



# Alive!

Serving  
Over  
50,000  
Members

# Clean and Green

## PUBLIC WORKS

Sanitation welcomes its first fully electric refuse vehicle. They're just getting started.

—PAGE 12



From left: Patty Menjivar, Executive Fellow, Mayor's Office of Energy and Sustainability, 1 year of City service; Janene Sherrard, Executive Assistant to Deputy Mayor Nancy Sutley, Mayor's Office of Energy and Sustainability, 1 year; Mark Jobb, Refuse Collection Truck Operator, 18 years; Ron Cole, Solid Resources Manager I, 35 years, Club Member; Barbara Romero, Director and General Manager, Public Works/Sanitation, Club Member; Alex Helou, Assistant Director, Sanitation, 22 years; Charlotte Tan, (then) Environmental Supervisor II, 20 years, Club Member; Bill Musselman, Acting Superintendent for Support Services and Acting Fleet Manager, 25 years, Club Member; and Raul Euyoque, Maintenance Laborer.

Alive! photo by Summy Lam. Photo illustration by JULA Associates.



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# Charging Into Now

You might have heard the phrase, “charging into the future.” But for Sanitation and Environment, the future is already here. The future of electric vehicles is now.

The City has mandated that vehicle purchases must consider green choices. Sanitation is doing that, but it is not

easy. The weight of batteries is still so high that it limits the payload of each refuse collection vehicle – a classic Catch-22. As Sanitation’s **Ron Cole**, Solid Resources Manager I, Club Member, said in this month’s interview: “We’re rooting for the new battery science as soon as possible.” We document exactly that challenge in the illuminating feature this month.

I acknowledge **Barbara Romero**, Director and General Manager, Public Works/Sanitation, Club Member, for arranging our cover photo shoot in the shadow of City Hall (great choice!), and **Shonette Reed**, Public Relations Specialist II, for facilitating all aspects of this comprehensive and important story.

### Farewell, Ruth

This month’s *Alive!* dedicates a healthy spread in this issue to **Ruth B. Perry**, who is stepping down from her role as president of the Retired Los Angeles City Employees, Inc. (RLACEI). I won’t go into too much detail here, but I recommend you take a look and appreciate all that she has done for City Retirees. Thank you again, Ruth.



Outside an EV refuse collection vehicle in full use by Sanitation are (from left) Barbara Romero, Director and General Manager, Public Works/Sanitation, Club Member; Club CEO Robert Larios; and Alex Helou, Assistant Director, Public Works/Sanitation.

## ROBERT’S BLOG

by Robert Larios, CEO, The Club



### Second Year

As I enter my second year as Club President and CEO, I thank all of you who told me how much you love the Club, and how strongly you feel about the continuity of our leadership team. We have fun serving Members, certainly ... but our commitment to honoring, thanking and celebrating you for your dedicated service remains serious, steadfast and unshakable. It is our honor to serve you; I look forward to continue shepherding the Club team to create new benefits and build the value of your Membership. Finally, I thank **John Hawkins**, Club Founder, for his guidance and support.

### Worth Considering

In beginning the New Year with new opportunities in our lives, keep in mind that achieving something extraordinary requires tackling the challenges that arise along the way. Your potential is limitless; each challenge is simply a bridge to a greater you.

### A Toast

I wish Club Members a very Happy New Year. Consider using this yearly transition as an opportunity to start anew. Renewal is the basis of our growth; embrace it!

*¡Gracias por leer!*

*Robert Larios*  
CEO

At a recent Mobile Team site visit.



# Raise employee morale! Schedule a Club Mobile visit!

The Club Mobile Team will bring benefits experts and Club legendary apparel for purchase at low prices (hats custom-made on site). It’s one of the best ways for staff to feel appreciated. Your employees will be grateful!



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Or contact Lupe Lira, Director of Retail and Ecommerce: (213) 819-0350, or [mobile@employeesclub.com](mailto:mobile@employeesclub.com)

### Monthly Anchors:

**North Central Sanitation**  
452 N. San Fernando Rd., 9 a.m. – 2 p.m.  
The first Monday of every month:  
**Mon., Jan. 6**

**Van Nuys City Hall**  
6262 Van Nuys Blvd., 10 a.m. – 2 p.m.  
**Tues., Jan. 7**

**Harbor**  
100 W. Fifth St., 10 a.m. – 2 p.m.  
The first Wednesday of every month:  
**Wed., Jan. 15** (modified due to New Year holiday)

**City Hall Farmers Market**  
201 N. Main St., 10 a.m. – 2 p.m.  
The first Thursday of every month:  
**Thurs., Feb. 6**

### Additional Visits:

**Animal Services – Harbor Shelter**  
957 N. Gaffey St., noon – 4 p.m.  
**Thurs., Jan. 16**

**LADOT – Western Yard**  
2801 Exposition Blvd., 6 – 8 a.m.  
**Thurs., Jan. 23**

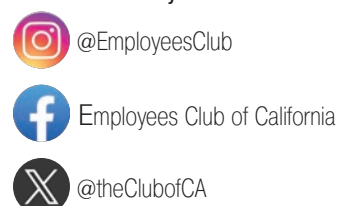
**Street Services – Chatsworth Yard**  
9324 Topanga Canyon Blvd., 10:30 a.m. – 1:30 p.m.  
**Thurs., Jan. 30**

**ATTENTION SUPERVISORS:** Raise employee morale! Bring the Club to your worksite!

**Club Mobile is cashless!** For your convenience, now accepting major credit cards.



Follow Club social media for other days, times and locations as they are scheduled:



Alive! photo by Summy Lam. Photo illustration by JLLA Associates.



# Clean and Green

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- LADOT: Valley Traffic Officers bring toys to area schoolchildren.

## CLUBDEALS

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In addition, the Club strives to publish only those elements that are produced by the Club itself, are in the public domain, or whose rights have been negotiated.

Club Members who have questions on these points may write to: [alive@employeesclub.com](mailto:alive@employeesclub.com)

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# Share Your Party Photos!

Is your dept. celebrating the holidays?  
Let the Club publish your photos!

The Club Holiday tradition continues – have photos from your department’s holiday party printed in *Alive!*, in our special holiday section, online and in print. It’s an *Alive!* tradition!

Here’s how to have your holiday photos published::

1. If you’re having your party in person, take your own photos and submit to the Club at the address below. (This is best.)
2. Or, invite the Club to attend your holiday party. We’ll assign your Club Counselor or other Club employee, and we’ll join your party just to take some photos. Send us your details. We’ll do our best to get to as many parties as we can, but we can’t guarantee it.



To upload your digital holiday party photos,  
or ask that we attend, go to:  
[www.alive.employeesclub.com/holidayparty](http://www.alive.employeesclub.com/holidayparty)



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## 911 Operators to Be

LAPD WELCOMES ITS NEWEST CLASS OF PSR TRAINEES.

*Story and photo courtesy LAPD/Communications*

**LAPD:** In November, the LAPD welcomed its newest class of PSR trainees, Class 126 – a big class!

“Together, you’ll learn, grow, and become a team that supports our community in its most critical moments,” the department said. “Wishing you all the best as you take on this vital role. Let’s show what teamwork can do!”

Welcome, dispatchers to be!



911 dispatchers class 126 in front of LAPD headquarters.

## New Digs at LAX

AIRPORT POLICE OPENS FIRST SUBSTATION IN BRADLEY TERMINAL.



*Alive!* covered the opening of Airport Police’s main headquarters building in January 2022.

**AIRPORTS:** On Nov. 13, just in time for the busy holiday travel season, Airport Police opened its first substation in the Central Terminal Area. The substation is located in the Tom Bradley International Terminal on the ticketing level, pre-screening Aisle C.”

Airport Police says this new facility is vital to Airport Police’s ongoing efforts to enhance police presence, foster community relations, and reduce response times for service calls within the terminal. The substation marks a significant step in enhancing safety and security for both passengers and airport employees, allowing the Airport Police to continue to serve the aviation community.

*Alive!* covered Airport Police’s new headquarters back in January 2022. And we’re happy to continue to cover Airport Police’s continued expansion.

Congratulations to Airport Police! ●



Dignitaries and rank-and-file celebrate cutting the ribbon on Airport Police’s first substation, inside Tom Bradley International Terminal at LAX. Officials included Airport Police Chief Cecil Rhambo and Airports General Manager John Ackerman.

# Be My Club Valentine

Send your loved one a special Valentine...  
in the February *Alive!*

*Here's how it works:*

Send us a favorite photo (high-resolution digital) of you and your loved one(s) (could be a romantic partner, a parent or child, etc.) and two or three sentences declaring your special bond. And we'll print as many as we can in the print and Web *Alive!*

**DEADLINES:**  
February 10 for Web *Alive!*

To send your digital photo and your message, go to:  
[alive.employeesclub.com/valentines](http://alive.employeesclub.com/valentines)





# THE CLUB INSURANCE CORNER

by Noelle Kauffman, Club Director of Sales



CA LICENSE NO: 0H45598

## START THE YEAR WITH CARE: Review Your Life Insurance Coverage Now

A new year brings fresh starts, new goals, and a chance to focus on what truly matters. Whether it's building financial security, improving your health, or spending intentional moments with loved ones, this season is a reminder of the importance of planning for the future.

One step that's often overlooked, but profoundly meaningful, is reviewing your life insurance coverage with a Club insurance specialist.

Life insurance isn't just a policy—it's a commitment to protect those who depend on you. It's a way to ensure their financial wellbeing no matter what happens.

The start of the year is the perfect opportunity to reflect on your plan and make sure it still meets your family's evolving needs.

### Why It's Important

Life doesn't stand still. Your insurance coverage shouldn't either. Major milestones like starting a family, buying property, launching a business, or paying off significant debts can significantly change your needs. Reviewing your policy with a Club insurance specialist ensures it keeps up with your circumstances, so your loved ones are always supported.

Making time for this now brings peace of mind. It's one less thing to worry about, knowing your family is protected financially—both today and in the what-ifs of tomorrow.

### What to Think About

Here are some questions to guide your review and ensure your protection is aligned with your current needs and goals:

- |   |   |   |   |
|---|---|---|---|
| <p><b>1. Has Your Family Changed?</b><br/>If you've had children, adopted a dependent, or experienced changes in your household, you'll want to confirm your policy reflects these updates.</p> | <p><b>2. Do Your Debts Factor Into Your Plan?</b><br/>From mortgages to student loans, life insurance can help shield your loved ones from financial burdens if something happens to you.</p> | <p><b>3. Are Your Beneficiaries Up to Date?</b><br/>Relationships and priorities can shift over time. Make sure the beneficiaries listed on your policy align with your current intentions.</p> | <p><b>4. Does Your Coverage Reflect Your Income and Lifestyle?</b><br/>Increased earnings or changes in your financial situation may call for adjustments to your policy to maintain your family's quality of life.</p> |
|---|---|---|---|

### How to Get Started

We know life insurance can feel complex. But taking steps to review your policy today with a Club insurance specialist can make a lasting difference tomorrow.

- |   |  |
|---|--|
| <p><b>1. Schedule a Policy Review:</b><br/>Set up a meeting with a licensed insurance specialist at the Club. Our expertise can help ensure your plan stays relevant and aligned with your goals.</p> | <p><b>2. Think Long-Term:</b><br/>Life insurance is more than a safeguard—it's part of your overall financial strategy. From preparing for retirement to funding education or leaving a meaningful legacy, it's a tool that supports your broader vision for the future.</p> |
|---|--|

### Thoughtful Protection for the People You Love

When you think about the people who rely on you—your partner, children, parents, or even close friends—what comes to mind is how much you care for them. Reviewing your life insurance with a Club insurance specialist is one of the most meaningful ways to honor that responsibility. It's about ensuring their security and comfort, no matter what twists and turns life may bring.

Here in California, working with licensed professionals who follow the state's insurance regulations – like we do at the Club – is key to making sound decisions. We'll help you explore your options responsibly, without pressure, so you can confidently move forward.

