

LACMC CONNECT



2022 LACMC Fall Conference



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MESSAGE FROM OUR PRESIDENT

I would like to extend LACMC's gratitude for your membership and participation in our events, educational seminars, networking opportunities, mentorship program, and other activities. Our members join LACMC because they are leaders who have chosen to invest in themselves to continue to develop as professionals. We are all on this journey together, and I'm glad we are sharing the ride!

One thing leaders do is give careful thought to how they view themselves in the role of a leader. Developing a written personal leadership philosophy is an excellent way to bring clarity to how you approach your leadership work and what others can expect from you as a leader. It is a guide to you as a reference point when approaching difficult leadership decisions.

If you haven't created a written leadership philosophy yet, I encourage you to do so. There are many resources online to help you do this. In general, a written leadership philosophy sets forth the values you have personally, as well as what you expect from your team (and what they can expect from you). You can read my leadership philosophy [here](#). If you have thoughts about this topic, I'd love to hear from you.

For those of you who participated in the Summer Mixer on FantaSea Yachts and the Fall Conference at Indian Wells, I hope you had a great time, reconnected with old friends, and made some new ones. Our next event will be our popular Holiday Gala at the Rose Bowl Stadium in Pasadena (North and Loge Lounges) and Spring Conference at the Hilton Santa Barbara Beachfront Resort I hope to see you there!

-Marcia Mayeda, LACMC President





2022 LACMC SUMMER MIXER YELP REVIEWS



2022 Summer Mixer on the FantaSea Yacht in Marina Del Rey CYNTHIA HARDING

What a beautiful experience we had on Thursday, August 4, 2022, as we joined the LACMC for the Summer Mixer on the FantaSea Yacht. There were four floors of lounges, two floors with beverages, a live band playing jazz and 'oldies but goodies', and a rooftop with spectacular views of the marina as the sun set. This is one of the best deals for the money. For \$55 per member, we got dinner, beverages, appetizers, dessert, live music, dancing, a trip on a yacht, a gorgeous sunset, and fellowship with other County managers. What an amazing value, it was priceless!

I was fortunate to share a table with some brilliant managers from Child Support Services. We shared our love of travel, our cultural heritage (Peru, Guatemala, El Salvador and Mexico), and shared stories of our families and our relationships. It was wonderful to get to spend time with other County leaders in a relaxed and fun environment, meet new people, and re-charge our souls as the boat docked to the twinkling lights of the Marina. This is an event not to be missed!



WELCOME NEW MEMBERS

Delfino Neira, DPSS
Jamal Jones, DCFS
Philip Lin, DPSS
Robert Rodgers, DPSS
Deryl Trotter, AC
Melva Carrillo, DEO
Bryan Lopez, DEO
Carlos Molina, DPSS
Grigor Arzumanyan, DPSS
Jerron Jackson, DPSS
Marcus Huntley, PD
Nilaja Bush, DCFS
Heather Jue Northover, CEO
Lateef Littleton, CSSD
Lillian Russell, CEO
Mark Newkirk, Assessor
Matthew Bukirin, CEO
Amanda Meere, CEO
Heather Rigby, Arts & Culture
Jacques Cain, PD
Kelly O'Brien, PD
Kris McFarren, PD
Gregory McCambridge, PD
SEAN K MC DONALD, PD
Andrea Vona, P&R
Anthony Montanez, P&R
Frederick Chung, ISD
Jesus Garcia, DCFS
Nayelis Ruiz, CSSD
Sandra Kessler, Fire
Stephanie Shibata, DHR
Karen Coddling, Fire
Oliver Magsino, ACWM
Sona Kyupelyan, TTC
Claudia Angel, DPSS
Amy Crow, Library
Nvart Zograbyan, PD
Angela Davis, CEO
Carolyn Scott, DHR
Stacey Drake, LASD

2022 Summer Mixer on the FantaSea Yacht in Marina del Rey LYDIA MARQUEZ

It was an honor to attend this year's LACMC's Summer Mixer in Marina del Rey aboard the FantaSea Yacht with my cousin and Executive Council Member, Ruben Marquez. Upon arrival, we received a warm welcome from Management Council Vice President Kashari Jones and the lead coordinator of this event Karen Fullner, who along with the rest of the Special Services Committee, orchestrated and graciously hosted a beautiful and serene White Party.

