



DECEMBER 2018

COUNTY OF LOS ANGELES

The Chair's Outgoing Message

by Supervisor Sheila Kuehl

People are generally surprised to learn that being chair of the Board doesn't mean you have more power. Rather you are called upon to organize the work and bring your colleagues together to advance the Board's priorities. I have enjoyed collaborative work with my extraordinary Board colleagues, strong County Department leadership, and my talented and dedicated staff, and, together, we've accomplished a lot of very good things.

Thanks to Measure H, almost 10,000 men women and children were able to move into a home they could call their own. During the same time period, nearly 19,000 people entered crisis, bridge or interim housing. To stem the tide of people becoming homeless, we've also taken steps to protect renters in unincorporated areas of the County from dramatic rent increases.

In November, the voters ratified the Board's decision to advance a long-term regional stormwater plan. Now, we can begin the work of increasing our local water supply, improving our water quality, and reducing pollution from contaminated stormwater.

Given our current national political climate, I'm also proud that this Board, over the last two years, passed more than 30 motions to protect our immigrant communities regardless of documentation status.

We've also taken many steps to protect public health, from increasing STD funding to updating our tobacco laws so they apply to cannabis and vaping, created the County's first Office of Violence Prevention, and established the first LA County Arts Department to support our creative economy which employs hundreds of thousands of men and women and represent billions in local revenue.

Last but definitely not least, we hired 11 new directors or department heads this year. More than half of them are ethnic minorities, two-thirds are women, and nearly 20% identify as LGBT.

I am grateful for, and proud of, all the work we've done this past year. Together we have taken significant strides to improve the lives of those who live all across our County.



Wishing you Happy Holidays!

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Calendar of Events

Center Theatre Group

(213) 628-2772

www.centertheatregroup.org

Ahmanson Theatre

Through January 6 – Come From Away

Kirk Douglas Theatre

Through December 30 – Dixie's Tupperware Party

Mark Taper Forum

January 9 through February 17 – Linda Vista

Grand Park

(213) 972-8080

www.grandparkla.org

Every Tuesday through Thursday – Lunch A La Park Food Trucks

Every Wednesday and Thursday – Lunch A La Park Yoga reTREAT

The Music Center

(213) 972-7211

www.musiccenter.org

Walt Disney Concert Hall

December 31 – New Year's Eve with Pink Martini

Visit <http://hr.lacounty.gov> for information on employment opportunities with the County of Los Angeles



Members of the Board

Janice Hahn

Chair

Fourth District

Hilda L. Solis

First District

Mark Ridley-Thomas

Second District

Sheila Kuehl

Third District

Kathryn Barger

Fifth District

D | H | R

Lisa M. Garrett

Director of Personnel

Carla D. Williams

Senior Human

Resources Manager

John S. Mina

Editor-in-Chief



Grand Park + The Music Center's N.Y.E.L.A.

Monday, December 31, 2018, (8 p.m.) through

Tuesday, January 1, 2019 (1 a.m.)

FREE TO ALL

County **DIGEST** 

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Submissions to the DIGEST may be edited or otherwise altered for clarity.

Check out the DIGEST at:

<http://hr.lacounty.gov/about-the-county/>

ICTO

Raising the Bar by Lowering the Threshold

by Zachary Muro

County Equity Investigations Unit

Department of Human Resources

Welcome to the final installment of the series on Sexual Harassment Prevention and Awareness in the Workplace. This month, we will be discussing a unique feature to the County Policy of Equity (CPOE), the “Inappropriate Conduct Toward Others” (ICTO) standard and how it applies to sexual harassment prevention.

The CPOE’s main objective is to preserve the dignity and professionalism of the workplace, as well as to protect the right of employees to be free from discrimination, unlawful harassment, retaliation, and *inappropriate conduct towards others* based on a protected characteristic, such as sex or gender. But what constitutes harassment and how is that different from inappropriate conduct? The legal standard for harassment is a high bar to meet. The general standard, as stated in the CPOE, is that the conduct has the purpose or effect of unreasonably interfering with the individual’s employment or creating an intimidating, hostile, offensive, or abusive working environment. To meet this standard, the conduct is either “severe” (egregious) or “pervasive” (ongoing), which means a moment may exist where the conduct can be addressed and stopped before reaching this threshold.