Start this year with purpose. Make 2025 the year you prioritize the wellbeing of those you care about most. Because life changes—and your insurance should adapt right along with it.

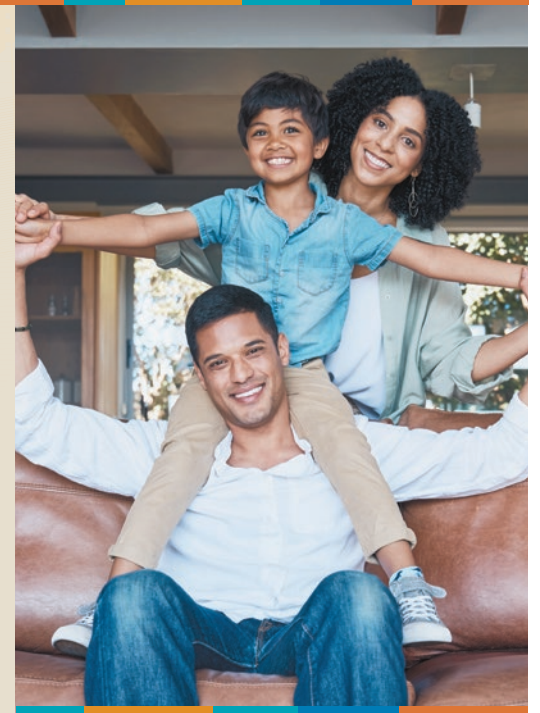
### Securing Your Future Starts at the Club

For help reviewing your coverage, reach out to your Club insurance expert. Together, we can ensure your policy continues to meet your needs—because protecting what matters is always worth it.

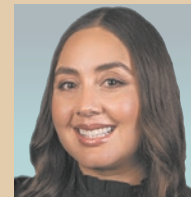
### Get the guidance you deserve!

Reach out to your Club Counselor specialist today by calling (800) 464-0452, Ext. 4, or send us an email at [info@employeesclub.com](mailto:info@employeesclub.com)—because taking the first step toward securing your future starts here.

**For more information and to apply, reach out to [info@employeesclub.com](mailto:info@employeesclub.com)**



## Meet Your Club Counselors



**Dalila Vielma**  
Member Services Counselor



**Dylan Noel**  
Member Services Counselor



**Cynthia Ha**  
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**Cheryl Martin**  
Member Services Counselor

Update your benefits and get all of your questions answered by booking a one on one or group presentation appointment with your colleagues at your job site.

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## FOR RETIREES OR THOSE ABOUT TO RETIRE

### The Club is here to guide you through the retirement planning process every step of the way!

If you plan to retire soon or are newly Retired, you have access to attend a retirement planning party with Club Retiree Specialist Counselors that will set you up for success in retirement.

We will be reviewing topics including pension deduction, Retiree Life Insurance, Retiree Legal Insurance, the Club's Retiree Mentorship Program, our Retiree Recognition Awards, and other valuable Club benefits.

The Club strives to make your transfer from active to Retired as easy as possible by guiding you through the processes; educating you on new, important topics; and welcoming you to our Club Retiree Community.

### Attend a Retirement Planning Party!

- Date:** Last Thursday of each month  
(Choose one: Jan. 30, or Feb. 27, or Mar. 27)
- Time:** 1 – 2 p.m.
- Location:** Club Headquarters  
311 S. Spring St., Suite 1300  
Downtown Los Angeles
- Parking:** Validated parking provided.

### RSVP today!

- To reserve a spot at an upcoming Club Retirement Planning Party:
- Call us at (800) 464-0452, option 4, or
  - Email us at [info@employeesclub.com](mailto:info@employeesclub.com)



Don't hesitate to contact our Retiree specialists at [info@employeesclub.com](mailto:info@employeesclub.com) • or (800) 464-0452

## Contact Information

**Club Retirees Dedicated Helpline:**  
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[help@employeesclub.com](mailto:help@employeesclub.com)

**LA City Employees Retirement System (LACERS)** (City Dept.)  
(800) 779-8328  
[lacers.services@lacers.org](mailto:lacers.services@lacers.org)

**LADWP Retirees Association**  
(949) 388-1206

**Fire and Police Pensions** (City Dept.)  
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[pensions@lafpp.com](mailto:pensions@lafpp.com)

**LA Retired Fire and Police Association (LARFPA)**  
(888) 288-5073  
[membership@larfpa.org](mailto:membership@larfpa.org)

**Retired Los Angeles City Employees, Inc.** (RLACEI)  
See page 16



More than  
**\$130 MILLION**  
in insurance  
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## Your Insurance at Work

When Members purchase insurance through the Club, they trust the insurance will help them in times of need.

Below are the monthly amounts of claims paid back to Members. Club insurance plans will be there when you need them.

INSURANCE PLAN	NOVEMBER	TOTAL SINCE 1992
Life/Accidental Death and Dismemberment	\$170,175	\$75,462,250
Disability Insurance	\$153,337	\$36,829,929
Long-Term Care Insurance	\$186,079	\$15,049,576
Cancer/Critical Care Insurance	\$70,000	\$5,340,950
Accident Plan	\$4,400	\$149,602
<b>Totals</b>	<b>\$583,992</b>	<b>\$132,832,309</b>

### CLUB MEMBERS' PRAISE

"I received good service [from the Club's Claims Dept.] from the beginning to the end. Everyone was helpful and kind. I was encouraged every step of the way. I had read this book [*The Fall of Freddie the Leaf*] before, and in reading it again, it was a great comfort to me."

— Sandra Yarbrough, January 2023



**Mikayla Sprague**  
Claims Administrator

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## Preparing for the Paralympics



REPS FROM ENGINEERING, DEPT. ON DISABILITY MEET WITH ADVOCATES.

### DEPT. ON DISABILITY/PUBLIC WORKS:

Representatives from the Dept. on Disability and Public Works/Engineering met in Paris with international experts in preparation for the City's hosting of the Paralympic Games in 2028.

Ali Everett, Assistant Executive Director, Dept. on Disability, and Natalie Sparrow, Disability Access Manager and ADA Coordinator for the Pedestrian Rights of Way, Public Works/Engineering, met with Keely Cat-Wells, political activist and writer who focuses on disabled talent in the media, and Dr. Victoria Austin, co-founder of the Global Disability Innovation Hub and co-director for the World Health Organization's Center on Assistive Technology.

While in Paris for the recent Paralympic Games, Ali Everett participated in a valuable accessibility session led by Pascal Mathieu, the City of Paris Accessibility lead, as part of the Paris 2024 Games. The session focused on City services and included a detailed venue tour, covering both the venue approach and internal accessibility features.

LA hosts both the next Olympic Games and Paralympic Games in 2028. ●



Ali Everett, Dept. on Disability (third from left) and Natalie Sparrow, Public Works/Engineering (second from left) met with international disability advocates Keely Cat-Wells (right) and Dr. Victoria Austin in Paris.

## Ted Is Tops

GM TED ROSS, CLUB MEMBER, NAMED CITY EXECUTIVE OF THE YEAR.



Ted Ross

**ITA:** Congratulations to ITA General Manager Ted Ross for being honored as City Executive of the Year in the 2024 LocalSmart Awards by the Scoop News Group. This prestigious honor recognizes visionary tech leaders driving innovation to enhance government services.

Ted is a Club Member.

"I'm honored and humbled to be named 2024 U.S. City Executive of the Year in the LocalSmart Awards!" Ted commented. "Since 2015, my focus has been on leveraging technology to improve lives, enhance transparency, and build a smarter, more connected Los Angeles. This recognition is not just about one individual—it's about the power of teamwork, vision, and public service."

"A sincere thank you to my incredible team, the City of Los Angeles, and the residents we serve. Here's to continued innovation and excellence in public sector technology!"

The LocalSmart Awards highlight the leaders who are improving city, county and municipal government.

Starting in July, members of the state and local government technology community nominated more than 250 leaders and projects, and the StateScoop team narrowed the list to approximately 100 finalists. Readers cast more than 850,000 votes between Sept. 16 and Nov. 8 to decide this year's winners.

As CIO and General Manager of ITA, Ted leads a team of 450 employees, delivering enterprise IT services to 48,000 City employees and digital services to more than four million residents. With more than 21 years of technology experience, he has driven innovation since his appointment in 2015. Congratulations from the Club, Ted! ●

## Welcome New Officers!

DEPT. POLICE FORCES WELCOME NEW OFFICERS.

**HARBOR, AIRPORTS:** In November, Port Police and Airport Police welcomed new Officers. Port Police welcomed Dylan Herrero and Andrew Kirkland. They graduated from the LAPD academy as part of class 6-24 and began the Port Police's Field Training Program.

Airport Police welcomed Officers Tyler Washington, Jannet Salceda and Mark Bologna, who also graduated from LAPD Academy Class 06/24! Officer Washington won the Physical Fitness Award.

Officers, your dedication and hard work have paid off. Congratulations, and thank you for your commitments to serving the City of Los Angeles. ●



Port Police Officers (from left) Dylan Herrero and Andrew Kirkland.



From left: Airport Police Chief Cecil Rhambo with new Officers Jannet Salceda, Mark Bologna and Tyler Washington.



# The City Parties!

**It's an annual *Alive!* tradition!**

Every year, departments put aside their hard work and come together for fun and socialization at their festive holiday parties. And *Alive!* publishes as many of your party pics as we can, in print and online. Starting this month, we cover the City (and County) Parties. And we'll continue in the next months as the photos come in.

**Happy New Year!**



The Executive Team/Event Committee, from left: Melissa Yusilon; friendly attendee; Tony Royster; Angie Rios; Eric Robles; Lydia Marquez, Holiday Committee Chair; Emily Mayeda; Melody McCormick; and Gerald St. Onge.

## General Services

On Dec. 10, the Force was with General Services as it held its annual holiday party at the Friendship Auditorium near Griffith Park. It marked the second time General Services held its holiday party since the pandemic stopped it.

More than 340 employees attended the Star Wars-themed event, which featured a buffet lunch, fun and games, trivia, a photo booth and a raffle.

The Club honors and thanks Lydia Marquez, Holiday Committee Chair, for all her work to produce the party, and for inviting the Club to attend! ●



From left: Alicia Babb, Payment Services Clerk, 5 years of City service; Valeria Hernandez, Payment Services Clerk, 1 year; Yolie Trevizo-Avalos, Payment Services Clerk, 1 year; Evelyn Hernandez, Management Analyst, 2 years; and Teiko Leslie, Supply Services Payment Clerk, 5 years. Front: Chheat Lori Moth, Supply Services Payment Clerk, 9 years. All are Club Members.



From left: Irene Nosaka, Management Analyst, 23 years of City service; and Suzanne Carter, Management Analyst, 5 years, Club Member.



Mayor's Deputy Matt Hale welcomed the attendees.



From left: Richard Quintana, Plumber, 5 years of City service; Daniel Lugo, Plumber, 3 years; Tyron Lewis, Plumbing Supervisor, 7 years, Club Member; Gefri Rodriguez, Plumber, 12 years, Club Member; and Ruben Hernandez, Plumber, 3 years, Club Member.



Fleet Services, from left: Alberto Rivera, Heavy Duty Equipment Mechanic, 3 years of City service; Samuel Caballero, Heavy Duty Equipment Mechanic, 2 years; and Diego Perez, Heavy Duty Equipment Mechanic, 1 year. All are Club Members.



Assistant General Manager Melody McCormick, Club Member.



Real Estate Officers, from left: Kevin Hung, 2 months of City service; Frank Chandler, 2 months; Amarilys LaClette, 2 months; Lisa Schechter, Sr. Real Estate Officer, 1 year; and Martha Hagen, 1 month.



Emily Mayeda, Assistant General Manager, and Eric Robles, Director of Special Services, Club Member.



Assistant General Manager Melissa Yusilon.



From left: Carmen Rivas, Delivery Driver, 21 years of City service, Club Member; Michael Hairston, Delivery Driver, 20 years, Club Member; Tammy Vega, Delivery Driver, 12 years, Club Member; Salomon Chaney, Parking, 18 years, Club Member; Maucela Calderon, Parking, 20 years, Club Member; and Diana Castellanos, Parking, Club Member.

