

LACMC CONNECT



2019 LACMC Spring Conference

Volume 2 | Issue 3 | August 2020

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MESSAGE FROM OUR PRESIDENT

As we continue to stay safe during the COVID 19 pandemic, it's important to remain connected and continue to lead the way for the more than 1,400 Management Council members. While each day brings us new challenges in preventing the spread of the coronavirus, it provides us with new opportunities to meet the needs of County managers through innovation using technology, inspire new ideas and approaches from our executive team, and accept important feedback from you.



Our education committee led by Jackie Guevarra has identified innovative ways for us to gain knowledge and skills. From a curated list of classes offered through Udemy Learning, virtual trainings and seminars, and membership in a professional organization, Jackie and her committee excel. Special membership in the American Society for Public Administration (ASPA) approved by your executive team includes weekly newsletters, digests, professional development and virtual webinars. Positive feedback in all these educational offerings remains high.

Membership Committee Chair Shannon Deny has added an exit survey for members leaving LACMC. Although many members leave at retirement, we find some exit earlier due to work and personal conflicts. Departments continue to request adding new classifications to our membership rolls which indicates increased interest in our esteemed body. Additionally, a new volunteer membership process allows non-members to participate on committees who may become eligible to join LACMC in the future.

Since social distancing precludes us from face-to-face meetings, we now offer social networking events as an alternate way of connecting. Through Microsoft Teams, Dr. Jonathan Lucas and Keith Knox met with managers addressing topics such as COVID, civil unrest, telework issues, and balancing work versus one's personal life. These networking events will be expanded to include the executive committee department heads within the next few

months. Thanks also to Jim Allen and Rita Tufenkjian for planning these virtual social events.

Last time I wrote to you we anticipated that our Fall Conference be held in Indian Wells. However, due to the rising number of COVID cases and the increase in hospitalizations as well as the continuing Safer at Home Order we voted to hold a virtual Conference instead. Erika Anzoategui and her team are working on a virtual program that will include panelists and guest speakers who will address “Leadership During a Crisis.” Details will follow soon.

Mory Mostafavi reports 92 participants in the mentoring program while the team remains in contact with the participants using email and teleconferences. Research shows that mentors play a key role in preserving retention and building organizational commitment in times of crisis. Contact Mory if you are interested in joining his team.

Lastly, I want to extend my personal thanks to all of you who continue to strive for excellence in the challenging environment of the coronavirus. Until next time, stay safe.

Aim High,

RUTH A. WONG, President
Los Angeles County Management Council

LACMC INTERVIEWS

Anthony Davis
Internal Services Department



Q1) Why did you join LACMC?

I joined LACMC as a means of networking with those who in some capacity share in similar roles of responsibility. LACMC seems to be a forum where like-minded individuals can share, grow, and support those looking to broaden their knowledge-base and network, and with that I am all in.

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

I have worked for the County for nearly 19 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?

No the County was not my dream job as a child. Growing up I wanted to be a Fire Fighter. That was until I became a Fire Fighter Explorer and realize how Hot fire actually was. Then I decided to do the polar opposite of hot fire and began a career in Air Conditioning and Refrigeration where I could stay cool.

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

Yes I am a 1st generation County employee.

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

A sure way to improve on creating membership is to become more purposeful in getting the word out. Is LACMC hitting the mark of who they (we) wish to appeal to? Does LACMC come across as a value add to other managers who may seek such a professional organization? If there are any “NO’s” then there may be some opportunities to improve and create more members.

LACMC may already be doing an amazing job of developing it’s members. One sure way to improve the body of any organization is through effective communication. How does LACMC communicate with one another? How often? Does it feel forced or is it organic and therefore conducive for bountiful mentorship?

MEET AN EXECUTIVE COMMITTEE MEMBER

Lisa M. Garrett

Director of Personnel



In some ways it seems that a career with LA County was inevitable for me. Growing up, I saw the challenges my mother, a single parent with a high school education, experienced supporting our family. In search of a respectable job with good benefits and the promise of a rewarding career, she joined the County workforce. My personal work ethic was formed by watching her move up the ranks from clerk to supervisor, ultimately retiring as an acting division manager for what is now called DPSS. She modeled what hard work and a caring spirit can do. Her mantra of 'service above self' led me to begin my professional career of service.

Before joining the County, I worked for a councilperson in the City of Los Angeles and later as an investigator and enforcer of tenant rights. This work convinced me that I could 'do more' by going to law school, after which I was privileged to join the County as a Deputy District Attorney, where I advocated for the rights and benefits of children and families like my own.

While I cannot say that my County career has followed the standard pathways, I can tell you that it has been one blessed with purpose and a vast network of compassionate and willing mentors. It was with the support of the relationships I developed through networks like LACMC that I was brave enough to meet each new challenge and opportunity head on. These networks carried me through each new turn of my County career – from leaving the DAO for the newly created Child Support Service Department (still the hardest choice I've ever had to make), to taking on executive leadership roles, to eventually landing in my current position as Director of Personnel.

One thing I really love about this role, and the County workplace in general, is that I can pursue my passion and the things that are personally important to me—while on my job! Whether its supporting babies and mothers by walking with the March of Dimes, developing training programs to build up our employees and managers, implementing IT platforms to create efficiencies for our workforce, or staging DIALounge Series events to uncover, with the intent to eradicate, societal inequities, I have an opportunity every day to change lives, help others, and serve a cause greater than myself. I agree with and can attest to the adage that when your passion and work align, you will never work a day in your life.

