



JANUARY 2016

COUNTY OF LOS ANGELES

A County for Everyone: Transformation through Community Empowerment

by Supervisor Hilda L. Solis, First District



Happy New Year. It is truly an honor to be Chair of the Board of Supervisors! I want to thank Mayor Antonovich for his leadership over the past year. I also want to take this opportunity to thank my Board colleagues for their tremendous partnership and cooperation through my first year including the Executive Office of the Board, CEO, and County Counsel.

When I took office, I heard the phrase “Welcome to the County family!” from nearly every County employee I met. We are a family. We are many individuals, but we are one together. All of us are united in pursuit of a better life for our children. We are one of the most racially and ethnically diverse counties in the nation. But sometimes I also think that our diversity makes it easier for us to think about what makes us different rather than what makes us the same. The priority I would like to set for this year is to reaffirm our commitment to our diverse County family. To make this family, our family, inclusive for everybody, no matter their background, no matter where they come from, no matter how far down the scale they have been.

This year, we must nurture the seeds we have planted and grow them into permanence and sustainability. I would like to propose four major areas of focus for the County in this next year. **First**, we must continue our work of building a 21st century economy, an economy that is innovative, prosperous, and fair. We need to create jobs: high road jobs that lead to a career, that pay a fair wage, and that allow workers to sustain their families. And we cannot forget the small businesses that

drive our economy. We must ensure the successful implementation of the Small Business Initiative, to prepare these businesses for the changes on the horizon. We can also leverage the County’s procurement, contracting and hiring systems to open up opportunities for women, minorities and veterans, as well as for businesses that employ recently-incarcerated men and women. **Second**, we need to redouble our focus on the health and wellness of everybody in our County. We have to continue to improve health care delivery throughout our entire system and to focus on preventative policies that provide healthful places to live and work. We must stand up for communities whose health has been overlooked for too long. **Third**, we need to proactively reach out to include historically underserved communities. Our services need to reach those who need it the most. We need to make it standard to reach out to our constituents in their language and with the cultural competency to get our message across. We need to expand participation in voting and to expand access to our libraries. **Last**, perhaps most challenging, this County must continue to explore new ways to interrupt the cycle of trauma and poverty that has left so many of our residents behind. We must harness the power of public-private partnerships to leverage our investments. We have already started to do this through our philanthropic initiative and by partnering with leading institutions. We also have to think creatively about using what we already have. For example, the County needs to inventory its assets, especially its real estate, and to think strategically about how we can deploy these to further our goals of providing affordable housing and housing for the homeless.

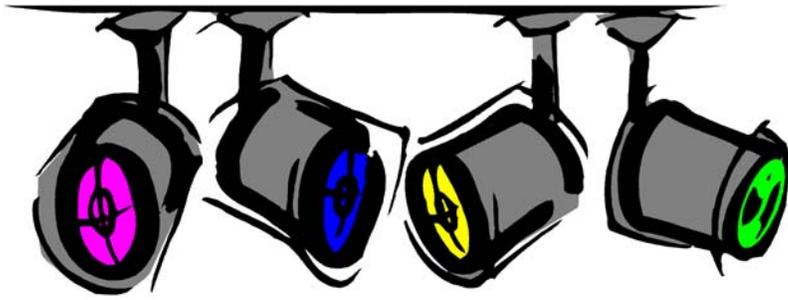
There is so much to do, but I know that we can succeed, and that we will succeed. I ask you to join with me this year by working to ensure that residents of this County have the very best resources, services, and polices that will benefit each and every one of them. Every single one.