**Lots more Great Party Pics on Web *Alive!***

## Board of Public Works

**Lots more Great Party Pics on Web *Alive!***

The Board of Public Works held its annual holiday party on the morning of Dec. 18. The party was held in the Tom Bradley Room high atop City Hall.

The party had a second function, too – staff received their service pins. That's an excellent way to celebrate the holidays.

The Club thanks Natalie Valenzuela, Board of Public Works, for contributing the photos and information.



Back row, from left: Kevin Gresham, Miguel De La Pena, TJ Knight and John Child. Middle: Commissioner John Grant, Victor Dang, Paul Racs, Thomas Corrales, Gerry Valido, Gary Palangia and Gordon Hanes. Front: Graciela Hernandez, Felicia Orozco, Erica Blyther, Board President Vahid Khorsand, Devon Zatorski, Rio Brassoud, Jessica Castro, Tanzi Cole, Commissioner Jenny Chavez, Lana Nguyen and Rene Spencer.

## Harbor Construction and Maintenance

Harbor C&M's annual holiday breakfast party – complete with plentiful calamari – took place Dec. 19 at the C&M yard in the Port of LA.

John Radovich prepared the calamari as he does every year; it's always a holiday highlight for guests (including the Club).

The Club thanks Tim Clark, Director, Harbor C&M, for welcoming the Club to the holiday breakfast.

**Lots more Great Party Pics on Web *Alive!***



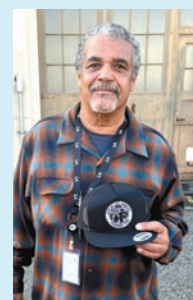
Tim Clark, C&M Director, 16 years of City service, with the Grinch.



Visiting the Club Mobile team are (from left) Doug Macintosh, 2 years of City service, and Rene Fregoso, 21 years.



Arlene Herrero, Club Vice President of Business Development, with John Radovich at the calamari station.



Mark Johnson, 24 years of City service.



Lucia Toledo, 5 years of City service.



Robert Scism, 17 years of City service.



The Grinch and Lu Lira, Club Director of Retail and Ecommerce.





Grand Marshal Jeremy Renner.  
Photos courtesy Hollywood Christmas Parade, and the LAFD

## Hollywood on Parade

92ND HOLLYWOOD CHRISTMAS PARADE RUMBLES DOWN THE BOULEVARD WITH CITY COUNCIL SPONSORSHIP.

**COUNCIL:** Actor Jeremy Renner was the grand marshal of this past year's Hollywood Christmas Parade, held Sunday, Dec. 1 in Hollywood. The parade also aired on national television Dec. 15 and supported the U.S. Marines' Toys for Tots program.

The annual parade is presented in association with the City. The parade was canceled in 2020 due to the pandemic.

Dozens of celebrities from film, television and stage and other VIPs could be seen in the parade. More than a dozen award-winning bands and equestrian teams from around the country were featured. ●



City Council President Emeritus Paul Krekorian.



Councilwoman Heather Hutt.



Councilwoman Monica Rodriguez.



LA County Sheriff Robert Luna.



In front of the LAFD's historic engine are (from left) Dep. Chief Jason Hing, Chief Kristin Crowley, Dep. Chief Phillip Fliegel, Fire Administrator Emilio Rodriguez, and Deputy Chief Jaime Moore.

## THANK YOU!



The Hollywood Christmas Parade simply could not exist without the dedicated work behind the scenes of hundreds of City employees in Public Works/Street Services, the LAPD, LAFD, LADOT, LADWP, General Services, and others. We thank you for your excellent service in making LA shine!

# CITY HOLIDAY GUIDE



A few events and dates remain for the list of City holiday activities. They are:

## LA Zoo Lights: Animals Aglow

- When:** 6-10 p.m. nightly through Jan. 5 (closed most Mondays and Tuesdays, plus Christmas Eve and Christmas).
- Where:** LA Zoo and Botanical Gardens, Griffith Park, 5355 Zoo Dr. Free parking.
- Cost:** \$29-\$35 (daytime Zoo admission extra).
- Value nights:** Some nights are lower cost; some are premium cost. Check the Website.
- City sponsor:** LA Zoo.
- Information:** (323) 644-6042 or [www.LAZoolights.org](http://www.LAZoolights.org)



The after-hours attraction, which requires a separate ticket from the Zoo's regular day hours, is a self-guided 90-minute walking tour of tens of thousands of LED lights, flurries of illuminated snowflakes, 3-D animated projections, a musical light-and-water show and glittering light tunnels. Animal characters brought to "life" include mischievous animated monkeys, a gigantic glowing snake coiled on a roof, animated elephants and much more.

## Holiday Light Festival Train Ride

- When:** 5-8 p.m. weeknights; 5-9 p.m. Fri-Sun. through - Jan. 3
- Where:** 4400 Crystal Springs Dr., Griffith Park
- Cost:** \$7
- City sponsor:** Rec and Parks
- Information:** (323) 662-9678, [www.griffithparktrainrides.com](http://www.griffithparktrainrides.com)



Guests can take an evening train ride around the festively decorated one mile of track. Magical scenes and tens of thousands of lights are set to captivate families and set the mood for a wonderful holiday season.

The trains operate every night through Jan. 3. The trains do not operate in the rain.

## Holiday Ice Rink Pershing Square

- When:** various times, through Jan. 12.
- Where:** Pershing Square downtown, 532 S. Olive St. Take Metro Red/Purple Line to Pershing Square, or park in nearby facilities (fee).
- Cost:** Starting at \$20. Skate rental included.
- City sponsor:** Rec and Parks.
- Information:** (213) 624.4289; [holidayicerinkdowntownla.com](http://holidayicerinkdowntownla.com)



Suitable for experienced and novice skaters. Holiday hours limited. Lockers available for rent. Sessions last one hour.

## LADOT Valley Toy Giveaway

On Dec. 12, nine LADOT Traffic Officers continued the Valley Division's tradition of supporting Santa as he gave away toys to area schoolchildren.

Traffic Officer IIs once again visited the Pacoima Charter School, which they have visited periodically since their yard began the charity in 2012. Officers this year included Rolando Rodas, 3 years of City service; Enrique Delacruz, 18 years; Samantha Garcia, 5 years; Debbie Martinez, 5 years; Melissa Alvarado, 6 years; Ayana Johnson, 6 years; Michael Moguel, 12 years; Juan Vasquez, 21 years; and Leonardo Guerra, 5 years. All are Club Members.

The Officers bought the gifts with the support of SEIU Local 721, whose rep, Ryan Murillo, attended the toy giveaway. This year, the Officers bought and wrapped more than 130 toys.

The visit was coordinated with Angela Tilghman-Paczesny, Preschool Site Supervisor, LAUSD.

Thanks go to Officer II Debbie Martinez for coordinating the effort with the Club and for once again bringing joy to area children.

Lots more Great Pics on Web Alive!



The Valley Division Traffic Officer IIs arrive at Pacoima Charter School with gifts, from left: Rolando Rodas, 3 years of City service; Santa, who resembled Enrique Delacruz, 18 years; Samantha Garcia, 5 years; Debbie Martinez, 5 years; Melissa Alvarado, 6 years; Ayana Johnson, 6 years; Michael Moguel, 12 years; Juan Vasquez, 21 years; and Leonardo Guerra, 5 years. All are Club Members.

# New Street Supervisors

THREE DIVISIONS ANNOUNCE PROMOTIONS.

**PUBLIC WORKS:** Three divisions within StreetsLA – Street Renewal, Street Maintenance and Construction Services – announced promotions to Supervisors of 26 employees. They are:

**SUPERVISOR II: SUPERVISOR I:**

Kirk Bible	Michael Campagna	Michael Marzett
Bryan Bonilla	Brandon Caropino	Dora Robles
Lloren Fletcher	Pete Carranza	Armando Salgado
Victor Garcia	Gary Chavez	Angel Valera
George Limon	Cesar Diaz	Ray Villalobos
Luis Najar	Juan Gago	Aaron Williams
Hector Ortiz	Roberto Garcia Jr.	
Julian Patton	Raymundo Hernandez	
Adam Regan	Jahleel Holbert	
Francisco Velasco	Deon Jones	

Congratulations to the new StreetsLA supervisors! Thank you for your service, hard work and leadership to the City of LA. ●



BELOW: The new StreetsLA Supervisors are, back row, from left: Francisco Velasco, Supervisor II; Deon Jones, Supervisor I; Luis Najar, Supervisor II; Cesar Diaz, Supervisor I; Hector Ortiz, Supervisor II; and Lloren Fletcher, Supervisor II. Middle: Victor Garcia, Supervisor II; George Limon, Supervisor II; Pete Carranza, Supervisor I; Aaron Williams, Supervisor I; Kirk Bible, Supervisor II; Bryan Bonilla, Supervisor II; Jahleel Holbert, Supervisor I; Adam Regan, Supervisor II; Gary Chavez, Supervisor I; Armando Salgado, Supervisor I; and Angel Valera, Supervisor I. Front: Brandon Caropino, Supervisor I; Roberto Garcia Jr., Supervisor I; Ray Villalobos, Supervisor I; Dora Robles, Supervisor I; Michael Campagna, Supervisor I; Michael Marzett, Supervisor I; Raymundo Hernandez, Supervisor I; Juan Gago, Supervisor I; and Julian Patton, Supervisor II.



LACERS' Jonathan Jimenez at the Open Enrollment workshop at the California Endowment Center downtown.



LACERS' Criselia Martinez leads the Open Enrollment presentation at the California Endowment Center downtown.



Front, from left: LACERS' Kristal Baldwin, Katherine Thompson and Jonathan Jimenez at the Open Enrollment workshop at the California Endowment Center downtown.

## A Successful Open Enrollment

LACERS SIGNUP PROGRAM ASSISTS MORE THAN 600 MEMBERS.

*Story and photos courtesy LACERS*  
**LACERS:** The Club congratulates the dedicated LACERS staff who assisted more than 600 LACERS members during open enrollment seminars, both in-person and virtually. The staff's hard work helped many people register for the health plan that will suit them in the new year.

Seminars were held live in person at locations in downtown, Van Nuys, Ontario and Lakewood; and virtually in four different sessions.

Open Enrollment changes became effective Jan. 1.

For more information about last year's Open Enrollment, go to: [lacers.org/enrollment](https://lacers.org/enrollment) ●



## LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM

### FOR ACTIVE AND RETIRED MEMBERS

#### Appointment-Based Service Is Now in Place at LACERS

LACERS now uses an appointment-based system for all members who need in-person assistance. There are two options for appointments: in person, at our headquarters, and virtually, via Zoom. These new options allow for timely and convenient access to get your questions answered. Visit [lacers.org/contact-us](https://lacers.org/contact-us) to make an appointment online or call (800) 779-8328.

Appointments aren't necessary if you drop off documents Monday – Friday from 8 a.m. – 4 p.m., and don't need to speak to anyone. Please note that LACERS' operating hours have changed.

**In-Person and Virtual Appointment Hours:** 8 a.m. – 4 p.m., Monday – Friday.

**Phone Hours:**

7 a.m. – 4 p.m. Monday, Wednesday, Thursday, Friday; 7 a.m. – 3 p.m. Tuesday

Additional online options continue to be available to you. Use the LACERS' Secure Document Upload found at [lacers.org/secure-document-upload](https://lacers.org/secure-document-upload) to submit forms or required documents, visit the LACERS website at [LACERS.org](https://lacers.org) to obtain benefits information; log onto your MyLACERS account at <https://mylacers.lacers.org> to view your account details; and visit the LACERS' YouTube channel at [youtube.com/@lacersofficial](https://youtube.com/@lacersofficial) where you can find a wealth of benefits videos. Stay up to date on LACERS announcements by checking the website periodically at [LACERS.org](https://lacers.org), contacting LACERS by email at [lacers.services@lacers.org](mailto:lacers.services@lacers.org), and by phone at (800) 779-8328.