The ICTO standard exists to do precisely that: to stop inappropriate conduct *before* it reaches the level of illegal harassment. In effect, ICTO lowers the bar for CPOE violations, thus raising the bar for acceptable workplace conduct and the level of quality we must demonstrate as County employees.

At this point, you may be asking, “Well, what counts as ICTO?” Since the conduct does not have to meet the harassment standard, it may be useful to think that conduct that is *questionable* is also *inappropriate*. Examples may include a few seemingly insignificant off-hand jokes or a couple of casual comments that involve sex or asking a coworker to lunch after having been declined. An excuse of, “It wasn’t that bad,” or “I only said it once,” is not an excuse under the ICTO standard. What underlies ICTO, and the CPOE overall, is the expectation that we as County employees conduct ourselves with the utmost professionalism and that inappropriate conduct will be addressed as early as possible.

If we as County employees are attuned to behavior that is questionable, then we can work together to stop such behavior before it escalates. Not only do we all benefit from being able to address inappropriate conduct early on, but the

employee engaging in such behavior also benefits from being instructed and counseled early so that the conduct they are engaging in has no place in our County workplaces before the conduct escalates into a more serious matter. The result is a more respectful and professional workforce and environment.

Thank you for following along through our series on Sexual Harassment Prevention and Awareness in the workplace. We hope you found it informative. You are encouraged to review each of the previous County Digest articles beginning in December 2017 to understand the various ways sexual harassment can make its way into the workplace and how we are all working to prevent it. Applying a lower threshold, such as ICTO, is one very effective way. If you feel you have been discriminated against, harassed, or treated inappropriately due to a protected characteristic, you may contact your Department manager or supervisor; or the County Intake Specialist Unit by phone at: 1-855-999-CEOP (2367), or website: <https://ceop.bos.lacounty.gov>. The unit is located at: Kenneth Hahn Hall of Administration, 500 West Temple Street, Room # B-26, Los Angeles, CA 90012.



AIP Senior Design Presentations

Seniors from California State University, Los Angeles’ College of Engineering, Computer Science, and Technology (ECST) gave a mid-year report on the status of their capstone projects at the Kenneth Hahn Hall of Administration on November 30, 2018. The presentation was attended by the Dean of the College of ECST, County executives, IT managers, project liaisons, and professors. Of the 23 projects submitted by County departments, 10 projects were chosen for completion by May 2019. The projects are: Inventory Management System (Agricultural Commissioner/Weights and Measures), Data Analysis Framework for L.A. County Executive Managers

CAPSTONE PROJECTS
continued on page 8

John Wicker

Executive Leadership Award

[UCLA IS Associates](#), a member-based executive [IT leadership organization](#), has selected Department of Parks and Recreation Director John Wicker for its annual Executive Leadership Award in the Public Sector category.

Wicker was recognized for leading the implementation of a state-of-the-art drowning detection system that uses advanced artificial intelligence to analyze video feeds from underwater cameras sending timely alarms to smart watches worn by County pool lifeguards.

This drowning detection system was developed in Europe, and its first implementation in the United States was at Jesse Owens Swimming Pool in South Los Angeles. The system, deployed in October 2017, boasts proven effectiveness and has reduced the time for pool lifeguards to detect and pinpoint the location of a potential drowning from 10 seconds to 1.5 seconds.



Wicker accepted the award during the IS Associates 2018 Executive Leadership Awards Dinner held in November at UCLA's Carnesale Commons. Other award recipients included Jeff Dailey, CEO of [Farmers Insurance Group](#), who received the Corporate Enterprise award; and Travis VanderZanden, founder and CEO of [Bird](#), who received the Start-Up/Entrepreneurial Award.

"This year's recipients of the Executive Leadership Award join a long and illustrious list of previous honorees, who also share that same insight – that the innovative use of technology in their businesses will always provide real opportunities, drive immense value and influence positive outcomes," said Don Olander, executive director of IS Associates.

