

LACMC CONNECT



2021 LACMC Virtual Spring Conference

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MESSAGE FROM OUR PRESIDENT

Dear LACMC Members,

With great anticipation, we look forward to you joining us at the in-person Fall Conference 2021 held at the Hyatt Regency in Indian Wells on September 23 and 24. The hotel has strict COVID protocols in place including a global care policy and cleanliness commitment to protect the health and safety of their guests. The hotel is in Riverside County and the City of Indian Wells has one of the lowest rates of COVID in the entire county - only 210 cases since the pandemic began. To protect the safety and health of all, the hotel staff and all conference guests will wear masks during the conference and banquet. Masks will be provided at check-in. To comply with social distancing protocols, tables will seat six instead of the usual ten. Your Executive Council team wants you to know that your safety and health are our top priorities.



What are some of the things to look forward to? As you arrive at check-in you will receive a LACMC surprise gift specifically designed for use in your home office. You will also receive a ticket for the Department Head Lunch Raffle, just put your ticket in the raffle box of the department head of your choice. Of course no conference is complete without raffle prizes, that will complement your home office and gift cards from some of your favorite places, such as Amazon, Apple, Panera Bread, etc.

Our conference theme is "A Whole New World: Building a Future in a Better Normal" and begins in the afternoon with an Economic Strategist, Adam Fowler, who will offer financial forecasts and discuss what has changed in our economy and why. Our keynote speaker, Walter

Bond, is back by popular demand. A nationally recognized speaker, author and NBA veteran, he will talk about achieving peak performance and sharpening your management style. You don't want to miss these speakers. An evening mixer followed by a scrumptious dinner and a costume competition with a gift to the person who best demonstrates the theme, Frontline Workers, along with music and dancing rounds out the first day.

Our second day begins with breakfast and a conversation with CEO Fesia Davenport. The CEO will talk about her first year as the CEO, her vision for the workforce of the future, budget outlook, and leadership decisions during COVID. A department head panel follows with discussions about challenges and opportunities faced during the pandemic and lessons learned. I almost forgot to mention networking throughout the conference, which is something we haven't done in quite a while, is highly encouraged.

See you in Indian Wells at our first in-person conference since 2019 – welcome back.

Aim High,
RUTH A. WONG, LACMC President

NEWLY APPOINTED DEPARTMENT HEADS

Did you know that 21 of our 34 Department Heads have been appointed by the Board in that past four years! These talented leaders include:

Alternate Public Defender	Erika Anzoategui
Arts & Culture	Kristin Sakoda
Auditor-Controller	Arlene Barrera
Child Support Services	Terrie Hardy
Chief Executive Office	Fesia A. Davenport
Consumer & Business Affair	Rafael Carbajal
County Counsel	Rodrigo Castro-Silva
District Attorney's Office	George Gascon
Executive Office of the Board of Supervisors	Celia Zavala
Health Agency	Fred Leaf
Health Services	Christina Ghaly
Internal Services Department	Selwyn Hollins
Los Angeles County Development Association	Emilio Salas
Medical Examiner & Coroner	Jonathan Lucas
Parks & Recreation	Norma Garcia
Probation	Adolfo Gonzales
Public Defender	Ricardo Garcia
Public Health	Barbara Ferrer
Public Social Services	Antonia Jimenez
Regional Planning	Amy Bodek
Treasurer Tax Collector	Keith Knox



UPCOMING LACMC CONFERENCES AND EVENTS

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 COUNCIL MEMBER MENTORSHIP COMMITTEE CHAIR

Morteza (Mory) Mostafavi
Department of Human Resources



Mory Mostafavi started his County career with the Office of County Counsel in 1989. Since joining DHR in 1999, Mory has held increasingly responsible positions. Mory also spent three years (2010-2013) with the Department of Auditor-Controller as a Supervising Investigator - OCI and Chief of Performance Management/Employee Relations. Since 2013, he has been responsible for the DHR Appeals Program and Shared Services.