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Calendar of Events

Los Angeles County Museum of Art

(323) 857-6010

www.lacma.org

Ongoing – Islamic Art Now, Part 2: Contemporary Art of the Middle East

Through February 21 – Diana Thater: The Sympathetic Imagination

Through March 20 – Frank Gehry

Through May 29 – Japanese Paintings: Figures from Life, Figures from Allegory

Through July 4 – Vitality of New Forms

Through January 2, 2017 – Senses of Time: Video and Film-Based Works of Africa

Center Theatre Group

(213) 628-2772

www.centertheatre.org

Ahmanson Theatre

January 30 through March 13 – An Act of God

Kirk Douglas Theatre

March 6 through April 3 – Women Laughing Alone with Salad

Mark Taper Forum

February 10 through March 20 – The Mystery of Love & Sex

Dorothy Chandler Pavilion

January 29 through January 31 – Cloud Gate Dance Theatre of Taiwan

Grand Park

www.grandparkla.org

(213) 972-8080

Every Tuesday, Wednesday, and Thursday – Lunchtime Lunch Trucks

Every Wednesday and Friday – Lunchtime Yoga + Lunch Trucks

Walt Disney Concert Hall

www.hollywoodbowl.com

(323) 850-2000

February 2 – Messiaen with the St. Louis Symphony

February 6 – Brian Stokes Mitchell

February 12 through February 14 – Mother Goose with Installation

February 16 – Australian Chamber Orchestra: The Reef

Through February 23 – City of Light

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



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health talk



by *Christopher Metchnikoff, M.D.*
Physician Specialist, Internal Medicine
Harbor-UCLA Medical Center

Stress Management for the New Year

What causes stress?

- Stress is a normal psychological and physical reaction to life demands.
- Most of us will experience challenges with stress at some point during the year.
- The brain is “hard-wired” to deal with stress by releasing hormones that will trigger what we call the “fight-or-flight” response. Once the stressor is gone, the body will send messages to the brain to reset.
- However, with persistent stress, the body is always in “fight-or-flight” mode which can have a negative impact on our physical and mental health.

Why is stress management important?

- Stress management gives us the tools to get our bodies back to a more relaxed state.

Stress management tips

- Identify the stressor.
- Seek support from family and friends.
- Maintain a healthy lifestyle, eat a healthy diet, sleep well, and exercise regularly.
- Engage in relaxation exercises such as meditation, tai chi, and yoga.

Mindfulness meditation

- Mindfulness is a type of meditation practice that develops mind-body awareness and reduces stress.
- Mindful awareness is the moment-by-moment process of actively observing one’s physical, mental, and emotional experiences.
- It may include sitting, walking, and learning to work with difficult thoughts and emotions.
- There is research that shows that mindful awareness may reduce stress, improve attention, boost the immune system, and promote a general sense of well-being.

For more information and free guided meditations, visit <http://marc.ucla.edu/body.cfmm> and click on the “Classes and Events” column.

One-Stop Property Tax Public Counter

In 2015, Mayor Michael Antonovich, Assessor Jeffrey Prang, Auditor-Controller John Naimo, and Treasurer and Tax Collector Joseph Kelly commemorated the grand opening of a new One-Stop public counter in the Hall of Administration.

This ribbon-cutting event represented many months of collaboration among the three property tax departments, including cross-training of staff to improve efficiency for members of the public.

“Today, we are able to better resolve property tax questions by providing additional assistance and resources,” said Assessor Jeffrey Prang. “By visiting the One-Stop counter, the public is provided a more personal touch, with face-to-face interactions on all property tax-related matters without being referred from one agency to another.”

The One-Stop public counter was modeled after one-stop initiatives by other departments, including the Departments of Public Works, Regional Planning, Fire, and others, which led to faster customer service and an overall improved experience.



What does the L.A. County Animal Care Center Do?

Department of Animal Care and Control

Your Los Angeles County Animal Care Center team works hard to keep the animals in your community safe and reunite them with their owners. The medical team at each care center includes several registered veterinary technicians and a veterinarian. The shelter team includes highly experienced and trained animal care attendants, officers, sergeants, lieutenants, and managers. They work behind the scenes to ensure all animals in our care centers are given the highest level of care possible.