As the Director of the Department of Parks and Recreation, Wicker is responsible for the operation, management and maintenance of more than 70,000 acres of park land and 182 parks, including 40 swimming pools and 20 golf courses that comprise the largest municipal public golf system in the country. Additionally, Wicker oversees more than 200 miles of multi-use trails, the John Anson Ford Amphitheatre, and the world-famous Hollywood Bowl.

He also administers the Department's annual operating budget of more than \$240 million, as well as 2,400 full-and-part-time employees serving more than 50 million park visitors each year.

Mapping Your Career, L.A.-Style

Los Angeles County has made defining one's government career path easy and kind of fun.

The County's Career PathFinder system has gathered 30 years worth of data on how L.A. County employees — from administrative assistants to department leaders — have climbed up the job ladder. Users can zero in on a specific job they are interested in moving to and see what percentage of people have taken a particular path to get there.

"It demystifies the process of finding your career option in the County," said Murtaza Masood, Assistant Director of the County's Department of Human Resources (DHR). "With over 2,400 job types and...500 to 700 job openings a year across 35 departments — law enforcement to hospital system to human resources to social work — it is easy to get lost and overwhelmed with all the options that are available. Career PathFinder allows you to plan a very focused approach to career planning."

The system walks users through a series of questions, prompting them to select a job classification and asking whether they would like to access 15 or 30 years' worth of data and whether they are seeking to move to or from a position. Once a user enters his or her name and chooses an icon, he or she can dive into the data.

"Once the system has that information, it can generate the up to 20 job classifications that are the most popular career moves from the user's starting job," said Marc Shartz, the County's DHR Principal Analyst and the one who came up

CAREER PATHFINDER
continued on page 6



Free Online Resources for the Holidays

LA County Library

The holidays are an exciting time for celebrating, but also a great opportunity to unwind from everyday tasks and indulge in the [eBooks](#), [audiobooks](#), [magazines](#), [music](#), and [movies and TV shows](#) you love during your time off. LA County Library has the perfect digital tools to check out your favorites online, for free. All you need is an LA County Library card.

Like to spend the colder days catching up on your favorite books snuggled up in a blanket by the fire? Need something to listen to when you're in the car driving from store to store looking for the perfect gifts? Download eBooks and audiobooks on your mobile device, tablet, Kindle, or computer with [OverDrive](#).

If you need a little help figuring out what your family will enjoy for holiday dinner, flip through your favorite food magazines on [RBdigital](#). Get some new recipes, decor inspiration, or just read some articles while your guests arrive.

Love catching up on movies and TV shows? Check out [Kanopy](#) for 30,000 films from independent filmmakers, documentaries, art films, and more, and [Hoopla](#) for TV shows and even more movies.

If you need some tunes for your holiday party, try [Freegal](#), which offers unlimited streaming and five song downloads per week.

If you prefer to spend your time off learning something new, you might come back to the office speaking a new language by using [Mango Languages](#), which offers interactive online courses and activities in your choice of 71 languages. You can also expand your skillset in your desired field or pick up a new hobby by taking courses through any of our [online learning platforms](#).

LA County Library's digital services are here for whatever you need this season—and all year round. You're only a few clicks away.

DPSS and Amazon

Creating a Wishlist Website for Toy Loan Program Donations

The Department of Public Social Services (DPSS) Toy Loan Program and Amazon have partnered to encourage charitable donations via the Amazon Wishlist website to benefit nine Toy Loan sites serving low-income communities.

With the support of the Internal Services Department and their Amazon partners, the new site is now available to bring the convenience of Amazon shopping to benefit thousands of families who rely on the Toy Loan Program.

Created in 1935, the Toy Loan Program is a free service that allows children to borrow toys from a DPSS toy lending library in the same manner that books are borrowed from a public library. Children develop a sense of responsibility through the observance of an honor code and merit system that gives praise and recognition when toys are returned on time and undamaged.

"For 83 years, the County's Toy Loan program has been a cherished part of so many childhoods," said Supervisor Janice Hahn. "I remember experiencing the thrill of checking out a toy when my dad took me to the Toy Loan center at Manchester Park as a child. I am grateful to Amazon Smile for creating this site and bringing new energy and attention to this beloved program."