Mory was a chair of the Education Committee from 2015-2019. Mory's hobbies are traveling, swimming, bike riding, reading, and a keen interest in cultural activities. He received his JD from the University of Tehran and LL.M. in International Law and Post Graduate Diploma from the University of Bristol- England.

Warmest Regards,

Mentorship Committee
Mory Mostafavi, LACMC Mentorship Committee Chair

ANNUAL CALL FOR NOMINATIONS COMING SOON!!!

Dear LACMC Members:

The Executive Council of Los Angeles County Management Council (LACMC) consists of 18 dues-paying members. The Director of Personnel and the Chair of the Management Education Committee are permanent seats on the Executive Council. A minimum of six (6) of the non-permanent seats must be Department Heads. At least one (1) member, but no more than three (3) members must be Retired member(s).

The Bylaws of the LACMC provide for a "call for nominations" to be made annually to the membership to fill seats on the Executive Council, which will become vacant at the end of the calendar year December 31st.

The Nomination Committee will request nominations for the following five (5) vacant seats:

- Nominations to fill one (1), 3-year department head vacancy, to be submitted by dues-paying members.
- Nominations to fill three (3), 3-year non-department head vacancies, to be submitted by dues-paying members.
- Nominations to fill one (1), 3-year retiree vacancy, to be submitted by dues-paying members.

You don't want to miss this exciting opportunity to join the Executive Council of LACMC, so keep an eye out for the email blast!!!

MESSAGE FROM THE LACMC EDUCATION COMMITTEE

Education Committee Virtual Seminars

The Education Committee continues to plan for and offer virtual seminars to its members. Thank you to all who participate and take advantage of these training opportunities. With a virtual platform, attendance is up! Thank you for your support!

As a reminder, these seminars are for LACMC members only. If you are interested in becoming a member or know someone who does, please visit the LACMC website for information on requirements and membership benefits at <https://managementcouncil.lacounty.gov/MembershipRequirements>.

As an added feature, we are recording the seminars and posting both the recording and related materials (e.g., handouts, PowerPoint, etc.) on the LACMC website as follows:

Seminar Recording*

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

*Click on the past seminar you wish to view, and the recording link is embedded on the description/event page for each seminar.

Training Materials

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

Upcoming Seminars

Information on upcoming seminars (e.g., dates/times, descriptions, name of presenters, etc.) can also be accessed at any time on the website at <https://managementcouncil.lacounty.gov/UpcomingEvents>. Please check the website regularly for the monthly training information.

The next seminars (virtual) are scheduled as follows – please join us:

Date	Seminar Title
August 19, 2021	Determining Budget Priorities: A Look at 3 County of Los Angeles Employees
October 28, 2021	Project Management
November	Wellness/Mindfulness

American Society for Public Administration (ASPA) Membership

In August 2020, the Education Committee launched a partnership with ASPA. LACMC members a limited one-year membership with ASPA (August 1, 2020 – July 30, 2021), with an opportunity to sign up for full membership at a discounted price. ASPA membership included the following benefits:

- 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.

Good news! The LACMC Executive Council approved an extension of ASPA membership into 2022. We are currently working with ASPA to ensure uninterrupted coverage for those who already signed up. If you are interested in joining ASPA, please contact Nicole White-Gamble, Education Committee Registrar, at ngamble@assessor.lacounty.gov.

We welcome your ideas for future training and development topics. Please contact me at jguevarra@bos.lacounty.gov with your ideas. Thank you.

Jackie Guevarra, Chair
LACMC Education Committee

LACMC INTERVIEWS
Edward Yen
Board of Supervisors Executive Office



Q1) Why did you join LACMC?

I heard about LACMC for many years from LACMC Treasurer Steven Hernandez, but due to my position as a senior deputy attorney in County Counsel I didn't qualify to join. Since my promotion to the director position at the Assessor's office, I was excited to join LACMC to expand my professional network.

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

I have worked for the County since 2005. I started out with the Office of the County Counsel, and was promoted to a director of operations at the Office of the Assessor in 2019.

