

LACMC CONNECT



2019 LACMC Fall Conference

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MESSAGE FROM OUR PRESIDENT

Our world has changed due to a highly virulent virus called coronavirus. I believe most of us have become accustomed to teleworking and communicating by Zoom, Skype or conference calls. This is the accepted way of doing business during the Safer at Home Public Health order initiated on March 16.

How has this impacted the work of the Management Council Executive team? The team hasn't missed a beat. We continue to meet virtually each month and are moving ahead in planning for the Fall Conference and other events. You may recall we were going to have our Spring Conference at the Hyatt Resort in Indiana Wells on April 30 and May 1 but had to cancel. Thanks to Fred Hungerford and his team he was able to renegotiate the contract for a two-day Conference in the Fall at Indian Wells. The weather will be mild, and we get to wear our Halloween costumes on October 29 at the banquet. Mark your calendars.

We canceled the 16th Annual Managers Breakfast at the Arboretum featuring our Board of Supervisors Chair Kathryn Barger as well as several educational seminars. However, the Education Committee is hard at work looking at some alternative trainings and seminars and reviewing survey results from past seminars along with topics interesting to most members. Jim Allen and McKandy Leger are looking at technology options for these virtual trainings.

I want to bring up something that may not be known to some members but known to others who work on bringing us exciting conferences, trainings and social events. While there are numerous LACMC members who coordinate and provide staff support during these activities, there remains a need to rely on individuals who may not be LACMC members but have certain expertise and skills that are needed to accomplish our mission of Creating and Strengthening our Leaders. These individuals are volunteers who could potentially become affiliates of our esteemed body but are not yet eligible to become full-fledged members. Many of them have served for years without being recognized. For the many volunteers who have helped us now and throughout the years, thank you for your volunteer spirit and for a



job well done. We couldn't have done it without you.

It is exciting to see how the challenges of the COVID-19 epidemic have surfaced opportunities to improve operations. For example, our Executive team has always received our agenda and reports from the Secretary each month resulting in numerous email attachments. Keith Knox brought to the team an idea on combining information into a single location on a shared drive for ease of document retrieval and retention. Our Communications committee led by Jim Allen will include changes to our LACMC website including social media content related to COVID – 19. Jim also reported at our last meeting that metrics related to social media are up. Do you have an idea to share?

Finally, I missed not seeing you at the Spring Conference, the Breakfast with the Chair, or the seminars. I know that the steps we take each day to protect ourselves, our families, and the residents of Los Angeles County means we are doing the work that is expected of us as leaders in our organization. Our work continues, and everyone looks to us to be the shining example of optimism, flexibility, and team spirit.

Aim High,
Ruth A. Wong, President

**SALUTE TO JIM ROBINSON
ASSISTANT FIRE CHIEF
EXITING EXECUTIVE COMMITTEE MEMBER**



My time with Los Angeles County Management Council was very rewarding. Everybody was very committed to their tasks, especially to those who managed the events Rafael Carbajal, Armand Montiel, Kashari Jones and Fred Hungerford. I also want to acknowledge the Treasures' David Turla and John Wicker for the dedicated work; and, the Secretaries Steven Hernandez and Shannon Denby these are monthly meetings so this is no joke!

Second hardest job... Derrick Robinson "Membership" and "Website"

Finally, the Presidents' for their exceptional service managing the Executive Committee... these individuals are Department Heads; and, still commit to the Management Council Cynthia Banks (a truly classy lady), Steven Golightly (smart, spontaneous and fun) and Ruth Wong (command presence x2).

In closing, these are the most dedicated people I have ever met.



2019 Sachi Hamai Retirement Celebration

LACMC INTERVIEWS

Wendy Crutcher
LA County Library



Q1) Why did you join LACMC?

I joined LACMC for the networking and training opportunities and to aid in my growth as a manager and division leader. It was an incredible oversight on my part that I didn't sign up sooner.

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

As of May 2020 I'll have been with the County of Los Angeles for six years. Don't ask me where the time has gone, I have no idea!

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?

When I was 16 I had an internship at my high school library and fell in love with librarianship. As a teenager in Michigan, the idea that I would one day work for the County of Los Angeles was nowhere on my radar! I landed in southern California thanks to life circumstances and the career advancement opportunities. I worked for Orange County for ten years until a friend alerted me to a job opening with LA County Library. It was a promotion and a chance for me to get back into full time Collection Development work, so I applied and was lucky enough to get offered the job.

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?

The size and scope of the County continues to amaze me and I still feel like I'm learning how to navigate the County's massive infrastructure. Networking opportunities, a chance for different departments to mingle and share ideas, along with professional development opportunities in career advancement, succession planning and mentorship opportunities I think are extremely important.