- **General intake number per day at a care center can vary from 10-100 with summer having the highest intake level.**
 - o A large number of these animals are brought in with illness, infection, or injury.
 - Animals with medical issues are addressed by the medical staff and treated accordingly.
 - o Each animal on intake is checked for microchip.
 - If a microchip is found, the company is called and owner contact information received. The owner is then notified in the hopes of reuniting with their pet.
 - o Every cat and dog is vaccinated on intake to reduce the risk of contagious illness while in the animal care center.
 - o Every cat and dog is given a dose of Frontline flea prevention to reduce the risk of flea infestation and treat fleas presently on the animal.
- **Animals that are in our care are monitored for signs of illness, disease, or injury.**
 - o There is a fully functioning surgical suite at each care center that handles 15-30 spays and neuters daily along with performing special surgeries for the animals that need it.
 - Special surgeries include amputations, enucleations, mass removals, laceration repairs, etc.
 - o Medication is regularly prescribed for animals sick with kennel cough, various wounds, intestinal upset, and other illnesses.
 - o Animals that come in with possible fractured bones or orthopedic injury are brought to our private veterinarians for radiographs. These animals are brought back to the care center for bandages, splints, pain meds or amputation, if necessary.
- **One of the goals of each care center is to reunite lost animals with their owners and find homes for unwanted or abused animals.**
 - o We have a website that is updated minute-by-minute with pictures of animals impounded at our care center: animalcare.lacounty.gov.
 - o You can use a third party website to run facial recognition that helps identify your pet, if your animal is ever lost and found by one of our care centers: pipmypet.com.
 - o We run transports at least twice weekly from our care centers to other humane societies to give our animals a better chance at adoption and finding their forever home. We work with ASPCA to help facilitate these transports.

Rideshare L.A. County!

from the CEO/Office of Workplace Programs

Carpooling can save you lots of time and money and you can save lives. If you carpool 60 miles roundtrip, you can save thousands per year (if you carpool with one or more persons). Every passenger in the vehicle is one more car off the road. You'll be cleaning the air while you're at it and reducing the number of annual pollution related deaths in L.A. County. Make a great start this New Year and carpool to work. Take pride. Share the ride.

Working for You

Department of Public Health

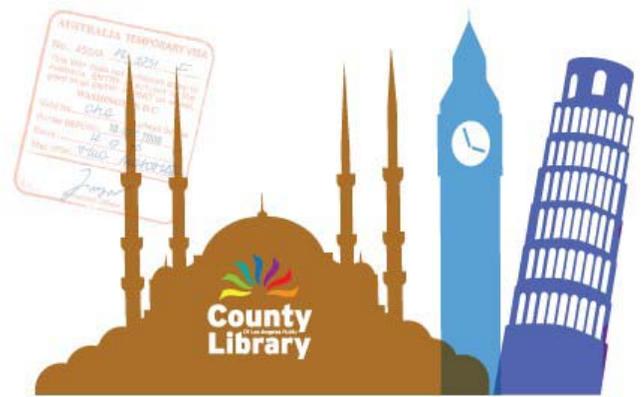
The Department of Public Health works to protect and improve the health of everyone in L.A. County. Around the New Year, many of us make plans to take positive steps for personal growth or change. Here are some ways that Public Health programs can assist you:

Chronic Disease & Injury Prevention: Focuses on improving the health for all residents in the County by reducing the occurrences, severity, and consequences of chronic diseases and injuries. The department's cardiovascular health program provides tips for staying active, physical activity guidelines, and strategies for schools to address the epidemic of childhood obesity. You can also learn more about how the department's Choose Health LA Kids program is working with organizations to address unhealthy food and beverage marketing throughout the County. Public Health has released a comprehensive toolkit that provides strategies for your community to address food and beverage marketing directed at children. Visit <http://www.changelabsolutions.org/publications/marketing-matters> to obtain the toolkit, which includes three action-oriented guides tailored for parents, community-based organizations, and policy makers to help educate, inform, and guide efforts toward change.

Substance Abuse Prevention and Control (SAPC): The department works with contracted partners and directly through our Antelope Valley Rehabilitation Center to provide substance abuse treatment services for County residents with substance abuse treatment disorders. The program can assist with self-assessment and links to services by calling (800) 564-6600. SAPC, in conjunction with the LA County coalition Safe Med LA, is also actively involved in preventing and responding to prescription drug abuse and overdose injuries and death. SAPC released a 10-point strategic action plan that shows how to get involved.

