

LACMC CONNECT



2021 LACMC Executive Council & Committee Members



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MESSAGE FROM OUR PRESIDENT

The new year has brought some changes to your LACMC as we have welcomed some new members to the Executive Council and said farewell to others. I would like to extend my deepest thanks and appreciation to Fred Hungerford, Keith Knox, Morteza Mostafavi, and Steven Hernandez. They all provided outstanding leadership and teamwork to make LACMC thrive, especially in the past two years. You will all be missed.

We also welcome some new or returning faces! Our newest Department Head member is Public Defender Ricardo Garcia, who was sworn in as Public Defender in October 2018. John Wicker, the former Director of Parks and Recreation, has rejoined the Executive Council as a retiree member. You may remember that John was on the Executive Council and served as our treasurer for many years while he was still working for the County. Our other new retiree member is Kathy Hanks, a longtime LACMC member who retired in 2019 after a 38-year career in LA County that spanned five departments. We also welcome Maria Ayala from DPSS, who has served as a manager there for more than 16 years and is a long-standing active member of LACMC. Your Executive Council will continue to work together to provide outstanding training, mentoring, and networking opportunities to you.

Speaking of opportunities, mark your calendar for our annual "Breakfast with the Chair" on March 30, 2022 at the Chester Washington Golf Course. Chair of the Board of Supervisors Holly J. Mitchell will share her vision for leading Los Angeles County and is not to be missed! On May 12, 2022 we will host the one-day Spring Conference at the Sheraton Cerritos. It will be a day packed with programming and



networking that you are sure to enjoy.

If you have colleagues that have not yet joined LACMC, please encourage them to do so. Growing our membership allows more Los Angeles County managers to benefit from the training and services we provide and strengthens teamwork and collaboration across the County. Thank you for your ongoing participation in LACMC, and I look forward to seeing you at our upcoming events.

-Marcia Mayeda, LACMC President

A MESSAGE FROM THE LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION (LACERA)

We Remain Strong and Stable During These Uncertain Times

Hello, everyone. We are glad to have the opportunity to update you on what's happening at LACERA. It has been a long two years since the pandemic upended our lives, forcing us all to second guess our assumptions in many areas—from our health to our financial security. Subsequent waves of the variants have just prolonged these feelings of insecurity. While not much these days is certain, we want you to know that you can count on LACERA. Our organization is strong and stable, and our trusts are healthy—so your future benefits are secure. Here are some updates in important areas of our operations.

Strong Investment Returns

Under the prudent leadership of our Board of Investments trustees and Chief Investment Officer Jon Grabel, LACERA's well managed and diversified trusts have greatly increased in value over the last two years despite market volatility. As of the end of fiscal year 2020, LACERA's pension fund value was \$58.5 billion, which increased to \$73 billion by the end of fiscal year 2021. Our success lies in the expert planning and execution of our strategic investment program, which includes a long-term investment horizon and allocating our assets to optimize growth while mitigating risk. Reinforcing the stability of this framework is having in-house financial analysts with a vested interest in the enduring success of the fund. Besides being committed to fulfilling our mission of producing, protecting, and providing the promised benefits, our team knows—as members themselves—that their future depends on the health of the trusts, too.

Enhanced Business Continuity and Data Security

We are entrusted with our members' personal and financial information and are responsible for making timely payments to our retirees every month, so we take business continuity and data security very seriously. In the last couple of years, we have redesigned our business continuity plan and bolstered our response capabilities to ensure LACERA can operate seamlessly in the event of an emergency or other disruption. Infrastructure upgrades to support a mostly remote workforce during the pandemic greatly jumpstarted our ability to provide ongoing service if our physical location is unavailable. We conduct regular data recovery exercises to test our response readiness and provide ongoing cybersecurity training for staff on protecting member data—whether it's recognizing and reporting outside threats or following best practices internally to prevent disclosures.

Expanded Service Delivery Options

LACERA maintains an onsite Member Service Center (MSC) and Call Center. In March 2020, we closed our physical offices in response to the pandemic, including the MSC, and quickly transitioned most of our staff members to remote work. LACERA made the most of the closure, using it as a catalyst for organizational transformation and modernization. We developed new ways for our members to learn about their benefits, such as online counseling, pre-retirement webinars, and other virtual workshops, and expanded the self-service options of the My LACERA member account portal. In addition, our staff members embraced collaborative meeting software, maintaining their close teamwork in the remote environment—further shoring up our business continuity capabilities.

As a service-oriented organization, human connection with each other and our members is a

fundamental part of LACERA's operations, so LACERA's leadership team is currently moving forward with transitioning our staff back into the office and reopening in-person services. To maintain a safe environment for our staff and our members, we have designed a hybrid schedule of alternating work teams to limit the amount of personnel in the office at any one time. When on site, staff members will be required to follow safety protocols, including wearing masks, maintaining social distancing, and following posted sanitization procedures and other instructional signage throughout the building. In addition, all staff are required to be vaccinated unless they have a valid exemption, and LACERA has contracted with Fulgent Genetics for vaccination verification and testing services.