Please be advised that pre-entry metal detector screening requirements are in place at LACERS' headquarters, and a current government-issued photo identification or City employee badge is required except when attending public meetings of the LACERS Board of Administration. Parking is not available at the building. Paid parking lots, public transit and street parking are available nearby. ●

### FOR RETIRED MEMBERS

#### Health Plan Changes for 2025

LACERS is providing the following information about this year's health benefits.

#### Open Enrollment Health Plan Changes and Reminders

Health plan changes made during the 2025 Open Enrollment period are effective from Jan. 1 through Dec. 31, 2025, unless you experience a qualifying event and make changes by the associated deadlines. New deductions that reflect your health plan changes will appear on your Dec. 31, 2024 retirement check.

If you changed plans during Open Enrollment, you will receive a new health plan I.D. card in mid-January, with the exception of Delta Dental PPO, which does not mail I.D. cards. Members enrolled in Delta Dental PPO can create an online account at [DeltaDentalins.com](https://deltadentalins.com) to view and print I.D. cards. Please contact Delta Dental at (800) 765-6003 if you need assistance creating an account.

An Annual Notice of Change (ANOC) from our Senior Medicare plans is required by the Centers for Medicare and Medicaid Services (CMS). These notices are mailed based on the plan's enrollment/membership roster as of November 2024. Members who changed or disenrolled plans or deleted dependents during Open Enrollment will still receive the notice from the "old" plan based on the membership roster, which does not reflect their new coverage effective Jan. 1, 2025.

#### Medicare Part B Premium Increase for 2025

For 2025, the basic monthly Medicare Part B premium amount will be \$185.00 per month. This amount does not include Income-Related Monthly Adjustment Amounts (IRMAAs) or late enrollment penalties.

Retired Members who are enrolled in Medicare Parts A&B, have at least 10 years of Service/Service Credit, and are enrolled in a LACERS Senior Plan, the Medicare

Part B reimbursement for 2025 will be the basic monthly Medicare Part B premium amount as described above. If your Medicare Part B premium is less than \$185.00 you are required to submit proof of your Part B premium. If your Part B premium is greater than \$185.00, you are not required to submit proof. All other individuals are currently not eligible to receive reimbursement.

#### 2024 Tax Form 1095-B and Form 1095-C

As you prepare for tax season, you may receive one or more forms providing information about healthcare coverage you had or were offered in 2024. Beginning in mid to late January 2025, most Retirees will receive a Form 1095-B, which is sent directly from either the Centers for Medicare and Medicaid Services (CMS) or your health plan carrier through LACERS (i.e., Kaiser or Anthem Blue Cross). Some Retirees may receive two Form 1095-Bs and a Form 1095-C (from the City) if they retired within the last year; one 1095-B will reflect the LACERS coverage and the other one along with the 1095-C will reflect the coverage provided by the City of Los Angeles while working.

*Please do not contact LACERS if you do not receive your form(s).* LACERS does not administer the 1095-B or 1095-C forms. You may request a duplicate directly from your health insurance carrier. For questions about using Forms 1095-B and 1095-C to file your taxes, please consult with your tax adviser or the Internal Revenue Service (IRS).

#### 2024 1099-R Forms to be Mailed by the End of January

LACERS will complete the mailing of 1099-R tax forms to Retirees and beneficiaries by the end of January 2025. The 1099-Rs will be sent to the address on file with LACERS. If you have changed your address or plan to, please submit a Change of Address form at [lacers.org/forms](https://lacers.org/forms) in the event you do not receive your 1099-R, the earliest that you may request a duplicate be mailed to you is the second week of February. You may also view your 1099-R via your MyLACERS account at <https://mylacers.lacers.org> beginning in February. ●

**WIN**

**\$50**

**Amazon  
Gift Card**



**Deadline  
For submission:**

**Feb. 7, 2025**

Look for winners on  
*Web Alive!* in March:

[alive.employeesclub.com](http://alive.employeesclub.com)

# Coloring Contest for Grown-Ups!



**HEY CLUB MEMBERS,**

Hey Club Members, it's time for another Grown-Up Coloring Contest, so get out your crayons, sparkles and whatnot, and get going!

**The prize: a \$50 Amazon gift card.**

**PLEASE PROVIDE** →

Club Membership Number:

**PLEASE COMPLETE:**

Name: \_\_\_\_\_

Job title and department with the City: \_\_\_\_\_

Your Address \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

**Send Entries to:**

Grown-Up Coloring Contest  
Employees Club of California  
311 S. Spring St., Suite 1300  
Los Angeles, CA 90013

**Rules of the Club's Grown-up Coloring Contest:**

- Winning contestants must be Club Members in good standing. Everyone is welcome to submit responses, however. (Responses without Club Membership numbers will be accepted but not eligible for the winning prize.)
- All responses must be completed by the person indicated: no ringers (including your children!).
- Winning responses will be determined by official Club personnel. All decisions will be final.
- The contest is all in good fun: The Club cannot be responsible for delays in delivering *Alive!*, or for delays in the transmission of responses.

**Download Coloring Art From the Web**

You can download and print art from *Web Alive!*:  
[alive.employeesclub.com/grown-up-coloring-contest](http://alive.employeesclub.com/grown-up-coloring-contest)



Name of Artist: \_\_\_\_\_

*Alive! Feature*

# Clean and Gre

**PUBLIC WORKS**

*Photos by Summy Lam, Club COO; and courtesy Sanitation and Environment*

**Sanitation and Environment welcomes its first fully electric refuse vehicle. They're on the path to zero-emissions for solid resources.**



Outside the third EV refuse collection vehicle in full use by Sanitation are (from left) Alex Helou, Assistant Director, Sanitation; Barbara Romero, Director and General Manager, Sanitation; and Club CEO Robert Larios.

The refuse collection vehicle rumbling down your street soon will become more of a hum, as LA's Sanitation and Environment Division of Public Works continues on the path to zero emissions. The revolution will take time as the division works through the daunting challenges of battery technology, climate change, load factors, future-proofing and spending tax revenues wisely.

The revolution began in 2000 with the City Council adopting a clean-fuel policy. Sanitation launched its clean-fuel program with the deployment of 10 (and eventually 240) dual-fuel solid resource collection vehicles. These vehicles used Liquid Natural Gas (LNG) and diesel to power the vehicles. Its current clean fuel fleet is composed of mostly dedicated natural gas-powered vehicles. Its vehicles are powered by either compressed (CNG), liquefied (LNG) or Electricity.

In 2017, Sanitation began testing electric solid waste vehicles. In 2018, Sanitation and General Services issued its first purchase requests for electric trucks (non-refuse vehicles at first). And now at the beginning of 2025, the division has active all-electric refuse collection vehicles on the streets of Los Angeles, collecting trash. The electric refuse collection vehicles are still in the testing phase, but the program is advancing toward purchase and full-time use.

Since 2001, more than 52 million gallons of diesel fuel were avoided, reducing emissions of more than 18 tons of particulate matter.

And they're just getting started.

In this informative, honest and positive interview, Sanitation experts Charlotte Tan, Bill Musselman and Ron Cole detail Sanitation's past lessons, current discoveries and future plans to make LA the cleanest big city in the United States. Enjoy! ●



From left: Patty Menjivar, Executive Fellow, Mayor's Office of Energy and Sustainability, 1 year of City service; Janene Sherrard, Executive Assistant to Deputy Mayor Nancy Sutley, Mayor's Office of Energy and Sustainability, 1 year; Mark Jobb, Refuse Collection Truck Operator, 18 years; Ron Cole, Solid Resources Manager I, 35 years, Club Member; Barbara Romero, Director and General Manager, Public Works/Sanitation, Club Member; Alex Helou, Assistant Director, Sanitation, 22 years; Charlotte Tan, (then) Environmental Supervisor II, 20 years, Club Member; Bill Musselman, Acting Superintendent for Support Services and Acting Fleet Manager, 25 years, Club Member; and Raul Euyoque, Maintenance Laborer.

THE ALIVE! INTERVIEW

# Cleaner Air and Roads

On Sept. 5, Club CEO Robert Larios and editor John Burnes interviewed Sanitation's Charlotte Tan, Environmental Supervisor II, 20 years of City service (at the time of this interview); Bill Musselman, Acting Superintendent for Support Services and Acting Fleet Manager, 25 years; and Ron Cole, Solid Resources Manager I, 35 years. The subject: Sanitation's growing fleet of electric vehicles and the department's plan for growing its green strategies.

Bill and Ron work under the Support Services division of the Solid Resources Group and are Club Members. After this interview was conducted, Charlotte transferred to the Solid Resources Commercial Franchise Division; her new title is Sanitation Solid Resources Manager I. She is also a Club Member.

Thanks for joining us today and talking to Club Members about Sanitation's commitment to green initiatives. But first, tell us a little bit about your career path.



Bill Musselman

**Bill Musselman:** Mine started back in 1999 with the City of Los Angeles. I applied back in probably 1997 for a Gardner Caretaker position, but that didn't pan out. I had a commercial license, so I thought a Trash Truck Driver sounded interesting. I was hired in November of 1999.

In 2001, I was selected to go to the LNG [liquid natural gas] pilot program, the precursor to what we have now, essentially. All the LNG and CNG [compressed natural gas] vehicles are eventually going to be replaced with electric trucks. Way back when, we were trying to clean up the air for the residents and now I've been working with Ron and Charlotte for the past nine and a half years, doing what we can do to bring electric equipment, trucks and all sorts of electrical gear to the City of Los Angeles.

Before I started working with Ron back in 2015, I was a Lead Man for 13 years in the Bulky section. I helped run the Bulky section for a few different Supervisors. I did bulky collections as well during that time. I then did a couple years driving the roll-off truck, picking up from LADWP facilities and other entities throughout the City. In 2015, I was appointed Supervisor in Support Services, that's how I started working for Ron.



Ron Cole

**Ron Cole:** Just like Bill, I started off in 1989 as a Driver. Back in the day when we were throwing cans, automation was a dream. When you're throwing cans by hand, you dream about saying, "I'm going to have a machine that actually lifts the can and throws them in the hopper."

**By throwing cans, you mean taking the can by hand**

**from the sidewalk and dumping the contents by hand into the vehicle.**

**Ron:** Yes, manually. It was a one-man truck. There was no loader.

From there I went to Safety and Training for a short period, then to a Supervisor, then a Superintendent, the Fleet Manager. And then just recently in the last year, I was appointed to Solid Resources Manager I for four different sections – Container Services, LNG fueling, the Ambassador Program, and also the SOS group, Special Operations, because we get asked to do a lot of things that aren't dealing with trash. It might be helping the yard get something taken care of just to help the employees there get something that we'll help out in that sense. We'll come up with temporary solutions to help employees from time to time.

**Charlotte Tan:** I started as a Laboratory Technician at the Environmental Monitoring Division laboratory at the Terminal Island Treatment Plant. I've been in Sanitation for 20 years; I've never left. After two years I moved on to become an Environmental Engineering Associate at the Citywide Recycling Division. I was doing everything that involved the S.A.F.E. Centers for nine years; S.A.F.E. Centers [Solvents, Automotives, Flammables and Electronics] are permanent household hazardous waste collection facilities in the City. We have seven of them. I was involved in everything—from construction, design, planning, operations, maintenance, and regulatory compliance.

Then I moved to Support Services as an Environmental Supervisor. I've been working on EV projects since I moved here in 2016. I've been working with Ron, Bill, others testing and talking to vendors about electrification, looking for the right vehicles for different situations. The work that I do is related to grants, incentives and funding. But right now we are busy with compliance with the new state regulation that took effect early in 2024. The state of California wants fleets around the state to be electrified by 2045. We opted for the ZEV Milestone path related to the Advanced Clean Fleet compliance.

## Status Check for Sanitation EVs

Describe what your division or team is and what it's all about. Is it EV testing, procurement, maintenance, or all those things?