After boarding, we made our way to the top deck for beverages and hors d' oeuvres while a live band played below. It was a pleasure to meet so many warm and congenial LACMC members, including Management Council President Marcia Mayeda, with whom we shared dinner and many stories about our beloved pets, past and present.

I also met Management Council member, Jeff Klein from the County Registrar-Recorder who collaborates with the Office of the Public Defender on LA Free the Vote, an initiative to register people impacted by the criminal justice system. It was especially nice to share a wonderful evening with Assistant Public Defender Haydeh Takasugi and Head Deputies Laine Tennant and Monnica Thelen who are simply put, role models of the highest caliber.

Congratulations and thank you to LACMC and the Special Services Committee for hosting a delightful event.



WELCOME NEW MEMBERS (CONTINUED)

Maral Tashjian, B&H
Toa Bui, ISD
Adam Bettino, Probation
Christina Marroquin, DPSS
David Jaffe, CEO
Fernando Nieto, CBA
Kenyaata Watkins, Probation
Bianca Villanueva, CEO
Jennifer Bateman, DCFS
Melissa Aguilar, DCFS
Morine Merritt, CBA
Alex Medina, DPSS
Aram Pirjanian, B&H
Danny Estrada, ACWM
Janique Drewery, DHS
Katherine Falcon, Probation
Reina Silvas, DPSS
Alise Norman, LASD
Chereise Martin, Probation
Shawnee Hinchman, LASD
Terence Greer Reams, BOS
Rosalia Godina, DPSS
Jane Yang, Alt PD
Ashleigh Gordon, PD
David Hou, ACC
Jairo Sandoval Toranzo, RRCC
Jeremy Keller, DHR
Juan Chavez, DHR
Karla Morales, DPSS
Ajita Gupta, DCFS
Arma Bidkhanian, PD
Zarine Ibranyan, PD

FAREWELL TO COUNTY SERVICE

Martin K. Zimmerman, CEO
Sheri Koenig, ACC

2022 Summer Mixer



MEET AN EXECUTIVE COUNCIL MEMBER
McKandy Leger
Principal Analyst, Department of Human Resources



Hello.

I am happy to meet you.

My name is McKandy Leger. I am a Principal Analyst, with the Department of Human Resources, Information Technology Division. I am on the Executive Council for Los Angeles County Management Council. I am also on the Executive Board for the Los Angeles County African American Employee Association.

When I am not providing excellent service to Los Angeles County, I love to travel with my wife. I met my wife 6 years ago and we have been traveling ever since. We have traveled up the coast of California to the east coast of Florida. We have been to Hawaii and Mexico. We are looking forward to travelling the rest of the world together.

When we are not traveling, my wife and I love to hike. We love the outdoors and walking the trails of California has brought us so much peace and relaxation, especially during the pandemic. I am a huge fan of both Marvel and DC. I have seen all the Marvel and DC movies and shows. I have a collection of both Marvel and DC movies. I am a fan favorite of Batman. Batman is the one superhero who has no superpowers but is the most powerful of them all.

Finally, I currently volunteer as a Deputy Commissioner of Marriages for the Register Recorder Office. As a Deputy Commissioner, as my wife states, I help couples believe in love. I enjoy seeing the couples and their families relish in the newness of the life and future they are about to embark on. Thank you for giving me the opportunity to share a little about myself and my life. I hope we will get a chance to meet in person one day at one of the LACMC Conferences, Seminars or Events.



LACMC INTERVIEWS
Dennis P. Hunter
Department of Public Works



Q1) Why did you join LACMC?

I think one of the best ways to improve in what you're doing is to share ideas, so I joined LACMC primarily for exposure to other County leaders and best practices for handling today's leadership challenges.

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

I've worked for the County for a little over 14 years between the departments of Parks and Recreation, Fire, and now Public Works. I've had the good fortune to meet and work with many smart and talented people along the way.

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 was to play for the Dodgers. Then of course reality set in and it was time to think about a "real" job. A good friend of mine suggested taking accounting classes early in my college career, so I did and ultimately switched my major

to that. After graduating, I worked briefly at a CPA firm before applying to an Accountant I exam at the suggestion of my dad. The rest, they say, is history.

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

No, 2nd, my dad worked for Public Works for 37 years before retiring in 2018. One of my core values is integrity, which I think is something he modeled for me growing up. I'm honored to carry on his legacy.

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

I think LACMC does an excellent job providing training opportunities and engaging its membership. Keep up the great work!