Outside of the office, my favorite past time is singing in the choir led by my husband, Keith. We are 100 voices strong and I am reminded every time we harmonize of the power and beauty of community. I share this love of music with my son, Taylor, who recently graduated with his bachelor's degree in Fine Arts. Garrett, my eldest, went quite a different direction and is now playing professional basketball. Since singing with our church is not currently an option with COVID-19, you will find me taking early morning walks with my family, binging on all the new shows on Disney+, or of course—shopping.



2019 LACMC Training Seminar

EDUCATION COMMITTEE VIRTUAL SEMINARS

On July 30, 2020, the Education Committee hosted the “Managing in a Crisis” seminar on WebEx– its first ever virtual training! There were 163 participants from at least a dozen County departments! Thank you to everyone who attended. The speakers were Dr. Sepideh Souris (Department of Human Resources) and Dr. Dora Kingsley Vertenten (USC Sol Price School of Public Policy). Dr. Souris shared tips for staying physically and mentally healthy and active while working from home. She also led participants on a few meditation exercises. A few tips include taking regular breaks, monitoring (limiting) your screen time, keeping a consistent work schedule, stay in touch with friends and co-workers, and keeping your body active while relaxing your mind (e.g., listen to pleasant music or a humorous podcast).

Dr. Kingsley Vertenten presented on “Leading in Times of Crisis: Building your Resiliency Skills,” which include adapting to dynamics in the workplace, managing a diverse workforce during a crisis, leading within a socially distant environment, and fostering resilience with innovation. Dr. Kingsley Vertenten shared that the top four issues on employee’s mind in April 2020 were financial security (81%), health and wellbeing (56%), family (25%) and productivity and work (24%). She recommends employers to “build a reservoir or goodwill” by preparing the organization and stakeholders in advance, performing outreach to employees, garnering trust, and actively engaging the workforce.

We thank both presenters for providing effective tools that our members may use in these very challenging times.

The next virtual seminar is scheduled as follows:
9/30/2020 - **Demystifying Data** (10:00-12:00)

AMERICAN SOCIETY FOR PUBLIC ADMINISTRATION (ASPA) MEMBERSHIP

The Education Committee also recently launched a partnership with ASPA. The partnership gives LACMC members a limited one-year membership with ASPA (August 1, 2020 – July 30, 2021). Membership benefits include:

Professional Development Webinars - Participate in live professional development events through a robust program of webinars and e-learning opportunities.

E-Newsletter Access – Stay connected with ASPA through the Bridge, This Week at ASPA, and The ASPA News Brief e-newsletters. These publications provide information on webinars, job postings, and a curated list of timely news articles.

PA TIMES Online – Enjoy dozens of new articles posted to PA TIMES Online.

Please let us know if you did not receive the announcement bulletin sent to all LACMC members on July 6, 2020. Your approval is required to start your membership with ASPA. Please contact the Education Committee at JGuevarra@bos.lacounty.gov for additional information or if you have questions.

Jackie Guevarra, Chair
Education Committee

WELCOME NEW MEMBERS

Lilia Gonzalez, DCFS
Elia Godinez, DCFS
Peter Tam, Regional Planning
Sarah Ardalani, Coroner
Alejandrina Jurado, DHS
Veronica Love, DHS
Ronnie Thomas, DHS
Sieglinde Von Deffner, DHS
Nancy Salas, Public Defender
Mark Juataun, DHS
Richard Myers, DHS
Ingrid Williams, BOS
Elizabeth Cabrejos Escobar, DHS
Cynthia Martinez, DHS
Crystal Dovalina, Probation
Sheryl Taylor, Assessor
Rachel Citron, DHS

FAREWELL TO COUNTY SERVICE

Michael Hanks, Sheriff
Timothy Grizzle, Assessor
Terrell Ford, DHS
Domingo Perez, Superior Court
Lisa Sorensen, DCFS
Kathleen Gaudreau, Superior Court
Misty Hirschbein, Animal Control
Jacqueline Sloniker, CEO
Americo Garza, DPSS
Zarik Bekmezian, DPSS
Debbie Cabreira-Johnson, DCBA
Darling Garcia, DPSS
Kelli Poole, DHS
Jesus Rodriguez, ISD
Elsa Rodriguez, DPSS
Murtaza Masood, DHR
Elena Farias, Mental Health
Shirley Wayne, DPSS
David Delgado, Alternate Public Defender
Darolyn Jensen, DHR
Susan Fowler, Public Library
Jane Beesley, Parks & Recreation
Richard St. Marie, BOS
Mildren Chin, Assessor
Brittany Carter, DHR
Danielle Gheorghe, DPSS

LACMC PROPOSED REVISION OF BYLAWS

In 2019, the LACMC executive committee determined the LACMC bylaws were out of date and should be updated. A team of executive committee members consisting of David Turla, Kashari Jones, Fred Hungerford, and Marcia Mayeda, assisted by Reuben Marquez and Mory Mostafavi, worked for about a year on preparing bylaw recommendations. Our goal was to provide the LACMC with a governance structure that incorporates organizational best practices. The Executive Committee cleared our recommendations and planned to present the new bylaws to the LACMC membership for a vote during the 2020 Spring Conference. Due to COVID-19, the Executive Committee decided to postpone the 2020 Spring Conference since we were (and still are) in the midst of responding to the pandemic.

The Executive Committee believes it would be in the best interest of LACMC to bring this project to conclusion, and will be calling for the membership to vote on the proposed bylaws this fall. The proposed bylaw revision will be placed on the LACMC webpage for members to review, and a vote will be called in early September.

On behalf of the Executive Committee, we commend each of you for the leadership demonstrated during this crisis and your selflessness in continuing to serve as our residents' safety net. Through the proposed bylaws, it is our privilege to provide you with an organization that meets your expectations for leadership development.

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 Fall Conference