**Ron:** Our commitment to the City is to provide alternative fuel vehicles, and electric is the current focus, even though we've been looking at it since 2015. Back in the day, Dr. Kim Tran was a big proponent of getting the alternative fuel system started. We purchased two CNG vehicles back in 1996, with type three tanks that could hold only maybe 40 or 45 gallons of fuel. It was very limited. That's kind of the model now – with electric, we don't want to buy or test a huge number of vehicles until it makes sense to do so. That way we are fiscally responsible. Plus we don't have money to go out and buy whatever we want. To be smart, we have to strategize testing and evaluation of demonstration vehicles that each of the vendors has, and we try to get those demonstration vehicles for as long a period as possible. You might have a test vehicle for four days or five days and it might work fine, but after day six, you might start having issues. And then we also look at the customer service that we get from the vendors, and that's a huge factor.

Bottom line, our task at LASAN is to get the trash off the ground so we can take care of the health and welfare of the residents of the City of Los Angeles. That's our job. By providing trucks that burn clean air, that helps reduce the greenhouse gases that the trucks are putting out.

**Right.**

**Ron:** We try to do our job in a sensible way and not just put all of our eggs in one basket. We test as many vehicles as possible. Right now we have one vehicle given to us for one year at no cost to try out; it's an electric automated side loader – side loaders are our bread and butter. Another company, through a grant, gave us two of their trucks for a year. We've had issues with our loaners, so at this point, we're afraid to purchase a large amount of them. We're not against purchasing small amounts, so we keep testing the newer technology, because things change almost daily.

Where we are now is that you can put only so much battery on a truck before you start losing the capacity to carry payload, and we need X amount of payload to do the job. We're comparing the EVs with our diesel and natural gas trucks for performance. We're shooting to get something available to us that delivers at least the bare minimum.

**Bill:** The weight of the batteries right now is so heavy, we're not legally allowed to carry the same weight of trash that we can with an LNG or CNG truck, so we need more vehicles to do the same job – more vehicles means more drivers, mechanics and Supervisors. We hope in the very near future that batteries weigh less so we can carry more trash on the truck; that would be a more viable option for us to use in place of a traditional natural gas truck or diesel burning truck.

**Ron:** We also look at safety. We just purchased some EV stake bed trucks that needed modification to meet LA City regulations – the steps have to be 18 inches off the ground to protect our employees from getting in and out of the vehicle. Safety is the first priority, then it must perform to our requirements for the duty cycles that we ask it to meet.

That's a long answer, but it's our current status.

**Right, thanks.**

**Charlotte:** In the Support Services Division of the Solid Resources Group, our basic task is to support the operations at the collection yards and of the fleet. We do the testing for them, supporting their contracts. The Sanitation solid resources collection fleet is the largest fleet in Sanitation. We have to test; otherwise we may plunge into a catastrophe. (Solid waste) collection is the main service we provide the City, so efficient and effective equipment is critically important.

**Ron:** We're the largest clean air municipal fleet using primarily natural gas fueled refuse collection vehicles. The other municipal fleet that would come close to us in size is New York, and New York has maybe 1 percent of its fleet as alternative fuel if you don't count Bio Diesel. We're in the high 80th percentile. If the pandemic hadn't struck, we

— CONTINUES PAGE 14

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'We're rooting for the new battery science [to be available] as soon as possible.'

— RON COLE



The Mack automated side loader, Sanitation's third fully electric refuse collection vehicle.

THANK YOU!



The Club thanks Shonette Reed, Public Relations Specialist II, and Tonya Shelton, Public Information Director, for their assistance in producing this important feature.

# Clean and Green

## MACK ELECTRIC REFUSE VEHICLE

This Mack is Sanitation's third fully electric refuse collection vehicle. This vehicle, a side loader, is on loan and being tested for its capabilities. From left: Director and General Manager Barbara Romero, Club Member; Assistant Director Alex Helou and Club CEO Robert Larios. In the cab: Refuse Collection Truck Operator Mark Jobb.



BELOW: Ron Cole, Solid Resource Manager I, Club Member, shows the portal where the Mack side loader recharges, and where it can power external devices from its own battery. With Ron is Club CEO Robert Larios.



LEFT: The Mack automated side loader arrives for long-term testing by Sanitation. Automated side loaders do most of the heavy work of trash collection in the City of Los Angeles; employing a large fleet of fully electric automated side loaders is the goal in Sanitation's clean fleet plans. (This is the same vehicle on the cover of this month's issue.)

## PETERBILT ELECTRIC REFUSE VEHICLE

Sanitation has also taken possession of two fully electric automated side loading refuse collection vehicles manufactured by Peterbilt. These vehicles, also in testing, were the first two electric side loaders being tested by Sanitation.



## HINO ELECTRIC REFUSE VEHICLE

Sanitation is also testing a Hino electric vehicle for the removal of dead animals. It's being tested in collaboration with Animal Services.



## THE ALIVE! INTERVIEW – CONTINUED FROM PAGE 13

probably would be at 100 percent. This January, we'll be 100 percent clean air vehicles. As far as our RCVs, our heavy-duty vehicles, it'll all be either natural gas or electric.

**That's impressive.**

### Critical Input

**How much are you dealing with the manufacturers to advance that sort of technology?**

**Bill:** My staff drives the trucks every day. We work very closely – 100 percent – with the manufacturer to provide feedback on what is working and what's not working. Sometimes vendors come out and make changes to the programming or upgrade the hardware to better suit our needs.

In the recent past, we had a rear loader truck we were testing for roughly a year. We were in contact, daily, with the engineers who built the truck, programmed it and worked on it. In some instances, they were coming out twice or three times a week to make updates to the regeneration mapping, to make sure the batteries are recapturing any power that can be recaptured while braking. We had transmission shifting issues and battery overheating. We're definitely working hand in hand with the manufacturers to improve their product to make it more suited for us and better for everybody.

**Ron:** It's really important who we choose to partner with for the vehicles that are going to go out on the street. It's one thing to see them in a showroom or at an event, and another to put that vehicle out on an actual street and pick up trash with it. And like Bill said, we worked side by side with these people, brought them in to explain to them. We gave manufacturers certain specifications that we wanted to see, and for the most part, other than some of the tonnage, they've met them. We've issued POs and should start seeing deliveries of electric rear loaders before the end of 2024. We'll have electric rear loaders running down the street that have City green paint on them that are owned and serviced by General Services. They will be some of our first electric heavy-duty vehicles out there.

**Bill:** We're also going to be getting some DAC [dead animal collection] trucks and some stake bed trucks by the end of 2024 as well; fully functioning electric vehicles.

**Charlotte:** We're doing a joint project right now with the AQMD [the South Coast Air Quality Management District]. It's funded by AQMD, and we are the operator of the vehicles. It's an important project because the data that we collect will be shared with AQMD and other stakeholders. This will help not only the City, but other jurisdictions as well.

**Ron:** Starting off back in 2015, some of our original numbers were from the science that was available at that time. We thought you could run an automated side loader, with about the same amount of energy as a street sweeper. We thought you could have a

250-kilowatt-hour battery, and you'd be able to go out there and collect a whole route. Well, now it's being said that it will probably need closer to a 500-kilowatt battery. But that's so heavy that you would lose more payload.

We're rooting for the new battery science as soon as possible.

### Electric Policy

**Talk about teamwork – teaming up with the Mayor's Office to advance the green energies in Sanitation and Environment.**

**Charlotte:** We are part of the EV Task Force, with monthly meetings. It's headed by the Mayor's Office. We have the same goals of electrifying our fleet. The City has a zero-emission first purchasing policy, whenever there is a vehicle that can work with Operations.

**Ron:** When we go through our purchasing cycle, if there's anything out there that's available in electric and it works for us, we're now bound to purchase that vehicle first, as opposed to purchasing any other type of fuel for it. That's a big effect because we have to look at our budget and ask for that extra cost because on trucks, it's probably a 30 percent or 40 percent increase in price. In cars and trucks, they're coming down a little bit more. We have to be careful when we budget; it's not just the purchase price but the infrastructure cost, too. To put a charger in costs about \$90,000 per port; each charger has two ports, so you can plug two vehicles into that one charger. That totals \$180,000 installed. But that's not including what it's going to cost for the LADWP to bring that power to the yard.

Most of our yards are at their peak power. We already have 30 chargers planned to be installed, and I think we're at 24 or 25 installed or commissioned. We have approximately 59 electric vehicles on order, so we've got to make sure we have enough chargers. We've always looked at the cost of things and tried try to do what's best for the City. We don't have an open checkbook. I have to tell our vendors that frequently.

**Bill:** That's why it's so important that we work with the vendors closely on what we need, and what works and doesn't work for us because we are bound to buy it if it's electric and available. We can't put it off for another year. We need to buy it now if it's a viable option. We have to tell our vendors exactly what we need it to do.

**Ron:** Several vehicles are available. Some vendors say their vehicles are ready to use, but they're really not. They're close, but we can't go out day in and day out and collect trash with a vehicle that is "close." We have to have something that's up and beyond the ability to collect trash.

**Understood. What do you have on order?**

**Ron:** Our first and foremost goal is keeping up with the CARB ACT ruling that just came out, and that also affects the manufacturers. If we buy anything from any manufacturer, nine percent of their vehicles have to be electrified.

**Charlotte:** Right, but the core of it would really be the City compliance requirement I mentioned earlier. Sanitation has a schedule to keep to remain compliant, and that guides us.

**Bill:** Right now we're looking at a two-year delay in getting the power to the yards that we need to charge all the trucks. If we have the trucks right now, we wouldn't be able to charge them for at least two years, if even then.

**Charlotte:** We've been working closely with LADWP. They've already notified us that it would take at least two years for any power upgrades at our facilities. And that's just the six solid resources collection yards, not including the Clean Streets yards and all the other Sanitation facilities that need to be electrified. Electrical upgrades are required for us to comply with Advanced Clean Fleet regulations and the City's goal of zero emissions as well.

**Ron:** Our City goal is to be fully electrified by 2035, which is five years before the CARB ruling kicks in, when everything by 2040 will have to be electrified. There'll be no more ICE [internal combustion engines] available by that year. Some changes will probably be even before that.

**Ron:** Even when we went to natural gas, we started off with small numbers, and that's our same plan of attack now; we'll start off with small numbers. As we feel more confident that they will do the duties that we're asking them to do, then we'll buy larger numbers to be able to get the numbers to where all 900 of our RCVs will be electrified. Electrifying our entire fleet is going to be challenging with the current technology. I hope there's different technology. Hydrogen trucks are still considered a non-emissions or zero-emissions vehicle. CARB is still fighting back that it's an ICE engine, and they don't really like that. But it's putting out zero emissions.

### Critical Importance

**Why is the EV collection vehicle program important to LASAN?**

**Ron:** We've always felt ourselves as stewards of the environment. Going from a near-zero-emission vehicle to a true zero vehicle, we felt it was important to go that route for collecting trash. In wanting to protect the environment, it's very important to us to be able to have that out there and provide our residents with the most advanced clean vehicle that's available.

**Bill:** The public wants to have a clean-burning future, and they think that's electric. We want not just the appearance of having electric vehicles to make it look like we're doing something good, we're trying to actually get the air cleaner and keep it clean for them; for our future generations.

**Ron:** I grew up in the San Gabriel Valley where we had smog alerts. The mountains were about five miles from my high school and you couldn't see them most of the summertime. And now, other than days like today when it's super-hot and under unusual circum-

## RIZON FULLY ELECTRIC STAKE BED

Refuse collection vehicles are not the entirety of Sanitation's fleet; it's also expanding its fleet with fully electric stake bed trucks, including this model from Rizon.



Standing inside an electric stake bed truck outside City Hall are (from left) Mark Jobb, Refuse Collection Truck Operator; David Lee, Refuse Collection Truck Operator II; and Raul Euyoque, Maintenance Laborer.



## BATTLE MOTORS FULLY ELECTRIC REAR LOADER



The Battle Motors fully electric rear loader arrives and is prepped for testing.



The Battle Motors fully electric rear loader in testing.