Tobacco Control and Prevention Program: Don't let the New Year stress allow you to give in to your cigarette craving. Instead, drink a glass of water, take deep breaths, chew on sugar-free gum, or go for a walk. Cravings usually only last a couple minutes and you can get through it. For help quitting call the California Smokers' Helpline at (800) NO-BUTTS. You can also explore the many resources available to help you quit smoking and become tobacco free by visiting <http://www.laquits.com/>.

To learn more about Public Health and the work we do to improve the health and well-being of communities in L.A. County, please visit <http://www.publichealth.lacounty.gov/>.



Passport and Metro TAP Card Services

Available at Select County Public Library Sites

If you're thinking of traveling abroad in the New Year and need to get a Passport, the County Public Library can help!

We're now processing Passport applications at two locations: Duarte Library and Lancaster Library. So far, since launching this service, we've handled 41 applications in Duarte and 195 in Lancaster! Visit www.colapublib.org/passport/ for more information on Passports.

The County Public Library is also making local travel easier, whether Library patrons are headed to a Storytime session for kids, a Book Club gathering or a Writer's Workshop, by selling Metro TAP cards at select sites! This pilot program will make Metro TAP cards available in January 2016 at El Monte Library, Dr. Martin Luther King, Jr. Library, Lancaster Library, Paramount Library, and San Fernando Library.

Metro patrons will be able to load stored value onto the TAP card at any of the five library sites. TAP card purchases cost \$2 each. The cards are valid across 24 different transit agencies throughout the County of Los Angeles. More information on Metro TAP is available at www.taptogo.net.

WeTip
WELFARE FRAUD
1 (800) 87-FRAUD

Employee Assistance Program

When unforeseen tragic events such as the recent shooting in San Bernardino County occur, it is not unusual to experience fear, anger, confusion, or grief. This experience can result in a more pronounced response since it was coupled with a holiday gathering which in spirit was meant to promote joy and unity. As a result, individuals may become uneasy, uncertain, and more isolative around holiday events. Similarly, the feelings of anxiety are heightened when information such as closure of LAUSD schools and the safety of our children being impacted becomes part of the national news. All of this affects the individual's personal and work life.

If you are an employee who has experienced the above mentioned difficulties, we encourage you to seek assistance from the Employee Assistance Program (EAP) within the Chief Executive Office, Risk Management Branch.

The EAP clinicians offer professional consultation and referral services for a broad range of personal and job-related issues and help the employee in viewing their problems from a different perspective. Some of the common issues that individuals present with are stress, anxiety, marital/family discord, loss of a loved one, interpersonal problems, and alcohol and drug use. EAP services are private and confidential. Records will not be shared with others.

You may use County time during your first visit; however, you need to inform your supervisor who may require a confirmation of visit slip to be provided.

Based on requests from departments, EAP clinicians also offer a variety of Personal Development and Los Angeles County Policy Implementation Trainings. These include stress management, effective working relationships, effective communication techniques, coping with change, and grief and loss.

EAP services can be accessed at Mid-Wilshire, El Monte, and Sylmar office locations by contacting (213) 738-4200 to make an appointment.



Firefighters Help Families Through SAVE Program

The L.A. County Fire Department will now be able to lend residents a helping hand after disaster strikes.

The Supplying Aid to Victims of Emergency (SAVE) program, developed by the California Fire Foundation, allows firefighters to give on-the-spot aid to families and individuals who suffer substantial property loss in a fire or major disaster, such as an earthquake or flood. This includes providing a \$100 MasterCard gift card that families can use to purchase a meal, clothing, or other necessities.

“As a fire chief and a firefighter also, I’m very proud to be associated with the SAVE program,” L.A. County Fire Chief Daryl L. Osby said. “When you think about the core values of the Fire Department, two in particular are commitment and caring. This program assists our citizens in their most urgent time of need and demonstrates our firefighters’ commitment to help our citizens. It also shows their caring attitude.”

Dave Gillotte, the president of Firefighters Local 1014, expressed a similar sentiment.

“The people that we protect are our friends and our families and our neighbors, and we count them as such,” Gillotte said. “We’re there when things go bad. We know what to do to fix it in the instant matter, but what also happens immediately after that can be key in the rebuilding of somebody’s life. The SAVE program...can bring that support through the SAVE cards—economic assistance right on the scene.”