WELCOME NEW MEMBERS

Michael Gin, Health Services
Daniel Rojas, Public Health
Erena Faynblut, DCSS
Andre Anthony, WDAC
Maria Ferguson, Child Support
Margaret Roman, DCFS
Samantha Panosyan, WDAC
Floyd Willis, ISD
Sladjana Markovic, ISD

FAREWELL TO COUNTY SERVICE

Debbie Nelson, Probation
Rosemary Gutierrez, Child Support
John Wicker, Parks & Recreation
Addie Lovelace, Superior Court
Sree Kumar, Public Works
Lynn Annee Wetherwax, Rancho Los Amigos
Michael Lynd, Human Resources
Edward Jewik, Auditor-Controller
Steven Sultan, Sheriff
Helen Maxwell, DCFS
Lola Nevarez, DPSS
Hang Nguyen, DPSS
David Evans, Probation
Angie Rodriguez, DPSS
Terri Sebastian, ISD
Benny Liang, DPSS
Tegest Tekie, DPSS
Lisa Oglesby Hamilton, DPSS
Jules Trefler, Beaches & Harbor
Chet Hartley, ISD
Karen Stepp, Animal Care
Maryanne Keehn, Human Resources
Yolanda Harris, DPSS
Terri Norwood, DPSS

LACMC 2020 Fall Conference October 29-30, 2020

Hyatt Regency, Indian Wells Resort & Spa
44-600 Indian Wells Lane
Indian Wells, CA 92210

For more information, please visit <https://www.managementcouncil.lacounty.gov/UpcomingEvents>.

MEET AN EXECUTIVE COMMITTEE MEMBER
Fred Hungerford, Retiree
Former Chief Deputy, LA County Library



Hello! I have been an LACMC member for 32 years and currently serve as the Retiree member on the Executive Committee. I started my County career a long, long time ago at the age of 18 as a Clerk-Heavy Lifter at DPSS in 1970. During my time at the County I worked at three departments and had a total of 41 years full time and 7 years part time service. The knowledge and skills I learned by attending many LACMC seminars and conferences and the contacts I made significantly benefited my career and made me a better manager and leader. I have made many life-long friends through Management Council. I would encourage my fellow members to take advantage of your membership benefits and attend as many seminars and conferences as you can as these will definitely improve your leadership skills.

On a personal note, I been married to my sweetheart Jeanette for 45 years and we have a daughter and two sons. We have a great love for children and have provided a home to over 200 foster infants. Being a foster parent has its challenges, but the rewards are more than worth it. Children deserve to be in a loving home and if you have room in your heart, I hope you will contact DCFS.

I enjoy spending time with my family, and we enjoy get-togethers and Disneyland. My wife and I like to do road trips, seeing the country and visiting national parks. My interests and hobbies include reading, music, the Hollywood Bowl summer concerts, museums, and movies. I have fun spending time with my sons shooting, off roading, hiking, camping and they are trying to teach me to fish. As a Knights of Columbus member, I participate in food/toy drives, charity activities and serving meals. I've always had a strong interest in working dogs and as a member of the Los Angeles County Police Canine Association I volunteer my time to assist with training dogs for law enforcement.

Serving on the Executive and Special Services Committee has been a great privilege and I look forward to seeing you at a future LACMC Seminar or Conference.

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? For more information, please visit <https://www.managementcouncil.lacounty.gov/MembershipRequirements>.

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



2019 LACMC Fall Conference

LACERA Management Council Newsletter Article

After working more than 30 years with the County of Los Angeles, I began my journey at LACERA in November of last year. Certainly, I expected the usual trials associated with beginning a new position and managing 430+ employees and a \$58 billion fund that over 174,000 current and former Los Angeles County employees depend upon for their future financial security. However, like anyone, I did not expect the torrent of logistical and technological challenges that would result from the COVID-19 crisis to occur within my first 100 days. Despite this unforeseeable event, what I witnessed was exceptional leadership provided by our Board Trustees and the pride that LACERA employees take in their work and mission as they confronted these challenges with intelligence, perseverance, and integrity.



In spite of the human and economic toll the COVID-19 crisis has precipitated upon our communities, we have seen great strength from county employees, and LACERA's staff members, in answering the call to serve. Although LACERA had never in the past created a remote workforce contingency plan, under the direction of the Executive Team and the unwavering support of the Board of Retirement Trustees, our systems division was able to build and execute a plan for our staff to work remotely for the period of this crisis. And, with the input and hard work from many various divisions and support from the Internal Services Department, Information Technologies, we overcame the enormous hurdle of creating a Remote Call Center for members who needed retirement guidance and information. We made this systemic change during "March Madness," so-called because retiring in March qualifies retirees for that year's Cost-of-Living-Adjustment, making it our busiest and most popular retirement month. In fact, over 2000 County employees have retired successfully this year, and we've already helped more than 4800 with their questions over our new Remote Call Center that became operational on April 30th.

Another change COVID-19 forced upon us was transitioning our regularly scheduled in-person workshops, such as our Pre-Retirement and Retirement Healthcare workshops—cohosted with Empower Retirement—to a webinar format. This wouldn't have been possible without the commendable actions and quick planning by many of our division managers and teams working together. We have also moved our Board meetings to online while still providing an opportunity for the public to participate.