Toy Loan is a voluntary community effort supported by the Board of Supervisors. There are currently 54 toy lending libraries located throughout the County.

The Amazon site, <http://toydrive.lacounty.gov/>, allows users to geographically select one of nine Toy Loan Program sites and have in-need Amazon Smile charity wish lists items shipped directly to the site.

The new partnership serves as a continuation of an existing effort by Amazon, #GivingTuesday, which is celebrated on the Tuesday following Thanksgiving. Since its inaugural year in 2012, #GivingTuesday has become a movement that celebrates and supports giving and philanthropy with events throughout the year.

For more information about the Toy Loan Program or a complete list of the nine Toy Loan sites where a charitable donation can be made, visit the [Toy Loan Website](#).

with the idea for Career PathFinder. “Users evaluate the jobs presented based on popularity, salary, salary difference from starting job, number of current employees holding the job and reviewing the job descriptions. Users select the job they are most interested in pursuing next on their career path.”

For Career PathFinder 2.0, the team plans to add information on credentials — such as professional certifications, licenses or degrees — so that users can see what kind of training they might need for a position. Shartzner said there are also plans to make training videos available so people can obtain some of those credentials or develop a strategy for pursuing them.

Lisa Garrett, the County’s Director of Personnel, said Career PathFinder is innovative because it not only shows people how to reach a certain career goal, but also encourages them to consider paths they might not have thought of. “Sometimes we don’t see things as possibilities,” she added, “but then [we] see it and think, ‘So can I.’”

Reprinted here with permission of GCN.com. Career Pathfinder is a winner of the GCN 2018 Public Sector Innovation Award.



HOME = for the = HOLIDAYS

*We are offering
discounted pet adoptions
at our seven county
animal care centers. This
special promotion ends
on December 31st.*

**This holiday season, bring
home a new family member
and share the gift of love!
#DACCARES**



<http://animalcare.lacounty.gov>

Join the First-Ever Holiday Season Parks After Dark (PAD)

Want to play in the snow, watch flicks in the park, or like to boogie? County employees are invited to attend free recreational activities offered to the whole family at 33 County parks starting December 20, 2018.

The Department of Parks and Recreation will host holiday-themed events from December 20, 2018, through January 5, 2019, at parks located across the County, from the Antelope Valley to South Los Angeles and in between from:

- 4 – 8 p.m. on Thursdays and Fridays
- 2 – 6 p.m. on Saturdays

“We invite everyone to spend quality time in the park to enjoy a wide range of free and fun-filled activities during our first-ever PAD Winter Season,” said John Wicker, Director of the Department of Parks and Recreation. “It’s a great opportunity for people of all ages to have a wonderful experience in a safe and enjoyable park environment.”

The winter PAD season coincides with holiday breaks provided to students across Los Angeles County. The program encourages healthy living and provides safe havens during extended hours of park operation.

PAD is led by the Department of Parks and Recreation, with strong support from partners including the Board of Supervisors, Chief Executive Office, and the following County departments: Sheriff; Mental Health; Public Health; Workforce Development, Aging and Community Services; Probation; Children and Family Services; and several community-based organizations.

Please [click here](#) for a map of all 33 participating PAD parks in Los Angeles County. Please [call](#) each PAD park for programming information.



Snow Days will be a popular activity during the 2018 PAD Winter Season.

Inspiring Young Boys to Read in South Los Angeles *LA County Library Partners with Nonprofit Barbershop Books*



books and reading to a male-centered space—the barbershop—and by involving men in boys' early reading experiences. Small bookshelves filled with a selection of award-winning books, curated by recommendations from young people, have been provided to all 10 barbershops, so that children can enjoy them while they or their parents are waiting to have their hair cut.

Three out of four black boys in California are not reading at grade level, based on data from the Department of Education, confirming the need to expand library and literacy programs

LA County Library has implemented child-friendly reading spaces inside 10 barbershops in South Los Angeles, to help black boys ages four to eight identify as readers by connecting

beyond traditional spaces. In consideration of this need, the Library partnered with Barbershop Books, a nonprofit literacy organization that leverages the cultural significance of barbershops in black communities to increase boys' access to culturally relevant and age-appropriate children's books to increase out-of-school time spent reading.