## THE *ALIVE!* INTERVIEW – CONTINUED FROM PAGE 14

stances, you can see the mountains. It might not be crispy clear as on a winter day, but you can still see the mountains. When I was a kid, you couldn't see that. You couldn't go out and play sports on certain days. That's my personal view – you can see the difference now. We've made progress on this whole thing; it's not just bells and whistles. You can look from that same corner where my high school was at and see the mountains now.

**Charlotte:** To keep up with Sanitation's mission and vision of protecting health and environment, it's important for us to use the best and the most effective equipment to minimize the impact of our operations. When the vehicles collect refuse, it's important that residents are less likely to be impacted by our operations. People and jurisdictions around the country or the world look up to the City of LA as a leader, a model. It's important for us to get this right because we serve as a model.

### What other clean air initiatives is Sanitation working on?

**Bill:** We're in the process of retiring all our diesel trucks. AQMD is giving us grant money to accomplish that.

**Ron:** Sanitation is definitely the leader in getting grant funding for our vehicles. We've gotten about \$36 million in grant funding. Our Assistant Director, Alex Helou, plays a big role – to me, no other City department has done as much as ours has, as far as getting grant monies back, and also getting clean-air vehicles out there on the road. No other City department has done that. I guarantee 100 percent.

**Charlotte:** We are lucky that we are well supported by our executives. If we have some concerns, we bring it up, and they will listen. That's the only way; it has to be a working team.

We started this move to retire our diesel fleet around early 2000 and replace it with natural gas, which is expensive. We are proactive in applying for any grant opportunities out there. We have a very good relationship with AQMD and CARB; that's why every time grant opportunities become available, we ask for their support for our fleet, for our program. It's not an easy job; there's a lot that's needed. There's a lot of legwork that's needed, a lot of data collection and things like that. But the good thing about that is we get about a 20 percent return for every vehicle that is qualified for grant funding. We have a current contract with AQMD that helps us out with the demonstration project; the initial EVs that we are procuring are actually grant funded. We value taxpayer money, and it's important that we save as much as we can. We don't want to waste any tax dollars out there.

**Ron:** Our Technical Services Division helps procure all the vehicles. Bringing in these extra grants takes more paperwork. They were kind of shocked at how many of these grants that we're going after. That's the first thing Charlotte's group asks – "Is there any grant money tied to this vehicle?" For the second rollout of

**“You don't get paid for the hour; you get paid for the value you bring to the hour.” I really like to think I give a lot of value to the hours I get paid.’**

– BILL MUSSELMAN

grants, we were both on the phone, ready to go, ready to push buttons and make sure we got accepted for 36 of the 59 electric vehicles we purchased.

### Growing Into Success

#### What will success look like for the program?

**Bill:** Like Ron said, cleaner skies in the future, for starters.

**Ron:** That, yes, and having vehicles that are truly zero emission, that can perform the duties that we need for them to do, and not having a bunch of issues during that time. Natural gas didn't come easy; in fact, it's still much more expensive to keep the natural gas fleet going. But we've never really taken in the expense as a deterrent to having a cleaner fuel vehicle. I'm hoping that the pros in the maintenance shop will balance out the cons of the maintenance. We want to have clean air, but again, it's taxpayers' money that is ultimately going to pay for this, and we want to get the best bang for the buck. And provide clean air, which is the most important. That's our goal.

**Charlotte:** Success would be having equipment that works – both the electric truck and the EV charging station. And then vehicles being electrified on schedule – we won't be able to electrify everything altogether. Just electrifying it on schedule would be a success. Also having good safety and maintenance programs is very important. It's not just being electrified on time, but also being kept well-maintained and safe for use by our operators and safe for the public as well.

**Bill:** And we haven't talked about oil changes. Each truck takes 44 quarts of oil for the engine every six weeks. When you multiply those 44 quarts by 550 – the number of our current fleet of Automated Side Loaders, not to mention all the other vehicles, that's a whole lot of oil. Over time, like any vehicle does, they start leaking on the ground. You have oil on the streets. Electric power really is a cleaner future for everybody.

### The Value in the Hours

#### What do you love about what you do?

**Bill:** That I'm able to do so many different things as far as new vehicles. Everybody has a different view of what they're looking at; you could have 10 different people looking at one thing, and it's 10 different opinions on what it is. I like to think that sometimes my input is much different than someone else's. I might see something that no one else would see; that makes a difference, that really changes things. I love the variety of my tasks every day, not just as far as EVs go, but just my job in general. I love dealing with the public. I love making a difference in the city of LA, and I like to think that when I'm gone, I'll be missed.

#### Beautiful. Of course you will be.

**Charlotte:** A lot of things actually. But I think the number one thing is I like working with the people I'm working with. It's hard to be working on a goal when we are not on the same path, with the same goals. It helps that we are.

I like meeting a lot of new people, too, and making new friends. I've opened communication lines with people at the AQMD and made good relationships.

Also I like being a public servant, working for City residents and working for the people, knowing that I'm trying to save some taxpayer money for them. And since I'm a chemical engineer, doing some work related to technology. EV charging keeps me interested in what's happening, including EV batteries. Those are very interesting to me. All of these complete me as an employee, as an Environmental Supervisor involved in environmental engineering.

**Ron:** What I like about my job the most is the people I work with. That really makes my day much easier, and makes me excited to come to work. And then like I said, when I was a kid, I saw the smog; I saw some of the issues we had with emissions and dirty air. To actually be a part of a solution, and provide cleaner air to the citizens of Los Angeles, really excites me day in and day out. Technically I could have been gone five years ago, but I've stuck around for five more years because I like the people I work with. We all go above and beyond what's required of us.

This is definitely not a nine-to-five job. [I]t's good to work with people like that, because it's definitely not a nine to five job. We wouldn't get very far if we limited ourselves to just the regular hours.

**Bill:** I recently saw something that said, "You don't get paid for the hour, you get paid for the value you bring to the hour." I really like to think I give a lot of value to the hours I get paid.

**Ron and Bill and Charlotte, thank you so much for your time. This has been a very informative chat.**

**Bill:** Thank you. I appreciate this.

**Charlotte:** Thank you.

**Ron:** Thank you. Have a good evening! ●



Retired Los Angeles City Employees, Inc.

# RLACEI

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**RLACEI RETIREE HELPLINE:**  
**(800) 678-4145, Ext. 0**

For retirement assistance, call the Retiree Hotline and leave a message. A Director of RLACEI will return your call and assist you with your concerns.

**RLACEI WEBSITE**  
Visit the RLACEI website [www.RLACEI.org](http://www.RLACEI.org) to find the latest news.  
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### RETIREE EVENTS

**Look out for RLACEI events in 2025: soon to be announced!**

**RLACEI EVENTS RESERVATION LINE**  
Call: (800) 678-4145, ext. 701  
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*Due to staffing, telephone confirmation cannot be provided.*

By Beverly J. Clark, Publicity Director

# FAREWELL, RUTH

The RLACEI Board wishes Ruth Perry a fond farewell.



Ruth Perry

**RLACEI:** Effective Dec. 31, 2024, Ruth B. Perry retired from the RLACEI Board as President.

Ruth joined the Board in May 2018. During her tenure, she first served as Director at Large, Membership Director and then was elected as President. She began her term as President of the Board on Jan. 1, 2019. Her City career began in 1991, and after 27 years she retired as Personnel Officer for LACERS in March 2018.

Ruth's goal as RLACEI president was to see the organization grow and become effective in assuring City Retirees were getting the best from their retirement benefits. She was always willing to go the extra mile to help in any way she could. She often spent more time helping and researching concerns from Retirees than was required knowing that many times RLACEI was the only organization Retirees knew to turn to. With her many years working for LACERS, she was able to bring a wealth of information and knowledge to the Board to assist Retirees.

During her tenure, she revamped the RLACEI webpage; improved board member email contact and the Facebook page; spoke before the Los Angeles City Council regarding discretionary cost of living adjustment for Retirees; and forged to change the IRMA policy. She was instrumental in making the RLACEI picnics and holiday parties more festive and enjoyable. She attended and represented RLACEI at LACERS events, Employees Club events and the Los Angeles Fire and Police Pensions organization.

One of her proudest accomplishments was assisting in the planning and overseeing of RLACEI's 50th anniversary celebration held in June 2023. The celebration marked a milestone for RLACEI.

## AN INTERVIEW WITH RUTH

**Ruth, what inspired you to serve on the RLACEI Board?**

"In 2001, I was introduced to the Retired Los Angeles City Employees, Inc. (RLACEI) when I started working at the Los Angeles City Employees Retirement System (LACERS) as a Chief Clerk in the Retirement Counseling Unit. LACERS would receive information from RLACEI to include in the retirement packets given to members during counseling. As part of my training, I read these documents and was pleased to learn that Retirees had an advocacy group that not only worked for them but also organized several annual events for City of Los Angeles retirees to gather.

"During my years at LACERS, I had the pleasure of meeting RLACEI President Ed Harding and others, including Ken Spiker, who served on both the RLACEI and LACERS Board of Administration. RLACEI played a crucial role in encouraging the LACERS Board and the City Council to implement yearly cost of living adjustments (COLAs), maintain medical and dental subsidies in line with premium increases, increase the funeral expense allowance from \$500 to \$2,500, and strive to enhance as many other benefits as possible. I admired RLACEI's perseverance and knew

that I wanted to be part of this advocacy group when I retired."

**Why did you decide to accept the position of President?**

"I retired from the City on March 3, 2018, and shortly afterward, on May 18, 2018, I joined RLACEI as a Director-at-Large. Wasting no time, I eagerly joined the only organization dedicated to advocating for and protecting our pensions and benefits. I was thrilled to be accepted into this esteemed group. Ed Harding, who had served as RLACEI President for more than 25 years, was seeking directors who could bring fresh perspectives and new ideas to the organization.

"In the following months, along with newly appointed director Beverly Clark, I immersed myself in learning about the inner workings of RLACEI from Ed, Hal Danowitz, Neil Ricci, and the other long-standing directors. Despite just meeting, Beverly and I quickly became like two peas in a pod. It was remarkable how our ideas aligned and were well received by Ed and the rest of the board. To our surprise, Ed asked Beverly and me if we would consider becoming officers. Although we may have initially felt unprepared for such a challenge, Ed nominated me for President and Beverly

for Vice-President, with our terms beginning in January 2019. There was no stopping us now—exciting changes were on the horizon!"

**What's next?**

"Nothing and everything! I know it sounds a bit whimsical, but I've been on the go since I was 12 years old, delivering newspapers in my neighborhood. The *Daily News* doesn't even exist anymore! I've worked non-stop for a solid 50 years. With my husband's recent passing, I've realized I need to devote more time to myself and my family. Richard and I had many beautiful places we planned to visit but couldn't due to work. I plan to fulfill some of those plans in his memory. And if you ever find yourself at Disney California Adventure, look for me on Buena Vista Street—I'll be the one in polka dots."

**Any words of wisdom or parting words to Retirees?**

"Stay active, volunteer, and get involved. It's never too late to start afresh or embark on a new journey. Explore the world or simply your neighborhood. Smile at a stranger, and always live your best life! This isn't goodbye, I'll see you around."



Ruth Perry (second from left) with current/past board members Lucy Artinian, Vicki Keoseian and Nancy Hammoudian.



From left: Beverly Clark, the late Phil Orland, Ruth Perry and Mike Wilkinson.



Ruth Perry (bottom row, center) and current and previous RLACEI board members. (Undated photo.)



**For Retired Club Members**

— CONTINUES PAGE 18

# TRIBUTES TO RUTH

## Celebrating Ruth B. Perry

As RLACEI President Ruth Perry steps down, Club staffers who most interacted with her pay tribute.

As the CEO of the Employees Club of California, it is my profound honor to recognize and celebrate the incredible contributions of Ruth B. Perry. Her name has become a symbol of leadership, advocacy and tireless service to the Retiree community. Stepping down from her role as RLACEI President, Ruth leaves behind a legacy that exemplifies what it means to lead with purpose and heart.