In addition to our technological adaptations, we've also weathered the initial economic storm and maintained an active and flexible but long-term investment portfolio, under the guidance of our Board of Investments Trustees and incredibly talented Chief Investment Officer, to protect our members' benefits. None of these tasks was light, but each of them was finished with diligence. I am confident that our members' benefits will be protected long into the future as we continuously monitor the global financial markets and implement our Prudent Strategic Asset Allocation Plan for the benefit of our members.

Everything we do, from the Board Trustees providing guidance and policy direction, to our staff providing exemplary counseling and retirement planning, to executing on our mission, we do in service to those who serve. Our community would not thrive, or even exist, without the continued dedication of those who serve it—our firefighters, our law enforcement agencies, our emergency and medical workers, and other dedicated County employees supporting the front lines—all of whom LACERA was created to serve and support. These anecdotes only hint at the efforts our many staff members and divisions have exerted over the past several months, and I am very proud to be a member of, and leader to, the Los Angeles County Employee Retirement Association as we navigate an unpredictable future and respond to its challenges together. Stay safe and healthy, and know that we at LACERA, will be here for you when the time comes for you to enjoy the next relaxing and peaceful chapter in your lives.

With warm regards,

Santos H. Kreimann
LACERA, CEO



2019 LACMC Holiday Gala

LACMC MENTORSHIP PROGRAM UPDATE

“The research on the power of mentorship is pretty clear: People with mentors perform better, advance in their careers faster, and even experience more work-life satisfaction. And mentors benefit, too. After all, “to teach is to learn twice.” Despite all these benefits, and even though 76% of working professionals believe that a mentor is important to growth, more than 54% do not have such a relationship.” From *How to Build a Great Relationship with a Mentor*

The pilot Mentorship Program for the Los Angeles County Management Council (LACMC) was implemented earlier this year. The program is tailored to provide a meaningful, mutually beneficial experience to all participating LACMC members. Modeled after existing governmental mentorship programs and utilizing feedback from multiple surveys completed by LACMC members. Applicants were matched to employees in other departments, and Mentors were selected to be no less than two classifications above their Mentees.

The Coronavirus Epidemic has posed novel challenges for many, including us. The Mentorship Program was originally conceived to include a monthly in person meeting by all of the Mentor-Mentee pairs. The program has since adopted to the drastically changed landscape to encourage participation in meetings via the various digital methods afforded by the County such as Cisco Webex and Microsoft Teams. We are actively providing our participants with resources like the article above and encouraging participants to continue fostering their relationships and learning from each other.

“I have found the LACMC Mentorship program to be a wonderful and rewarding experience. It helps by providing a structure around the mentoring practice and providing for connections across departments and organizations. Mentoring in the County is something that I enjoyed and grew so much from, from those amazing leaders I have been lucky enough to work with.”

- Jim Allen, One of the supporters and mentors in our program.

I highly recommend the LACMC Mentorship Program to all members, especially the new members joining us! It is such a valuable opportunity to be paired up with a fellow LACMC member whom you already share a commonality with. This program is dedicated to enhancing the professional development of leaders at all levels in LA County while building long-lasting friendships! My Mentor has imparted invaluable advice by sharing his experiences throughout his career. He has taught me that the mentor-mentee relationship is a dual relationship where both parties can learn from each other.

- Rita Tufenkjian, WDACS

We look forward to continuing to support our participants.

EDUCATION COMMITTEE UPDATE

The Education Committee would like to thank all the health care workers, first responders and Disaster Service Workers in the County front lines. We also want to thank you for your continued support of the Los Angeles County Management Council (LACMC). Training is a vital component of leadership and management and should be an ongoing exercise. However, our primary focus during this crisis has been on business continuity and workforce safety and accommodation, and we commend you for these efforts.

Moving forward, LACMC will provide you the necessary tools to manage and navigate in today's environment. In collaboration with the Executive Committee, the Education Committee is excited to offer the following training opportunities and membership benefits:

1. American Society for Public Administration (ASPA) – 12-month membership for all LACMC members. Details to follow.
2. Udemy Learning (Los Angeles County University) – a curated Learning Path was specially created for LACMC members to help you manage during the coronavirus crisis. Training classes include Stress Management, Time Management, Anxiety and Stress, Collaboration and Emotional Intelligence, Becoming a Change Agent, and Mastering Microsoft Teams.
3. Upcoming Monthly Training Classes (virtual):
 - a. HR for Non-HR Managers (July)
 - b. Mental Health, Well Being, and Self Care (August)
 - c. Metrics and Data Analytics (September)
4. New Manager Orientation Series

Details and further instructions on each of these opportunities will be sent out (email) shortly. We are also developing a training page on the LACMC website for additional information, including dates and updates. We look forward to seeing everyone, but until we meet again, we are Safer at Home.

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

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

2019 LACMC Holiday Gala