LACoFD joins more than 60 fire departments across California in the SAVE program.

“We are so proud to be able put this tool in our toolbox, to be able to help people in need right after an emergency and at the very starting point of their rebuilding,” Gillotte said.

The SAVE program is completely funded by donations, many from firefighters themselves, as well as a grant from Chevron and other corporations. No taxpayer dollars are used.



Share Your Heart Share Your Home

*Become a Foster/Adoptive Parent
Department of Children and Family Services*

What better time than the New Year to consider adopting a child or children from foster care? Los Angeles County has, at any given time, close to 500 waiting children in need of adoptive families. Through no fault of their own, they cannot safely return to their birth families. Many of these waiting children are a part of a sibling set. Siblings have a unique and special bond, but when they endure the pain of entering foster care, this bond becomes even more critical. Oftentimes, siblings are all that they have left of their fractured families. When social workers can't find placements to accommodate larger sibling sets, sadly these kids are sometimes placed in separate foster homes where they visit maybe once a month or less. Due to the separation, the children can get depressed or act out. If children cannot return to their birth families, the Department of Children and Family Services Specialized Placement and Recruitment Team steps in to help reunite siblings in permanent, loving, adoptive homes.



Photo: Sal Owen

Meet an incredible foursome who is hoping to be reunited together in one home with one family. One look at this amazing photograph and anyone can see that these four beauties are full of personality and pizzazz. Currently in separate foster homes, our goal is to reunite these sisters' hearts in one happy home. At 11-years-old, Cassandra is the oldest of the bunch. She is a sporty girl, who is happiest playing an intense game of soccer or basketball. She is also in the marching band and really enjoys this activity. Cassandra is also social and a good student. Athletic, intelligent, and social, she's got it all! Dulce, age 9, is a true girly-girl. She loves ribbons and pink, dressing up, and doing her nails. She loves school and does very well. She also doesn't mind playing outside and enjoys playing with her siblings any chance she gets. Maria, age 8, adores her big sisters and loves to spend time with them as often as possible. Maria lives with her younger sister and is sweet and loving. Maria likes to be helpful, enjoys school, and loves to play Barbies with her younger sister. Dayanara, age 5, is the perfect bookend for this sibling set. She is active, happy, outgoing, smart, and fun. Barbies are also her favorite toy and spending time with her big sisters is high on her list of fun! All four girls are healthy and just need a family to call their own. Call (888) 811-1121 to learn more about adopting these girls today.

DHR's Wellness Corner

Bringing you inspiration from around the County

How's Your Financial Health?

By Mary Gilmore (Department of Human Resources)

Introducing *Better Futures Faster* – it's your new BFF!

As we enter into the New Year, many of us are experiencing some financial challenges. Let's face it! Living in Southern California is not cheap. Statistics show that seven out of ten Americans cite financial problems as their main source of stress. In fact, we surveyed nearly 4,000 County employees, and a whopping 43% of us live paycheck to paycheck, and only 40% have a budget. Well, don't despair! DHR is here to help! We joined forces with MetLife, Horizons, LACERA, and Cigna Life to bring you a new financial wellness series of classes, both online



and in a classroom setting, called *Better Futures Faster*. In fact, we are in the process of setting up over 40 onsite classes and 12 new Webinars to assist you in improving your financial health in 2016. Make it your New Year's resolution to participate in this amazing new class offering.

Two separate 4-class series will be offered. One will be brick and mortar-style in a classroom at various work locations. The other series will be conducted via Webinars:

FINANCIAL HEALTH
continued on back page

Special Assignments



Periodically, the CEO Office of Workplace Programs & Marketing (WPM) receives Special Assignments from the Board of Supervisors. In 2015, WPM coordinated the Special Olympics World Games 2015 program, which included fundraising and volunteerism for the largest sporting event hosted by Los Angeles since the 1984 Olympic Games.



