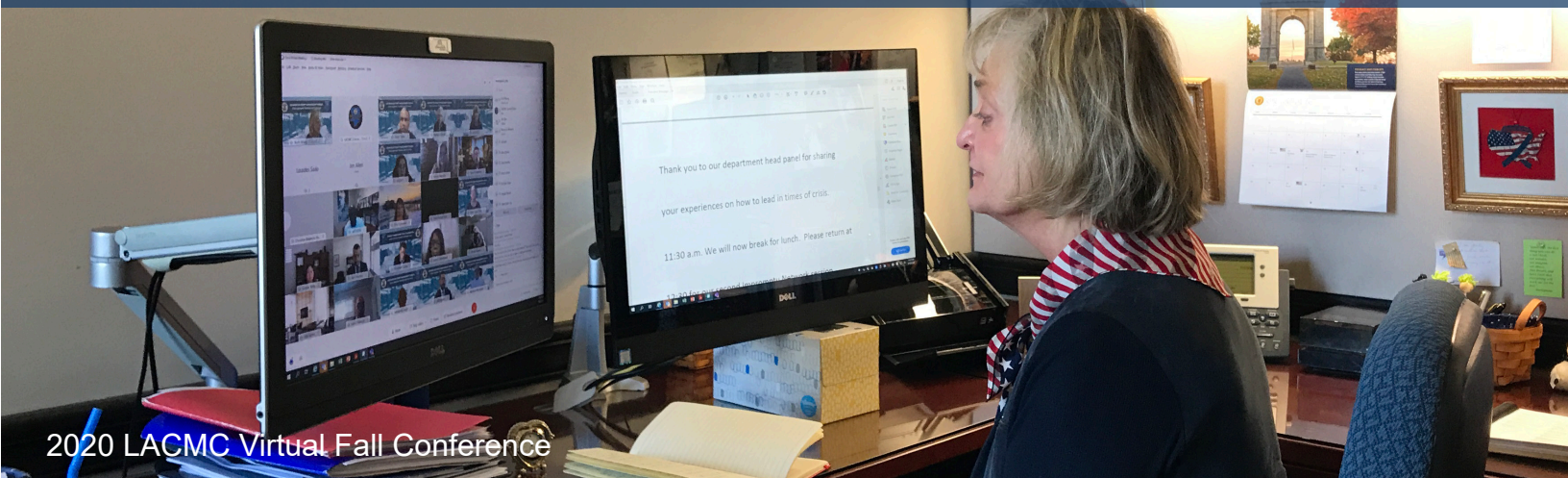


LACMC CONNECT



2020 LACMC Virtual Fall Conference

Volume 3 | Issue 1 | March 2021

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MESSAGE FROM OUR PRESIDENT

We are looking forward with great anticipation to new opportunities in 2021 especially with the decrease in COVID hospitalizations, a decrease in the number of cases, and the beginning of vaccine administration to our vulnerable populations. I see a rainbow.

What's next? The virtual Fall Conference was a hit and your surveys rated it excellent. The Wheel of Names indicating gift card winners also received rave reviews. With the enthusiastic response to hold a virtual Spring Conference, our planning team, Kashari S. Jones, Arlene Barrera, and Jim Allen are negotiating a virtual platform and setting the agenda for a conference centering on the theme Reaching Social Justice, One Decision at a Time on May 20, 2021 at 9:00 a.m. to 3:30 p.m., registration has opened, please keep an eye out for it.

Mark your calendars for the Fall Conference on September 23 and 24 at the Hyatt Regency Indian Wells Resort & Spa. This is our first in-person conference in over two years, so you don't want to miss it. Several amenities such as additional days for those wishing to stay Friday and Saturday night, access to the fitness center, premium internet access, and discounts at the Agua Serena Spa, Golf Resort, as well as selected merchandise at the Resort Pro Shop were negotiated by Fred Hungerford. Social distancing and other safety measures to mitigate exposure to COVID are in place at the hotel.

The California Science Center will host our 2021 Holiday Gala on December 3. You requested a venue close to downtown with ample guest parking, and we listened.

Several departments submitted requests to expand membership eligibility. Our membership team reviews these and makes



recommendations to the Executive Council. Once these items are approved, Cheryl Davis at Child Support sends each new member a welcome packet.

The Education Committee continues to hold outstanding seminars such as The Budget and Finance for Non-Budget Personnel, which is always a big hit. As members of the American Society for Public Administration (ASPA) there are webinars, articles and e-learning sessions available. Take full advantage of these offerings.

The mentorship program began its second year recruiting mentors and mentees. Thirty-nine mentors were paired with mentors with training of the new cohort provided by Mory Mostafavi and his team.

The Communications team led by Jim Allen publishes quarterly newsletters filled with friendly faces, articles, and interviews. We are always looking for new ideas, so send us your comments. Many thanks to the awesome LACMC team who continue to lead, inspire, and motivate us. Continue to stay safe and practice good health behaviors.

