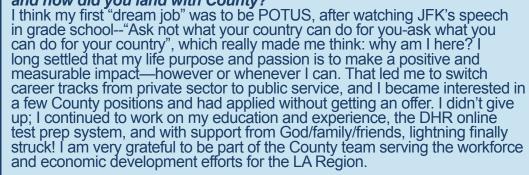
Q1) Why did you join LACMC?

As a lifelong learner, I focus on continued education, training, and professional certifications; however, I learn best through collaboration. Joining LACMC made sense. When I joined LACMC, I encouraged two colleagues who were hired with me to join as well.

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

Los Angeles (County)?
I have been with the County for 8 months; I have prior experience in private sector and public service.

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?



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

Q5) As part of our LACMC family, what role would you like to play as a LACMC member?

I am willing to serve LACMC in any capacity.

Q6) How can LACMC improve on creating and developing its members?

Just some ideas: Direct outreach and mentorship opportunities. A personalized invitation through a phone call or even a lunch to network. Maybe we could even develop short videos doing this type of interview with new/existing employees to hear their stories. The biggest hurdle for new employees is always the learning curve: to acclimate to the County business process/policies and start contributing. Getting guidance and support from a mentor or peers could always help. Also could help with succession planning. Or add department chapters so someone can reach out to a peer or colleague familiar or similar focus/line of work.

Q7) Please share with us anything that you would like us to know about you.

I am a big Star Trek fan (Trekkie), which coincides with my work and core beliefs: public service that makes a positive impact for our communities. If you are like-minded, reach out to network anytime!

UPCOMING LACMC MENTORSHIP PROGRAM

Management Council's Executive Committee would like your participation in its upcoming Mentorship Program. This program will pair executive-level managers with middle-level managers, and middle-level managers with entry-level managers. Managers that are interested, skilled and prepared to mentor, please let us know on or before **July 15**, **2019**.

Please contact Morteza "Mory" Mostafavi at MMostafavi@hr.lacounty.gov for sign-ups and questions.

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

DID YOU KNOW?

Did you know that Management Council employees who retire can maintain their membership by completing a LACMC retiree form to authorize the retiree dues amount of \$4.00 be deducted from their monthly benefit amount?

If you have questions about retiree benefits or how to continue LACMC membership, please contact Membership Committee Chairperson Derrick Robinson at DerrickRobinson@dpss.lacounty.gov.

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

UPCOMING EVENTS

Fall Conference October 24, 2019 Details TBD

Holiday Gala December 6, 2019 Details TBD

EDUCATIONAL SEMINARS

June – "Enhance Employee Retention and Performance through Effective Onboarding & Engagement."

July – "Emotional Intelligence"

August 15, 2019 – "Public Sector Transparency and Accountability: What should I do?" Town Center Hall

Town Center Hall Social Hall Room 11740 Telegraph Road Santa Fe Springs, California 90670





Creating and Strengthening Leaders!