A MESSAGE FROM THE LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION

STRATEGIC PLANNING WITH PURPOSE

LACERA has faced the same unexpected and unprecedented challenges as every other organization in Los Angeles over the last several years. Looking now into an uncertain future, we have created a strategic planning process to best prepare our institution and build the programs to ensure their success. To do so, are using the experience of our staff, the expertise of KH Consulting—a firm with over 30 years of experience advising public agencies—and surveying our membership to better understand their needs and how we can best address them.

This strategic planning process will deliver a five-year plan in the fall that defines LACERA's mission, vision, values, and strategic goals. It will outline objectives, action steps, milestones, and accountability. To ensure our success, we will implement performance metrics and a guidebook that can be revised as progress is made and lessons are learned.

ACTION PLANNING TEAMS AND STAFF INPUT

As part of our strategic planning process, we have created several action planning teams (APTs), composed of 67 of our staff members and managers, who are analyzing and providing improvement plans across areas of LACERA—from our mission and member services to technology and corporate culture. Guided by the Spark Team (an advisory group consisting of leadership), these APTs operate in the spirit of cooperation, where all opinions are heard, respected, and considered.

Each APT has a goal. One team is examining our members' journey and experience and how we approach each member at different stages of their lives. The second team is looking at how we embrace technology solutions and cultivate a modernized workforce. The third team is establishing a philosophy, structure, and approach for optimal efficiency and compliance while balancing risk management and service delivery. The fourth team is focused on building an engaged, aligned, and valued workforce that optimizes talent and staffing. The fifth team is establishing the tools and capacity to support evidence-based decision making. The final team is developing the foundational elements necessary to provide purpose, guidance, and inspiration for a unified LACERA to succeed in achieving these strategic goals.

Utilizing the experience of our staff is important. Since staff members are responsible for performing the daily tasks required to complete projects and goals set by management, they have direct insight into how they can best do their jobs. Inviting their input is valuable, and it promotes engagement and collaboration. The APTs are already providing the opportunity for staff to weigh in on the best way to complete their work in an efficient and timely manner. We believe in our staff, we believe in their experience, and we know that developing our workforce is imperative.

SURVEYING OUR MEMBERSHIP

In addition to this introspection, we are looking outward. In July, we sent a survey to all LACERA members to better understand how we can best serve their needs as well as the needs of their beneficiaries or survivors. After the survey concludes in August, we will collate this information, analyze it, and incorporate it into our strategic plans so that we are operating in the most efficient, effective, and intentional way we can. We believe that an organization that serves the interests of more than 180,000 current and retired members requires the input of those members themselves. The democratizing of our strategic plans is just the first step in our mission to serve every one of our members.

CREATING FLEXIBLE SOLUTIONS

By examining and surveying input from all stakeholders—members, staff, leadership—we gain a broad view of what we can do and what we need to do. Planning for the future is an exercise in flexibility. Although it is impossible to pin down details, specifics, or dates, we can prepare in an informed manner. Using everyone's experience and opinions helps us shape the best possible solutions, which do not necessarily present themselves otherwise. Through this process, we also promote engagement and internal acceptance while striving for continuous improvement and sustainability. This is how organizations create excellence, commitment, and trust while delivering ideal service.

Luis Lugo
Deputy Chief Executive Officer

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

We are looking for at least two members who have event planning skills to join our thriving Special Services Committee Team. Desired skills are managing conference and event logistics, vetting speakers, on-site and in-person registration, procurement of giveaways and raffle items, and daytime site visits to assess venue suitability. If this committee is right for you, please contact Kashari S. Jones, Special Services Committee Chair at kjones@ceo.lacounty.gov.

2022 LACMC Fall Conference



UPCOMING LACMC
CONFERENCES AND EVENTS

2022 HOLIDAY GALA
Friday, December 9, 2022

Pasadena Rose Bowl Stadium
1001 Rose Bowl Drive
Pasadena, California 91103

\$60 per member (\$120 for member and 21-year or older guest)

Refund deadline: October 27, 2022

**Bring an unwrapped toy to support DPSS Toy Loan Program.*

2023 SPRING CONFERENCE
Thursday, March 23, 2023 & Friday, March 24, 2023

Hilton Santa Barbara Beachfront Resort
633 East Cabrillo Boulevard
Santa Barbara, California 93103

Registration will be opening soon!!!!

LET'S GET SOCIAL

Follow us on our social media accounts!