Aim High,
Ruth A. Wong, LACMC President

LACMC INTERVIEWS

**Haydeh B. Takasugi
Public Defender**



Q1) Why did you join LACMC?

I recently took the USC Executive Leadership Development Program where I had the opportunity to work with leaders and managers from throughout the county. I was so impressed by the caliber of talent and leadership in the county that I wanted to continue with connecting with managers throughout the county. AS a manger I have begun to understand that the complexity of the problems facing our communities requires collaboration throughout the county agencies.

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

I have been with the LA County for 26 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?

My dream job as a child was to fight for justice and be the voice for those who do not have the power to advocate for themselves. When I went to law school I wanted to become a civil rights litigator. The non-profit organizations that I reached out to indicated to me that I needed trial experiences before I could join their litigation teams. They recommended that I join the Public Defender's Office for litigation experience. That was twenty six years ago when I found myself in a community of likeminded individuals with a goal of empowering disenfranchised and marginalized communities.

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

I am a first generation County employee.

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

A mentorship program within LACMC for newly promoted managers would benefit both the new managers and the LACMC. During the ELDP program we had coaching sessions where we were able to focus on planning for our own leadership development. Having a mentor outside of our agencies to assist us with developing a plan for our individual developmental would be an invaluable asset. As managers we spend time planning for the future and development of our offices and staff, at time forgetting to focus on our own personal development. LACMC could provide all of us with that needed opportunity.

LACMC INTERVIEWS

Kate Anderson
Chief Executive Office



Q1) Why did you join LACMC?

I joined LACMC because I still, all things considered, relatively new to the County and I loved the opportunity that LACMC provides for me to get to know my County family and to learn more about the County. Truthfully, I came to it sideways – I'd seen a presentation about the budget for non-budget people and wanted to go. Then I learned that it was put on by LACMC and started exploring it and was hearing wonderful things from lots of folks.

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

I started my journey with the County as a consultant in April of 2016 and became a County employee in June of 2019.

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?

It was not my dream job as a child but it matches beautifully with my passion. My first job out of college was working for Congressman Henry Waxman on Capitol Hill. I learned there that government can and should be a force for good in people's lives and dedicated myself to following in his footsteps through public service.

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?

Oh my, I don't yet know enough about what LACMC does to offer suggestions. I look forward to learning and becoming a part of this community and helping create and develop its members as I do.

UPCOMING LACMC CONFERENCES AND EVENTS

VIRTUAL SPRING CONFERENCE

Reaching Social Justice, One Decision at a Time

May 20, 2021

(9:00 A.M. to 3:30 P.M.)

FALL CONFERENCE

September 23 – 24, 2021

Location: Hyatt Regency Indian Wells Resort & Spa

44600 Indian Wells Lane
Indian Wells, California 92210
(In-person conference)

HOLIDAY GALA

December 3, 2021

6:00 P.M. – 11:00 P.M.

Location: California Science Center

700 Exposition Park Drive
Los Angeles, California 90037
(In-person gala)

MEET AN EXECUTIVE COMMITTEE MEMBER

Shannon Denby

Department of Public Social Services



I will have 31 years of County service May of this year where I began my DPSS career as an Intermediate Typist Clerk. Employment with DPSS afforded me tremendous growth opportunities leading to Eligibility Worker, Eligibility Supervisor, and currently serving as an Administrative Services Manager. I could not fathom many years ago what I had signed up for when I submitted my application for employment with the County. I was then and continue today to be simply grateful for the employment opportunity and benefits.

DPSS made a difference in my life long before I received my employee number so many years ago. I was a former recipient of services provided by DPSS. Formally, an uneducated young single mother in need of government assistance, lead me to not only

understand the requirements from a consumer of services, but also launched a desire in me to help others in similar circumstances. Previously sitting in the seat of need, I can say I know how it feels to find the County as your only option. That experience, I believe shaped the rest of my life. Through those resources so long ago, I was able to pull myself up by my boot straps, acquire education, wisdom in servitude and become gainfully employed with an organization that is continually growing, changing and providing even more resources to the citizens of this great County. I am truly grateful to be part of this thriving Department. There is no bigger sense of satisfaction than knowing I am part of a mechanism that helps families stay healthy, nourished and sheltered. I feel fortunate to walk through these doors every day knowing I make a difference.

Giving back brings me so much joy!!!

When I'm not at work, the charitable me loves assisting individuals with achieving a chance at a better life. Simple acts of kindness give me a sense of purpose. I feel that giving back does not require having lots of money, donating my time can often amount to more to someone than a monetary donation. I love having the opportunity of paying it forward by donating, volunteering and mentoring. I also pride myself in being a role model to my children and grandchild regarding the importance of being kind to others.

On a personal note, I love being a mother, a grandma and enjoy visiting my girls who currently reside in the state of Texas. I have recently become a DIY junky that recreates gift ideas I've seen on YouTube and Pinterest. I love making things and giving them to people I care about. In my opinion, a personalized gift means more to someone than store-bought items. I enjoy creating new ways to show special people in my life how much I care about them.