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

To be honest, I never thought about working for the County. I was looking to leave the law firm I was working for and a friend told me about an opportunity to apply for the County Counsel's office. I didn't even know the County had civil attorneys. I

only knew about the District Attorney's office, Public Defender, and Alternate Public Defender's office. After researching the County Counsel's office, I was so excited to apply and join the office. I even convinced several friends to join the County after me.

As for a dream job, I'm a big Lakers fan, so my dream job was to be the general manager of the Los Angeles Lakers. I was hoping to take over for Jerry West which would allow me to watch Lakers games for free.

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

I am a first generation County employee. I found out one of my father's closest friends was a DHS administrator. I wish I had known, otherwise I would have joined the County family earlier.

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

Once you become a County manager, it is so important to give back to ensure the success of a County department. County managers are relied upon to mentor, teach, coach, supervise and support subordinates to provide public service. I think LACMC can play a more visible role in influencing new managers to continue to improve their leadership skills. Although there are leadership courses available, there are members in LACMC who would be wonderful teachers to newer managers or employees eager to promote to a manager position. I think LACMC can collaborate with County affinity groups like employee associations such as Los Angeles County Asian American Employee Association (LACAAEA), by the way I serve as the president of LACAAEA. LACMC can collaborate with these affinity groups to develop programs to impart wisdom and knowledge about how to be successful in the County.

ARE YOU RETIRING SOON? HERE'S WHAT YOU NEED TO KNOW!

For many people, the years just prior to retirement can be a reality check. They discover that they may face a gap between the retirement income they want and the actual income they can expect. If you find yourself in this situation, try not to panic. The County of Los Angeles 457(b) Horizons and/or 401(k) Savings Plans offer some additional ways to increase your savings up to your retirement:

- **Age 50+ catch-up contributions** – In the year you reach age 50, the Internal Revenue Service (IRS) raises the limit on how much you can contribute to your account each year (known as the age 50+ catch-up contribution). If you qualify, you can contribute an additional \$6,500 in 2021.
- **Three-year catch-up contributions** – If you are within three calendar years of normal retirement age, as defined by the Plan, you may be able to contribute even more – up to \$39,000 in 2021 – with the three-year catch-up provision. Please note: you cannot take advantage of both types of catch-up contributions in the same calendar year. Three-year catch-up contributions are only available in the 457(b) Horizons Plan.
 - **Application deadline: apply for three-year catch-up contributions at least 4-6 months in advance of the desired start date. To apply, contact the Pasadena local office at (800) 947-0845.**
- **Contributing your termination pay** – Your final paycheck from the County can add a boost to your retirement savings. You can contribute the payout of any unused/accrued vacation, sick leave, holiday, and non-elective* pay to your account, up to the annual limit.
- **Application deadline: apply for termination pay deferral at least 90 days in advance of the desired retirement date. To apply, contact the Pasadena local office at (800) 947-0845.**

Don't let a retirement income gap discourage your plans for a brighter future. For more information on these tools for increasing your retirement contributions, visit countyla.com or schedule a comprehensive account review, during which we will:

- Review all aspects of the 457(b) Horizons Plan and, if applicable, the 401(k) Savings Plan;
- Review LACERA percentage of replacement income;
- Review, if applicable, Social Security benefit and/or outside retirement accounts;
- Use the Retirement Projection Calculator to determine if you are financially on track for retirement at your desired age;
- Include your comprehensive account review results on the website; and
- Answer the following questions:
 1. Will my LACERA benefit along with my 457(b) Horizons and/or 401(k) Savings Plans be enough to help me become more retirement ready?
 2. How do all of my retirement funds work together?
 3. How do I replace 100% of my pre-retirement income?

*MegaFlex participants: instead of traditional vacation and sick leave days, MegFlex participants earn Non-Elective Leave (NEL) days. Unused accrued NEL may be contributed to your 457(b) Horizons and/or 401(k) Savings Plan(s). Annual limits apply.

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