Increased Recruitment and Employee Satisfaction

While overhauling our infrastructure and expanding capabilities has been a big focus the last couple of years, our greatest asset remains our staff members. Supporting them so they can provide the best service to our members today and into the future is always a top priority. Last year we kicked off our employee engagement program, in partnership with the Institute for Public Sector Employee Engagement. First, we conducted a confidential LACERA-wide employee engagement survey, sent out in February 2021, to help us assess strengths and identify weaknesses. Next, focus groups were conducted with employee volunteers, who provided candid, in-depth feedback about their jobs, work processes, and the organization overall. This input is being used to create actions plans for improvement and inform our 2022 strategic planning and goal-setting process.

Despite the competitive labor market, LACERA has continued to fill vacant positions with quality candidates. While LACERA has traditionally enjoyed low turnover, management recognizes the importance of providing training and promotional opportunities as well as meeting modern workforce expectations such as scheduling flexibility and teleworking options. With dozens of budgeted positions open, the executive team and Human Resources Division are currently collaborating on a new plan to expedite recruitment while creating incentives that will help us retain employees over the long term.

Here for Our Members—Now and for the Future

LACERA employees feel a strong connection to our mission—scoring much higher than the median of other public sector and private organizations in our recent employee engagement survey. That's because we understand and respect the work that our L.A. County colleagues perform, and we value the relationship that begins the moment they become members through their retired years.

Early planning is the key to a secure financial future. Please remind your staff members, regardless of their projected retirement date, to take advantage of the resources available at lacera.com and also to sign up for their private My LACERA account, accessible from the lacera.com homepage. At lacera.com, members can access a wealth of plan and benefits information and retirement planning tools, while on My LACERA, they can track their individual contributions, create retirement benefit estimates, conduct self-service transactions such as service credit purchases, and much more.

We are and will continue to be here to help you and your employees take the steps you need to retire with security. Please reach out to us if we can assist you, and stay safe and healthy in 2022!

With warm regards,
Santos H. Kreimann
Chief Executive Officer



2021 LACMC Holiday Gala

MEET AN EXECUTIVE COUNCIL MEMBER DEPARTMENT HEAD

Jonathan Lucas
Chief Medical Examiner-Coroner



Hi everyone. I have a very interesting job, one that you may find strange, or one that you might find extremely fascinating. I am the County's Chief Medical Examiner-Coroner and my department investigates all sorts of untimely deaths.

This job gives me the perspective of really appreciating all the good things in my life. At the top of that list are my wife, Maria, and my stepdaughter, Valeria.

My interests include music, exercise, travel (especially the outdoors), and technology. Each morning I am up at 4:30 am to work out (well, the weekends are definitely a little later). One event I enjoy that blends both travel and bicycling and serves a great cause is the annual California Coast Classic, a 525 mile bike ride fundraiser that starts in San Francisco and ends in Los Angeles eight days later. I've done it several times, most recently last September. It's tough, but so rewarding, and is the largest single fundraiser for the Arthritis Foundation each year.

I have been blessed to have been brought into the LA County family nearly five years ago. I have been in public service my entire career, but Los Angeles has presented challenges, surrounded me with colleagues of the highest caliber, and given me many growth opportunities. I learn something every single day and am frequently humbled by the expertise and talent in our great organization. Being new to the County, Management Council has been the best way for me to network, meet some stellar people, and learn from a diverse group with a variety of backgrounds and experiences.

I look forward to continuing my journey with all of you!

-Jonathan Lucas, M.D.
Chief Medical Examiner-Coroner



THE NEW LOS ANGELES COUNTY MANAGEMENT COUNCIL MEMBERSHIP DIRECTORY HAS OFFICIALLY LAUNCHED!

Log into <https://managementcouncil.lacounty.gov/> to register.

“ Share your experience with County leaders, gain exposure, and opportunities for those experiences and stay in touch with colleagues!

LOS ANGELES COUNTY MANAGEMENT COUNCIL LACMC

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Steven Hernandez
Assessor
Assistant Assessor (UC)
21 years at the County
10 years with Department
Previous Department: Internal Services Department and Department of Health Services
Area of Expertise: Contracts, Employment and Labor Law and Property Tax Law

Kashari S. Jones
Chief Executive Office
Administrative Services Manager III
32 years at the County
8 years with Department
Previous Department: Started DPSS (1990), DA (1998), CSSD (2001), DHS (2003), DPH (2004), & returned to DPSS (2012) before joining CEO 2014
Area of Expertise: Contract Development, Administration, Management and Monitoring/Auditing

Keith Knox
Treasurer & Tax Collector
Treasurer-Tax Collector
32 years at the County
16 years with Department
Previous Department: Parks and Recreation and Human Resources
Area of Expertise: Finance, Retirement, Budget

McKandy Leger
Human Resources
Principal Analyst, Human Resources
Previous Department: Public Social Services
Area of Expertise: Human Resources and Information Technology

Update your profile on the Membership Directory and get a chance to Win!