Once upon a time, I needed help and now I help others in need. The road has not always been easy, but DPSS has always been by my side. I am truly grateful to be a part of a Department full of essential people who provide incredible services.



LOS ANGELES COUNTY MANAGEMENT COUNCIL NEEDS YOUR SUPPORT

As a member of LACMC, this is a **Great Opportunity** for you to showcase your talents and skills by joining one of the following interactive committees.

LACMC Membership Drive

Invite your colleagues to take a look at LACMC by sharing this newsletter with them.

More details to follow.....

If your colleagues want to join now, share the following link with them.

<https://managementcouncil.lacounty.gov/CreateAccount>

Communications Committee

We are looking for a member who has excellent writing, communication, computer and social media skills to join our exciting Communication team.

If the above describes you and you are ready to show your communication skills, please contact **Jim Allen, Communication Committee Chair** at jallen@isd.lacounty.gov

Education Committee

We are looking for a tech savvy member, who can assist us with some of our IT functions, such as WebEx meetings and electronic equipment.

Are you ready to showcase your talents? If so, please contact **Jackie Guevarra, Education Committee Chair** at jguevarra@bos.lacounty.gov

Special Services Committee

The Special Services Committee is looking for members to assist in planning and managing logistics for LACMC in-person conferences and networking events. Tasks include developing conference programs and obtaining speakers; graphic design of conference flyers and programs, registration support both online and at the event; procurement of conference giveaway items and prizes; providing logistical support at conference and events; daytime site visits to hotels and event venues; and negotiation of contracts for program speakers, event venues, catering, and entertainment.

If you are interested in joining the Special Services Committee to assist with one or more of the tasks listed please contact committee chair, **Kashari S. Jones**, kjones@ceo.lacounty.gov

WELCOME NEW MEMBERS

Jose Castellon, Assessor
Chau Luu, Assessor
Brandi Green, DPSS
Sayonara Garland, DCFS
Sarah Truong, Assessor
Janet Ng, Assessor
Raymond Tang, Assessor
Kate Anderson, CEO
Kevin Lechner, Assessor
Haydeh Takasugi, Public Defender
William Ouimette, Assessor
Adrian Avelar, RR/CC
Frank Corvino, AC&C
Patricia Aguilar, Public Defender
Rhonda Cameron, Public Defender
Terri Kay, Public Defender
Zuleyda Santana, Fire
Dana Cherry, Public Defender

FAREWELL TO COUNTY SERVICE

PJon Minato, DPSS
Cheng Yu, DCSS
Charles Nasser, DPSS
Massood Eftekhari, PW
Diana Agostinelli, TTC
Betty Herzog, CEO
Sharon Simmons, DPSS
Jacquelyn Lacey, District Attorney
Tsotso Odamten, WDACS
Frank Cheng, CEO
Roberto Garcia-Benitez, DPSS
Jimmy Sung, TTC
Sandra Solis, Sheriff
Karen Van-Sant, DMH

2020 LACMC Virtual Fall Conference



RETIRING EARLY?

Unfortunately, in the County we often hear about long term County employees that didn't take advantage of the County's generous retirement benefits through their 401k/457. There are many reasons why people don't fully take advantage of these benefits when just starting with the County. Sometimes, it's a new or first job and they believe they can't afford to put in 4 percent. Sometimes people enroll and then they forget about it and stay at their initial contribution for years. Other times we hear I can't afford it or I'm not going to be with the County that long (How many of us said that 20 years ago?). Regardless of the situation, it's important to make sure your team is informed and doing all they can to have a comfortable retirement. A friend of mine told me about a Plan A'er that pulled him aside one day and told him "I'm going to give you the best advice you'll ever get in the County, every time you get bump or a promotion you add one percent, just one percent, and you'll never feel it, do it early, because you never know when those bumps will stop." Sage advice, that's allowed many people to retire early or much sooner than they imagined.

A couple years ago Empower started Comprehensive Account Reviews (CAR) for County employees and we've written about them here in past publications. About 25% of employees who had a CAR found out they were able to retire one to two years earlier than they thought. Here are some of the common factors and characteristics Empower has identified of those who have been able to retire earlier than they anticipated.

- Started their deferred compensation plans as soon as they were eligible
- Increased contribution regularly. Automatic increase or self-automatic increase each year along with a raise. Save today to spend tomorrow.
- Investing appropriately
- Maximized contributions up to the IRS limits
- Low number or no loans taken on the plans

Watch for the next edition of this newsletter where we'll discuss the impact of retiree healthcare costs for those who retire before reaching 25 years of service.

If you would like to enroll in the Plans, have questions or would like to make an appointment for a comprehensive account review, please call the County of Los Angeles Service Center at (800) 947-0845.

Susan R. Moomjean, Manager
Benefits and Employee Relations Division
Chief Executive Office - County of Los Angeles
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Los Angeles, CA 90012
Phone (213) 893-0040
e-mail: smoomjean@ceo.lacounty.gov

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