2,000 Volunteers



\$124,597.46 raised



Our County family supported a world of acceptance and inclusion for those with intellectual disabilities



Retirees

Congratulations to the following employees who are joining the ranks of the retired after their many years of service to the County of Los Angeles:

45+ Years

CHIEF EXECUTIVE OFFICE: Karen D. Givens
CHILD SUPPORT SERVICES: Robert S. Scott
PUBLIC SOCIAL SERVICES: Clara J. Manning
SUPERIOR COURT: Barbara J. Lang
TREASURER & TAX COLLECTOR: Freda Low

40+ Years

AGRICULTURAL COMMISSIONER/WEIGHTS & MEASURES: Benita Garza
BOARD OF SUPERVISORS: John L. Ruegg
CHIEF EXECUTIVE OFFICE: Lavern C. Dale
HEALTH SERVICES: Joanne A. Burdette, Jeanne K. Egusa, Luz Hernandez, Lorraine Madison, Karen J. Schaffner, Judy I. Vargas
INTERNAL SERVICES: Martha A. Fierro, Gregory D. Warren
LACERA: Virginia Carrillo
PARKS & RECREATION: Frank Gonzales
PROBATION: David J. Gutierrez
PUBLIC HEALTH: Cheryl D. Williams
PUBLIC SOCIAL SERVICES: Juanetta B. Dunlap, Yu-Chun L. Kolber, Olga Parian, Christine Perkins
PUBLIC WORKS: Craig C. Carpenter
SHERIFF: Jacquie M. Redeaux
SUPERIOR COURT: Renee Allen-Taylor, Janice Weamer
TREASURER & TAX COLLECTOR: Glenn A. Byers

35+ Years

ASSESSOR: Chrystal Taylor
AUDITOR-CONTROLLER: Ken Van Orden
BOARD OF SUPERVISORS: Gliceria Q. Quiaot
CHILDREN & FAMILY SERVICES: Deborah Cotton Thomas, Jose Lujan, Mark A. Miller, Linda D. Patterson
CHILD SUPPORT SERVICES: Joseph L. Navarro
COMMUNITY & SENIOR SERVICES: John G. Merrill, Emma S. San Antonio
FIRE: Edward J. Martin
HEALTH SERVICES: Carol Anderson-Pineira, Margie Johnson, Leticia A. Meneses, Cora R. Patterson, Irene Salas, Timothy Toller
INTERNAL SERVICES: Donel Boss, Esperanza J. Davila, Al W. Day, Calvin Stec
PROBATION: Dennis R. Chormicle, Jesse Roberson
PUBLIC HEALTH: Maria A. Alfaro, Dickson Ung
PUBLIC SOCIAL SERVICES: Shirley Austin, Guadalupe Escobedo, Mordessia R. Walker, Delores C. Williams

SHERIFF: Victor A. Lopez, George B. Magallanes, Susan M. Ortizluis, Karen A. Vandahlen

30+ Years

BEACHES & HARBORS: George D. Lorenz
CHILDREN & FAMILY SERVICES: Maria M. Borunda, Erlinda V. Dyer
FIRE: Clifton D. Brown, Daniel A. Ertel, John M. Fedele, Edgar W. Loney, Timothy E. Shubin
HEALTH SERVICES: Josefina Campbell, Teodora F. Ellis, Delila J. Gilmore, Richard D. Leathers, Cheri F. Pacis, Jo Ann Pinson, Antonia Rodriguez, Socorro S. Samson, Linda R. Swain, Betty J. Terrell
INTERNAL SERVICES: Ronaldo P. Amigo
LACERA: Mamie Kwan
MENTAL HEALTH: Lisa K. Mangiagli
PARKS & RECREATION: Irma Diaz
PROBATION: Cynthia A. Alexander, Rachel M. Rodriguez, Luis Vasquez
PUBLIC DEFENDER: Christopher G. Apostol
PUBLIC HEALTH: Ligia A. Galvan, Simone Taylor
PUBLIC SOCIAL SERVICES: Rick V. Tan, Pauline Y. Wong
PUBLIC WORKS: Mark W. White
REGISTRAR-RECORDER/COUNTY CLERK: Linda J. Booker
SHERIFF: Roberto M. Causey, Helen Ewell, Reginald D. Gault, Joseph C. Haertsch, Colletta Kirtley, Robert L. Mullins, Allan G. Smith, Steven R. Smith, Orlando A. Tachias
SUPERIOR COURT: Lana G. Lum, Lynn D. Moyers, Rene A. Villarreal