Twitter: [@LACMC](#)

LinkedIn:

[Los Angeles County Management Council](#)

To access the LACMC website,
please click or scan here:



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



2022 LACMC Fall Conference



LOS ANGELES COUNTY

**ANIMAL CARE
& CONTROL**

**redefining
CARE**



Marcia Mayeda, Director

Personal Leadership Philosophy

This document shares my personal leadership philosophy with you so you may know what you can expect of me, and what I will expect of you, as we work together to meet our mission of serving the people and animals of Los Angeles County.

My Leadership Philosophy

Leadership is a privilege we are entrusted with to make decisions and act in the best interests of our mission. We must earn and maintain that trust every day. We should work together as a team. I want your honest input on how we are doing and what we can do better, so we will make the best decisions possible for DACC. Your thoughts are important to me.

The people working and volunteering for DACC are its greatest asset and deserving of the utmost respect and support. I am committed to a workplace based on teamwork, safety, fairness, and accountability. I am dedicated to championing the diversity of our team members, customers, and community partners. I will foster a work environment that honors everyone's unique contribution to our mission regardless of their race/ethnicity, culture, gender, sexual orientation, social/economic classification, age, disability, or religion.

Being a leader means making difficult decisions. I will make these whenever called for, even though my decisions have the potential to be unpopular. I expect you to do the same. I will explain my reasoning whenever possible so you may know my rationale.

I will do my best to obtain all necessary resources for you to excel in your responsibilities. I want you to let me know what you need.

I will admit and apologize for my mistakes and ask that others do the same. I do want us to learn from our mistakes and not repeat them. I am here to assist you in these learning opportunities and talk through the lessons learned.

Personal Values

I value courage, integrity, honesty, fairness, and compassion. Courageous leaders make difficult decisions, act on performance issues, and stand their ground on matters of importance. Leaders with integrity do the right thing even when no one is watching – it is the basis for ethical and moral leadership. Honesty is the basis for trustworthiness. It means not only telling the truth, but not omitting information you know should be shared. Fairness means treating all people equally and supporting the ethos of diversity, equity, and inclusion. Compassion must touch all we do because people and animals rely upon us for their safety and well-being.

Operating Principles

I operate based on honesty, fairness, and accountability and enjoy the use of humor to get us through our challenging responsibilities. I may get involved in daily operations because of my experience and passion for our mission, and it gives me the opportunity to demonstrate my expectations of how matters will be addressed. However, I will not micromanage. I want to be

a resource for you and appreciate it when you reach out to me for guidance and support, but also ask that you follow your chain of leadership as appropriate. I want us all to make our best efforts and strive for excellence in all that we do.

Priorities

My priorities are to support our team members, develop department leaders, protect and advocate for animals, and be a good resource for people affected by animal issues. I also place high importance on managing critical relationships such as those with Board offices, contract cities, and community partners. Managing these relationships includes being responsive to their needs, communicating proactively, listening well, anticipating problems, and resolving their concerns.

Expectations

I expect you to make decisions that prioritize public safety, customer service, and animal welfare. Staff and volunteers must be treated fairly, coached and supported, and held accountable for their performance. Be visible and available to your staff. Use common sense and good judgment in following laws and policies. Know what is going on in your area of responsibility and respond promptly to my questions. Set a personal example to your staff by professionalism and role modeling courage, integrity, honesty, fairness, and compassion. Put an end to the spreading of rumors. Gossip betrays confidences, sows confusion and fear, disrupts the workplace, and damages relationships and trust.

Non-Negotiables

I will not tolerate dishonesty, bullying of others, harassment of any kind, discrimination, theft, or mistreatment of an animal. Do not undermine the work or reputation of others, or the Department. You must report and take immediate action if you are aware of any misconduct anywhere in the Department.

Working Together

I want you to be direct with me. I am always appreciative of reminders if I have forgotten something. Sometimes I can be too action-oriented and it's OK to tell me if you need me to slow down. I prefer a summary of issues rather than long explanations – I will ask for the details I need. I appreciate brief, unsolicited status reports so I know the current situation. I want you to have balance in your life and enjoy your family, faith, friends, and hobbies. Let me know if you are feeling overwhelmed, and we will work together on a solution.

Closing Remarks

I welcome your questions to clarify anything in this document. I would also appreciate hearing from you if I fail to live up to the behaviors I've listed. This will give me an opportunity to improve my own performance. I am grateful to have such dedicated and compassionate leaders on the DACC team, and for the opportunity to work with you to enhance the well-being of animals and people in our community!

Marcia Mayeda

July 19, 2022