The Barbershop Books program recently kicked off with an opening event at St. Julian Barbershop in Compton. LA County Library Director Skye Patrick was present to celebrate the launch of this community-based literacy program that strives to create positive associations with reading in non-academic settings, and expands the Library's focus on increasing access for all customers.

“We understand that not all County residents will frequent one of our LA County Library locations, so we've made a point to go directly to them. We are committed to minimizing the literacy gap between young men of color and their peers, and this partnership with Barbershop Books will help us do that,” said Patrick.

Rancho Hosts Annual Pediatric Robocamp for Patients

In August 2018, six boys who had undergone hemispherectomy surgery, accompanied by their parents, gathered at Rancho Los Amigos National Rehabilitation for **Robocamp at Rancho**. Now in its fifth year, and the only program of its kind in the country, Robocamp draws widespread interest in the hemispherectomy community, with applicants from across the country and even Canada. This year's participants hailed from Florida, Indiana, Nebraska, Washington state (two children), and one locally from Lakewood, California.



Hemispherectomy surgery removes or functionally disconnects one half of a patient's brain, leaving the person with significant neurological deficits including weakness on one side of the body. This drastic procedure is necessary, usually in children, in certain conditions in which one side of the brain is severely abnormal and causing medically intractable epilepsy. Since these conditions and procedures are rare, families commonly have difficulty accessing rehabilitation services that are knowledgeable enough, or even willing to help them.

Robocamp at Rancho is an annual intensive rehabilitation camp that delivers the therapy expertise and state-of-the-art technology that post-hemispherectomy children and their families seek. The ambitious undertaking involves eight days, three hours per day, of intensive rehabilitation delivered by Rancho's expert therapists using rehabilitation robots such as the Hocoma Lokomat and ArmeoSpring. They also receive baseline and post-camp functional assessments, orthotics evaluations, visual field evaluations, and recreational therapy. Travel, lodging and food are provided for the families. This year's Robocamp added after-hours programs targeting functional activities such as self-care, food shopping and cooking, and had a session in the aquatic therapy pool at the Don Knabe Wellness Center. A memorable sleepover at Long Beach Aquarium with a backstage tour was provided by the charitable organization Las Floristas.

The Robocampers worked hard, tried to beat each other's high scores on the rehabilitation robots, painted, laughed, worked on new skills and swapped stories. They gained functional improvements, new knowledge and recommendations for continued therapy at home, treasured memories and invaluable social bonding with other kids who are "just like them."

Robocamp flourishes through targeted collaborations between a public entity and non-profit organizations. While Robocamp's providers and expertise come from Rancho Los Amigos, the endeavor is entirely funded by the non-profit organizations Brain Recovery Project and Las Floristas. The program is administered by Rancho Research Institute. The children and their parents stay nearby at Housing of Medical Emergencies, run by the Assistance League of Downey.

The program is led by Remy Chu Jr., OTR/L (Robocamp Occupational Therapy Director), Julie Kasayama, DPT (Robocamp Physical Therapy Director) and Susan Shaw Huang, MD (Robocamp Medical Director).

CAPSTONE PROJECTS *continued from page 3*

(Auditor-Controller), Web Application Design (Animal Care and Control), Mobile Application to Provide Information and Services to Customer and Parks Assistant Bot (Parks and Recreation), Updating the Website for Easy Accessibility (District Attorney), Web Application (Regional Planning), Remote Home Assistant (Workforce Development, Aging, and Community Services), System Registration (Probation), and Upgrade of Tenant and Owner Portals to Housing Authority Website (Community Development Commission).

The IT projects are a component of the Academic Internship Program administered by the Department of Human Resources. To participate in the program, please contact (213) 974-2382 or email interns@hr.lacounty.gov.