25+ Years

ASSESSOR: Rebecca L. Landig, Susan Langs, Margaret Siegel
AUDITOR-CONTROLLER: Kathleen Blanchette
DISTRICT ATTORNEY: Thomas R. Wenke
FIRE: Todd R. Schmitz, Steven E. Shook
HEALTH SERVICES: Precy M. Ascueta, June Frisbey, Carolyn Gee, Mulunesh Haile, Prem J. Kalra, Catherine Rogers, Laura L. Warriner, Carmen Wilkins
INTERNAL SERVICES: Randolph G. Bittner
MENTAL HEALTH: Bebi G. Lucio
PROBATION: John F. Ferguson, Timothy E. Taylor
PUBLIC DEFENDER: Erica A. Grant, Charles E. Lehman
PUBLIC HEALTH: Epifanio Braganza, Marcia R. Jeffries
PUBLIC LIBRARY: Barbara K. Courson
PUBLIC SOCIAL SERVICES: Lilit Abramyan, Debra R. Coleman, Ruth Harlins, Cheue-Yuh Lin, Melba Londono-Philpott, Hsien C. Lu, Aris Mardirosian, Lewis W. Roach, Carolyn D. Wilson
SHERIFF: Gregory J. Belluomini, Mary L. Lusk, Denice E. Todd-Picket
SUPERIOR COURT: Sharon P. Boyer, Rosa M. Lozano, Rene Sanchez, Patricia A. Smith
TREASURER & TAX COLLECTOR: Carllean Martin, Rolando A. Puhawan



See Something, Say Something

How to Foster a Safe Workplace

The tragic events in Paris and San Bernardino highlight the risk to our lives and our family's well-being due to active shooter incidents. They remind us that fostering a safe environment requires both physical measures and personal behaviors that must work together to maximize security.

The County values the safety and security of its employees and residents, and has a variety of programs, tools, and resources at your disposal to address facility security, employee education and training, as well as mental health services.

The Sheriff's Department, the Chief Executive Office/Office of Emergency Management, and others are collaboratively working to strengthen safety and emergency preparedness at County facilities. These safety initiatives include a comprehensive effort to update building safety plans, evacuation procedures, and dedicated exercises at County facilities. The Employee Assistance Program is also available to help management, supervisors, and employees safely deal with job performance issues.

Keep in mind, though, that individual actions are the most important during an Active Shooter incident and can mean life or death. The Sheriff's Department offers two educational resources: the *Emergency Preparedness and Building Safety Guide* and *Surviving an Active Shooter* video (available on YouTube at <http://bit.ly/1NnSGGV>). Another good resource is the Federal Department of Homeland Security's "See Something, Say Something" campaign (<http://www.dhs.gov/see-something-say-something>).

Also, it is important for all County employees to always be aware of their surroundings and follow all security protocols. Be vigilant for unusual actions or threatening behaviors, and report them appropriately.

Now is the time to act on the awareness generated by recent active shooter events. Please utilize the resources available to gain awareness and prepare for a similar incident.

For more information on County programs that can assist with an active shooter scenario, please contact the Chief Executive Office/Office of Emergency Management at (323) 980-2260.

FINANCIAL HEALTH *continued from page 7*

BFF—Four-Part Classroom Series

- Session 1 Building the Foundation
- Session 2 Creating and Managing Wealth
- Session 3 Establishing Your Retirement Stream
- Session 4 Making the Most of What You Have

Classes are conducted by a certified financial planner with 10 years of experience.

BFF—Webinar Topics (Noon to 1 p.m.)

- January It's My Budget and I'm Sticking to It
- February Making Tax Returns Less Taxing
- March Help! I Need More Income
- April I Want to Buy a House
- May Money Basics
- June Intermediate Investing
- July Surviving a Personal Financial Cliff
- August ID Theft: Prevention and Resolution
- September Getting and Keeping Good Credit
- October Dreaming of Retirement
- November Paying for College 101
- December Dealing with My Credit Cards

Don't miss out on this amazing opportunity to live the way you dream about. Watch for the e-blast from your Wellness Manager announcing when the BFF series will come your way.