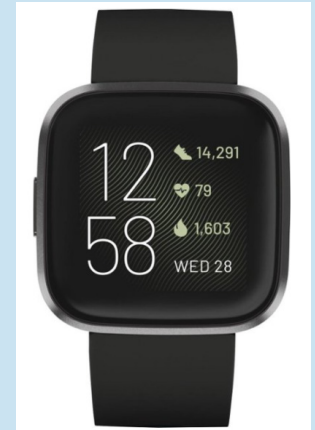
A raffle will be held for all those LACMC members who updated their profile.



Lenovo Tab M10 FHD Plus
10.3" Tablet 64GB Iron Gray



JBL - Tune 225TWS True Wireless
In-Ear Headphones - Black



Fitbit - Versa 2 Health & Fitness
Smartwatch – Carbon

*For inquiries or support with the Membership Directory,
please email LACMCconnecteditor@managementcouncil.lacounty.gov*

LACMC INTERVIEWS
Stacy Trimarchi
Los Angeles County Sheriff's Department



Q1) Why did you join LACMC?

I was excited to join after hearing great things from my colleagues about the networking and professional development opportunities LACMC provides.

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

I started with the County and the Sheriff's Department as a dispatcher in 1991. People are often surprised when I say it was a lot of fun, but it really was!

Over the years, I had many opportunities to meet with the Department's human resources managers on hiring related matters. They seemed to know the answers to every question, as well as a solution to every problem. I was so impressed by their professionalism and knowledge of County Code and Civil Service Rules, that in 2012, I took a voluntary demotion just to get into the personnel series. As they say, the rest is history!

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?

I have always loved reading so as a child, I wanted to be a writer or a journalist. In college, I majored in English and planned on being a teacher. When I was twenty, I attended a job fair focused on recruiting women for careers in law enforcement. A sergeant from LASD encouraged me to apply for Deputy Sheriff, but when I told her I wasn't sure I'd like being a police officer, she suggested I consider being a dispatcher. It looked interesting so I submitted the application for LASD and one with LAPD. LASD was the first to offer me a job, and I've been with them ever since.

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

Yes. My parents were in education and many of my aunts and uncles worked for the City of Los Angeles, but I was the first of my family to work for the County. Since my experiences were so positive, I encouraged many of my friends and family members to pursue careers in the County.

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

I have only been a LACMC member for a few months, so I haven't yet had a chance to attend any of its seminars or conferences. I am most looking forward to the networking opportunities LACMC provides its members.



**UPCOMING LACMC
CONFERENCES AND EVENTS**

2022 BREAKFAST WITH THE CHAIR

Location: Chester Washington Golf Course
1818 Charlie Sifford Drive
Los Angeles, California 90047
Cost: \$40

Date: Wednesday, March 30, 2022
Time: 8:00 A.M. to 10:00 A.M.
Onsite Registration: 7:30 A.M.

2022 SPRING CONFERENCE

Location: Cerritos Sheraton
12725 Center Court Drive South
Cerritos, California 90703
Cost \$100

Date: Thursday, May 12, 2022
Time: 7:30 A.M. to 6:30 P.M.
Onsite Registration: 7:00 A.M.

2022 FALL CONFERENCE

Location: Hyatt Regency Indian Wells Resort & Spa
44600 Indian Wells Lane
Indian Wells, California 92210
Cost: TBD

Date: Thursday, September 22, 2022 thru
Friday, September 23, 2022
Time: 11:30 A.M.

Onsite Registration: 10:00 A.M. (Thursday arrival)

WELCOME NEW MEMBERS

Rachelle Saelor, AC&C
Cory French, ISD
Elizabeth Hahn, DPSS
David Diaz, DCBA
Bijula Yusin, AC&C
MaryAna DeLos Santos, AC&C
Dennis Hunter, DPW
Gladys Pulido, DPSS
Fumie Yamamoto, AC&C
Delilah Niebla, DCFS
Irene Hernandez B, DCSS
Patrick McGary, Fire
Patricia Barquera, DCFS
Stephanie Canfield, DCFS
Jacqueline Irvin, Assessor

**FAREWELL TO COUNTY
SERVICE**

Elsa Rodriguez
Octavia Johnson
Faye Mitchell
Karen Anderson, LASD
James Hellmold, LASD
Wanda James, DPSS
Camille Granville, BOS
Bruce Robert, TTC
Meredith Levine, Public Library
Gene Franklin Sr., ISD
Rhonda Cameron, PD
Martha Molina-Aviles, WDACS
Mayindi Mokwala, DPSS

2021 LACMC Holiday Gala



***NEW Functionality to the LACMC Website, Membership
Directory now available!!***

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 and virtual conferences, and networking events. Tasks include developing conference programs and vetting 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

EDUCATIONAL SEMINARS

March 16, 2022 *Post Covid Risk Management Issues*
(9:00 AM - 12:00 PM) (e.g., *Occupational Health, Workers' Compensation etc.*)
- Steve Robles (CEO)

April 2022 *Addressing Diveristy in the Workforce*

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