Throughout her years of service, Ruth consistently championed the rights and well-being of Retired Los Angeles City employees. Under her guidance, the RLACEI Board not only advanced its mission but became a powerful voice for Retirees. Her dedication and determination in advocating for meaningful change stood as an example of what true leadership looks like.

I'll never forget hearing about a pivotal City government meeting where Ruth took the stage with her signature focus and calm resolve. She spoke directly—and passionately—about the unique challenges facing Retirees, cutting through the noise to ensure their voices were heard. It was a moment that truly embodied the phrase, "actions speak louder than words." Her efforts were like a lighthouse, standing strong to guide and protect those navigating uncertain waters.

Ruth's impact extends far beyond RLACEI. Her work has lit a path for countless others, showing us all the way to create a better future for Retirees. Though her term as president may conclude, her legacy of compassion, leadership and determination will continue to shape and inspire us for years to come.

Thank you, Ruth, for dedicating yourself to the betterment of others. Your extraordinary contributions have left a lasting mark, and on behalf of the Employees Club of California, we are deeply grateful for your service. We wish you nothing but the best in this next chapter of your life.

— **Robert Larios, President & CEO  
Los Angeles City Employees Association  
Employees Club of California**

Ruth, thank you for being a true champion of the Club and cultivating a partnership that has strengthened our shared mission of celebrating and serving Retired Los Angeles City employees. Your dedication and positive energy have made a lasting impact, and we're really going to miss seeing you in this role. But this isn't goodbye—you'll always be part of the Club family, and we're excited to see what's next for you. Wishing you nothing but the best in this next chapter!

— **Summy Lam, Club Chief Operating Officer**

Ruth, it has been such a pleasure working with you over the years at the wonderful RLACEI events. You are an inspiring, positive leader with a remarkable work ethic and a relentless "get things done" attitude.

Your dedication as an advocate for Retirees has made a lasting impact, and your contributions will always be remembered. You will be greatly missed.

I wish you all the best as you begin this new chapter in your life.

— **Noelle Kauffman, Club Director of Sales**



Outgoing RLACEI President Ruth Perry (top, third from left) with (from left) incoming President Ann Seales, First Vice President and Publicity Director Beverly Clark, and Club COO Summy Lam. Bottom: Club Director of Retail and Ecommerce Lupe Lira; Club Director of Sales Noelle Kauffman; and Club CEO Robert Larios.

Working with Ruth has been a privilege. Her vision and tireless leadership have shaped RLACEI into something truly special, fostering a strong, supportive community. I'm grateful for the opportunity to work alongside her in serving those who have given so much. Wishing Ruth all the best.

— **Guadalupe Lira, Club Director of  
Retail Operations and E-commerce**

Ruth, I'll never forget all the creative name changes you've given me. At this point, I've embraced all my new identities. Wishing you the best, Delgado (or should I say, DeAngelo... or was it Donatello?).

— **DeAngelo Thompson,  
Mobile Operations Representative**

Ruth, I am proud to have been at the helm of the Club when you took on the role of President of RLACEI. From the moment we partnered together, I knew something special was unfolding – your enthusiasm, determination and infectious energy ignited a transformation in RLACEI. You reimagined and rejuvenated the Retirees association with love, vision and a commitment to the Retirees of the City of Los Angeles. Under your leadership RLACEI has evolved into a stronger, more vibrant and more unified Retirees association.

Ruth, you will be missed, but I have no doubt that Ann Seales will pick up right where you left off, continuing the incredible legacy that you have built.

Thank you.

— **John Hawkins, Club Founder,  
and Education and Training Manager**



Outgoing RLACEI President Ruth Perry and Club Founder John Hawkins.

### So Long Ruth! Here's to the Next Adventure

"Ruth, our journey together serving on the board ends, but our friendship and my respect for you and the contributions you have made forges on. You have been an inspiration from your very first RLACEI meeting to both those serving on the board and the Los Angeles City Retiree community. Thank you for your contributions to this board. Your dedication and commitment have been instrumental in making RLACEI a strong, supportive organization, and your leadership has inspired others to join RLACEI and work toward a better future for all retirees."

— **Beverly J. Clark**



Ruth Perry (right) with Tracy Beloin, Systems Analyst, LACERS (left), and Hoa Huang, Sr. Accountant.



Former RLACEI President Ed Harding; outgoing President Ruth Perry; and (now) Club CEO Robert Larios.

### GET HAPPY SERIES

By Arnette Travis  
Author/Activist/Advocate, RLACEI  
Contributing Author

## Giving



Arnette Travis

### Living is Giving

Giving to others is really giving to yourself. It's amazing how this works, but giving to someone who is special to you

or contributing to a cause or organization that you feel passionate about can bring a greater sense of satisfaction with life. The act of giving, whether through donations or volunteering your time, often yields personal rewards that extend beyond the act itself.

Giving to others makes you feel good – literally! It triggers your brain's pleasure center, releasing endorphins (those happy hormones) and oxytocin (often linked to sex). Oxytocin also reduces stress and makes you feel more connected. This warm, fuzzy feeling boosts empathy and generosity, and the effects can last for up to two hours. So, giving isn't simply good for others; it's a mood booster for you, too!

### Spread the Joy!

Because we love to feel good, a single act of kindness can inspire others to reciprocate. This creates a sense of community and improves emotional and physical well-being. Cultivating kindness fosters a positive feedback loop, leading to a more fulfilling life for everyone. Research shows that the greatest happiness boost comes when giving fosters a social connection. Here are a few suggestions on ways to connect with the people when giving:

**Give experiential gifts:** concert/theatre/movie tickets, art/cooking/music lessons, museum/gym/botanical garden memberships.

**Donate time or money** to an organization where a friend or relative volunteers.

**Find a volunteer buddy** to join you at a local homeless or animal shelter.

**Enlist friends to collect and distribute gifts:** e.g., participate in local toy drives sponsored by local organizations; toiletry bags containing deodorant, hair shampoo/conditioner, soap, etc., to residents of homeless/women's shelters.

**Donate** to an organization where you'll get the benefit (e.g., music/sport programs at your grandkids school)

### How Do We Give?

Research says we feel better about giving when we choose to do so. Feeling like you must give can actually make the experience less enjoyable. Here are a few ways to give by choice:

- Pay the grocery bill for the person in front of you.
- The next time you take a walk in your neighborhood, pick up trash along the way.
- Invite a neighbor who lives alone to join you for dinner.

Remember that happiness doesn't come from what we get, but what we give.

Happily yours,

— **Arnette Travis**





# RLACEI – CONTINUED FROM PAGE 17

## Holiday Party Sees Transition

RLACEI'S CROWDED AND FESTIVE HOLIDAY PARTY BIDS GOODBYE TO OUTGOING PRESIDENT.

The RLACEI annual holiday party brought nearly 230 Retirees together at the Friendship Auditorium on Dec. 12. The event, always a festive occasion that has been growing in popularity recently, said goodbye to outgoing President Ruth Perry and hello to new President Ann Seales.

### Santa Spreads Holiday Cheer

No holiday party is complete without a visit from Santa! RLACEI Retirees were delighted to welcome Santa Claus, who posed for dozens of photos of attendees.

### Engaging Guest Speakers

The party also provided valuable insights and updates. In attendance were guest speakers Mike Wilkinson, LACERS Commissioner, and a team from the engaging LACERS Wellness Program, who shared important information about Retiree benefits and resources.

The Employees Club of California CEO Robert Larios provided Club updates and introduced the Club's Dulce Lopez, who's heading the Club's new Retiree Recognition Team. Club Founder and Training and Education Officer John Hawkins said hello to countless Retirees and collected surveys to guide the Club's new Retiree outreach. Also in attendance from the Club was *Alive!* editor John Burnes.

### Thank You and Welcome

A significant portion of the program featured remarks by outgoing president Ruth Perry, who spoke about her time as RLACEI president and how her term saw significant increases in membership and event participation. Current director and incoming President Ann Seales thanked Ruth, presented her with a plaque of appreciation, and told guests of current RLACEI plans of protecting their pensions and celebrating social events.

### Strong Bonds and Happy New Year

The RLACEI holiday party helped Retirees reconnect with old friends, make new ones, and create lasting memories. The laughter, joy and camaraderie that filled the Friendship Auditorium were a testament to the strong bonds that exist within the Retired Los Angeles City employees' community.

Here's to a Happy New Year to all RLACEI Retirees! The RLACEI Board looks forward to a new year of continued advocacy paving the way for a prosperous future for our Retirees.

Lots more Great Party Pics on Web *Alive!*



Club CEO Robert Larios with RLACEI's outgoing President Ruth Perry (left) and incoming President Ann Seales.



Club CEO Robert Larios greets Retirees and introduces Dulce Lopez of the Club's new Retirees Recognition Team.



Club Founder and Training and Education Officer John Hawkins with Mary Beetz (center), Retired, Personnel, and former RLACEI Board Membership Officer, 38 years of City service; and her daughter, Athena Beetz.



Representing the LACERS Wellness Team were (from left) Dale Wong-Nguyen, Assistant General Manager, LACERS, 30 years of City service; Betty Smith, Administrative Clerk, 25 years; James Kawashima, Sr. Benefits Analyst II, 9 years; Kristal Baldwin, Benefits Analyst, 28 years; and Alejandra Zuniga, Benefits Analyst, 2 years.



From left: Florence Juarez, age 87, Retired, LAPD, 42 years of City service, and her daughter, Terri Samora.



Top: Paul Yasumi, guest. Bottom, from left: Yoko Iwaki-Horsting, Retired, Public Works/Street Lighting, 37 years of City service; and guests Janet Tsuchiyama and Robert Horsting.



From left: Gloria Ojeda, Retired, LAPD, 32 years of City service; Cathy Bushey, Retired, LAPD, 30 years; and Emma Cordova, guest.



RLACEI incoming Director Larry Tinson, Retired, Finance, 34 years of City service; and Sudie Rover Tinson, Retired, Finance, 32 years.



From left: Diana Medina, Retired, Public Works/Accounting, and former Club Department Rep, 37 years of City service; and Alfonso Medina, Retired, Public Works/Accounting, 37 years.

### LACERS BOARD UPDATE

by Michael R. Wilkinson, LACERS Commissioner [MikeWilkinson4LACERS@gmail.com](mailto:MikeWilkinson4LACERS@gmail.com)

## Funded Level Increases in LACERS Retirement, Health Plans



Michael R. Wilkinson

LACERS' actuary, Segal, reports an increase in the funded level of the retirement and health plans for the period ending June 30, 2024.

The funded level compares the actuarial value of the LACERS investments with the actuarial obligation to provide benefits to all Retirees, active members and beneficiaries.

The funded level for retirement benefits increased from 73.1 percent to 73.4 percent while the health benefit funded level increased from 107.1 percent to 108.0 percent. The health benefit funding level is so high because LACERS recognized the importance of financial strength and "prefunded" this plan decades ago. As a result, LACERS is far ahead of most other public retirement plans that were funding their health plans on a "pay-as-you-go" method and not putting funds aside for the future. At a time when we are all concerned about health costs, this is an enviable position.

The total funding level of the retirement and health plans increased from 77.1 percent to 77.5 percent. The actuarial value of the plan increased from \$23.4 billion to \$22.2 billion, a 5.2 percent change for the year. The June 30, 2024, one year investment return on a market value basis was 8.23 percent, while it was 6.71 percent on an actuarial (smoothed) basis. This return places LACERS ahead of the 7.0 percent goal of the assumed rate of return on a market value basis while it lags slightly on an actuarial basis.

LACERS' financial support comes from three sources: employee contributions, employer (City) contributions and investment earnings. Each year the actuary determines how much the City must pay to keep the plan financially strong. The City contributes its portion based on a percentage of the payroll for active employees. The recommended rate for the upcoming year (beginning July 2025) is 31.44 percent, a decrease of 1.85 percent from this year's rate of 33.29 percent. ●

### CARRIE'S CORNER

by Beverly J. Clark, Publicity Director

## Catching up with RLACEI's 102-year-old member.



Carrie Gabriel (right) at the LAPD Ebony Picnic last September with Beverly Clark.