Retirees

Congratulations for your many years of service to the County of Los Angeles

50+ Years

INTERNAL SERVICES: Carroll E. Houston

45+ Years

HEALTH SERVICES: Louise Flowers

INTERNAL SERVICES: Patricia Burns

PUBLIC SOCIAL SERVICES: Alicia Tallon

SHERIFF: Bertha R. Alvarez

40+ Years

CHILDREN & FAMILY SERVICES: Lajuana L. White

CHILD SUPPORT SERVICES: Geneva M. Coley

HEALTH SERVICES: Lucy Adams-Hickey, Esther B. Martinez

PARKS & RECREATION: Toni L. Simmons

PROBATION: Carolyn M. Davis

PUBLIC LIBRARY: Norma Flores

SHERIFF: Kenneth J. Crawford, Dolores Velasquez

SUPERIOR COURT: Benjamin G. Jew, Consuelo Montellano

35+ Years

CHILDREN & FAMILY SERVICES: Valinda A. Rhoden

COUNTY COUNSEL: Myong H. Lee

FIRE: Eric R. Patton

HEALTH SERVICES: Ruby Bautista, Sharon Graham, Susan J. Keiper, James K. Kelly, III, Samuel Sandate

PUBLIC SOCIAL SERVICES: Cathy C. Logan

PUBLIC WORKS: Henry Wong

SHERIFF: Joseph M. Koch, Kevin C. Lloyd, Donnie L. Mauldin, Daniel B. White

SUPERIOR COURT: Renee Anaya, Carolyn S. Anderson, Deborah K. Witt

30+ Years

ALTERNATE PUBLIC DEFENDER: Thomas B. Ahearn

CHILDREN & FAMILY SERVICES: Doreen E. Freeman, Debra D. Pearson, Roberto A. Perez, Barbara J. Tunstall

DISTRICT ATTORNEY: Robert Wallace

FIRE: David J. Avila

HEALTH SERVICES: Zenaida C. Oasin, Myung S. Park, Hea S. Park

PROBATION: Kathlene Austin, Terry L. Edwards, Keith Young

PUBLIC LIBRARY: James C. Allred

PUBLIC SOCIAL SERVICES: David W. Watts, Arnolda Williams

PUBLIC WORKS: Catherine Truong

25+ Years

AGRICULTURAL COMMISSIONER/WEIGHTS & MEASURES: Scott E. Hunter

ALTERNATE PUBLIC DEFENDER: Angelique K. Johnson

AUDITOR-CONTROLLER: Carolyn L. Cherry

CHILDREN & FAMILY SERVICES: Melanie Bridges, Gregg D. Fritchle

DISTRICT ATTORNEY: Franco A. Baratta

FIRE: Edgar L. Davis, Mark A. Ortiz

HEALTH SERVICES: Caroline J. Cain, Teresa Delgado, Malita L. Greadington, Maria Javier, Mary N. Jefferson, Venus V. Napod, Carmen C. Torres

MENTAL HEALTH: Celeste H. Ryan

PROBATION: Maria E. Marquez

PUBLIC SOCIAL SERVICES: Lauren Abrams Hegaz, Yu-Chang L. Cheng, Manoug Kazandjian, Linda Amy Mirafuentes, Judith Zuniga

PUBLIC WORKS: Jeffrey A. Krecklow, Andre S. Wynn, Myrna P. Yap

REGISTRY RECORDER/COUNTY CLERK: Francisco Perez, Robert E. Santoya

SHERIFF: Mark P. Chiu, Carlos Fuentes

TREASURER AND TAX COLLECTOR: Debra A. Smith

December is AIDS Awareness Month & Human Rights Awareness Month

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SATURDAY

National Observance of
Martin Luther King, Jr. Weekend

THE EMPOWERMENT CONGRESS AND
SUPERVISOR MARK RIDLEY-THOMAS PRESENT

"TRANSFORMING COMMUNITIES"

27TH
ANNUAL

EMPOWERMENT CONGRESS SUMMIT



Charles R. Drew University
of Medicine and Science

1731 E. 120th Street
Los Angeles, CA 90059

FREE ADMISSION

Registration 8:00 am

Program 9:00 am

Register at

www.EmpowermentCongress.org

For more information
contact (213) 346-3247 or
Info@EmpowermentCongress.org



#ECSummit27



SPECIAL KEYNOTE SPEAKER

Congresswoman Karen Bass
Chair, Congressional
Legislative Black Caucus



01.19.19