Carrie A. Gabriel began working for the City in 1946 and retired in 1978. She celebrated her 100th birthday in 2022. With all the wisdom, experiences and changes she has seen throughout the 20th and now 21st centuries, we thought it would be interesting to get her perspective on various topics of the day (part of a continuing series). If any reader is interested in her opinion or viewpoint on a certain topic, please contact Beverly Clark at [Beverly.Clark@RLACEI.org](mailto:Beverly.Clark@RLACEI.org).

I asked Carrie for an update on her incredible life. Here's her latest report:

*I have been blessed to see yet another year, and I am looking forward to celebrating 103 on Jan. 28, 2025. I am awed that God has smiled on me to see so many years and experience so many events in my life.*

*I am so thankful that I was able to get out and socialize more last year than I have in the past few years due to the Covid restrictions. I love to talk and spend hours on the phone talking, and I love meeting people. So this past year was especially exciting for me.*

*I do need to let you know that with age comes health challenges, and I have had a few. However, I am blessed to be able to walk without a walker or cane, and I can hear well even though I have hearing aids and do not need glasses since my cataract surgery. I continue to cook my own meals; I use my computer and my cellphone, and I'm still sharp. I use public transportation or Access to get to my scheduled healthcare appointments.*

*I attended RLACEI's Christmas party in 2024 and enjoyed Santa and the Christmas caroling. I also had a wonderful time at the Spring Fling and the end of summer fiesta. Attending these events, meeting people and socializing with others is so refreshing.*

*One of my goals was to attend the LAPD Ebony Picnic, which I had been wanting to do for a few years. When I started with LAPD in 1946, there were very few women and minorities working in the department. Additionally, very few minorities held high-ranking positions. So I was amazed and overly excited to attend the picnic and meet woman and men who were retired from high-ranking positions. I was in awe. And they were in awe of me as well with so much history to share. Since the picnic, many have befriended me. They have taken me to lunch several times, and they call and check up on me regularly and have assisted me with some of my healthcare provider challenges.*

*On Dec. 11, the United States Air Force provided a military honors flag ceremony at Inglewood Park Ceremony for my only son, Robert Rainey, who passed away in July 2023 and served in the Air Force from June 1977 to September 1984. This was a very emotional event for me, and it meant so much to see him honored in this way.*

*I am looking forward to 2025 and enjoying all the wonderful and supportive friends I have met and enjoying my two grandsons and granddaughter, although they do not live in the Los Angeles area.*

Please join the RLACEI Board of Directors in wishing Carrie a very happy and blessed 103rd birthday. You may send well wishes directly to Carrie at [cgabriel18@roadrunner.com](mailto:cgabriel18@roadrunner.com) or post on RLACEI's Facebook page.

*Happy 103rd Birthday, Carrie!*



Noelle Kauffman, Club Director of Sales

# Noelle's Picture Perfect

## A 'PICTURE' OF 2024

*Alive!* presents some of our favorite winners from 'Noelle's Picture Perfect' contest from last year.

During 2024, Club Member photographers captured amazing shots of our beautiful world.

For the Picture Perfect contest's 10th anniversary in January 2015, we printed our favorite photos from contest's entire span. Readers liked it so much that we decided to run an annual recap.

In 2024, Club Members submitted more than 80 entries, leading to dozens of winners. Here are some of them with their commentary.

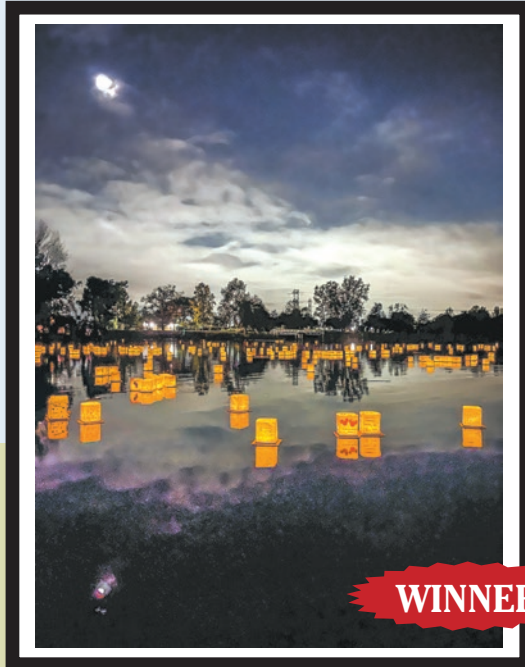
**Keep submitting your great photos, and keep looking with a grand sense of wonder to capture that Picture Perfect!**



**WINNER**

"Nature's Wonder and Human Art-chitecture sharing the same frame. They say that your best camera is the one you always take with you. Well, pigs are flying somewhere and Hades is forecasting winter, since this spring day (May 2023) was shot with an iPhone."

**- Dominique Daito, LAPD**



**WINNER**

"This photo was taken at the Water Lantern Festival this past November. It was a special event not only because I was able to decorate and cast the lantern on to the lake, but it was shared experience with my family and friends."

**- Sharon Khaw, LADWP**



**WINNER**

"My 12-year-old Pomeranian Libby loves to ride with me in the car. Recently I took her on a four-hour trip. She was so happy riding in the car with the sunshine on her little face. She kept me company, and she absolutely brightens my world."

**- Tina Liburdi, Healthcare Services, State of California**

**MORE WINNERS ON WEB ALIVE!**



## WINNERS JAN. 2025

This month's theme was: **Open**



"Bhutan in South Asia."

**- CT Feng, LAPD**

**Noelle's comment:** Whoa, CT, what a shot! It's breathtaking ... and not just because the cliffs look dangerous. The angle of your shot highlights the foreground, the mid-ground (fantastic object) and the breathtaking background. Well composed and well shot - thanks for submitting!



"Here's a photo taken in Auckland harbor of a Russian mega yacht launching its tender (small motorboat) through its open side. I gave up all that kind of work when I retired from the City of LA!"

**- Capt. Michael Barnes, Retired, Harbor**

**Noelle's comment:** That's living life dangerously, Captain! But I guess if you have that kind of money, what does it matter if your yacht sinks? Just buy a new one! Thanks for the startling view of how others live.



"A very California winter! Chasing sunsets in Carmel."

**- Daisy Gomez, Rec and Parks**

**Noelle's comment:** What a gorgeous shot, Daisy! I felt myself exhaling the moment I saw it. Peace and chilling-out - that's what this is all about. Thanks!



"While curiosity may have killed the cat, the same - fortunately - cannot be said about these donkeys at CrossRoads Donkey Rescue in Fayetteville, Tennessee."

**-Yves Didier, Airport Police**

**Noelle's comment:** I love a good pet's-nose-on-the-lens shot, Yves. It makes for a good start to the New Year! Thanks for sending it in!



"I snapped this photo of my beautiful wife as we celebrated her birthday this year!"

**- John Sousa, Airport Police**

**Noelle's comment:** I love the sparkler, and I've seen them before in photos. But the way it lit up her happy face is the difference-maker here. Excellent shot ... and happy birthday to your wife!

The next photo contest theme: **Storytelling**

**DEADLINE:**  
Jan. 15



The Club's online photo contest, organized by Director of Sales Noelle Kauffman, has a monthly theme. For the next contest, the theme is "storytelling" - send in a photo that tells a story.

Submit your photos here:  
[aliveemployeesclub.com/pictureperfect/](http://aliveemployeesclub.com/pictureperfect/)

**ENTER TO WIN**  
**\$50 AMAZON**  
**E-GIFT CARD**

# Alive! AROUND THE WORLD



## Captain's Log

Traveling with Capt. Michael Barnes, Retired, Harbor

### Letter From Uruguay



Local winery.

#### Surfing, Steaks and Soccer

Just a short boat ride across the mighty river Plate is Uruguay, South America's second smallest Spanish-speaking country.

Uruguay means "river of painted birds" and is an excellent destination for surfers and beach lovers looking for a quiet country with 410 miles of Atlantic coastline. During the colonial era, Uruguay was known as Banda Oriental (east bank of River Uruguay) and was a buffer zone between Portuguese Brazil and Spanish Argentina until 1830.

The country is relatively safe for solo female travelers and has a lower crime rate than other Latin American countries. The people are friendly, and public transportation is widely available, but keeping away from isolated or poorly lit areas is advisable, especially at night.

Montevideo, on the north shore of the Río de la Plata estuary, is the capital city, full of classic art deco buildings, colonial homes and vibrant tango clubs. It's Mercado del Puerto (a market housing an array of restaurants) filled with steakhouses. This should not be a surprise, as Uruguayans are the world's largest consumers.

The adventures of Michael Barnes continue on Web Alive!

#### Send in a travel picture holding Alive!



- Snap a high resolution photo of you holding Alive!
- Go to: [alive.employeesclub.com/alivearoundtheworld](http://alive.employeesclub.com/alivearoundtheworld). You'll find an online form to send your text and pics for publication.

### Have Passports, Will Posse

The Cali Passport Posse – the intrepid LADWP Retired travelers featured in March 2024 – recap their year of adventure.

#### We're back in Alive!

The Cali Passport Posse (CPP) did not sit idled in 2024. The traveling group of predominantly Retired LA Dept. of Water and Power employees – Earl and Zebra Rodgers, Retired; Gregory Hornsby Sr., Retired, and Latrice Williams; Max and Ethelinda Reyes, Retired, Trinh Nguyen and Aditya Sharma; Steve Starks, Retired, and Leslie McKay – traveled to three countries in Asia (Cambodia, Vietnam and Thailand) in March. CPP also traveled to Vancouver, Canada before culminating our 2024 travels on a seven-day Norwegian Cruise from Seattle to Alaska in September.

While in Cambodia, CPP visited many beautiful, historically interesting and exciting places including Angkor Wat temple at sunrise to witness the picturesque reflection of the temple in the river. The reclining Buddha, River of a Thousand Linga and Tonie Sap Lake, known for its picturesque floating villages, were also visited. We flew to Hanoi, Vietnam, touring the city in the Vietnam Army Legend Jeeps. We hiked up 400 steps to the top of Titop Island and kayaked through Luon Cave, discovering the beautiful lagoon. CPP later flew to Chiang Mia, Thailand, and later Phuket, Thailand, meeting up with friends Andre Harmon and Denise Peoples. There we squeezed in three excursions, boat rides to the James Bond Island, the Phi Phi Islands as well as an Elephant Sanctuary where we fed and bathed the elephants.

But that wasn't all in 2024! CPP embarked on a seven-day Norwegian Alaskan Cruise after spending a few days in Seattle, Washington, and Vancouver, Canada. There we joined other family members and took a Vancouver City sightseeing tour, experiencing the Capilano Suspension Bridge leading to the Vancouver Lookout. We later cruised to Sitka and Juneau, Alaska, where we ran into stormy weather but observed majestic bald eagles and Alaskan life. Unfortunately, the storm got worse. Icy Strait and Ketchikan, Alaska, were bypassed, so the ship could stay ahead of an incoming typhoon! But all was not lost. While out at sea we observed large pods of orcas in their natural habitat performing flips and other activities you'll never see at Sea World! We also saw a large blue whale traveling south for warmer waters. Victoria, Canada was our last destination before returning to Seattle.

Overall it was an amazing cruise to cap off our 2024 travels. "Eating-Drinking-Laughing Our Way Around the World" is CPP's motto as we continue to celebrate traveling the world.

— Earl Rodgers



The Cali Passport Posse on the March 2024 cover of Alive!



The Cali Passport Posse carried Alive! with them to Juneau, Alaska.



The Posse's last dinner together in Vietnam.

#### More pictures on Web Alive!



## Plan Your Visit to the Club BY APPOINTMENT ONLY



Whether you're here for insurance matters, filing a claim, or picking up event tickets, we're dedicated to providing you with the best possible service.

To ensure your time is valued, all visits to the Club are by appointment only.



### BY APPOINTMENT ONLY

Your time matters. To provide the best experience possible, we operate by appointment only. Let's find a time that works for you!

Club Office Located at  
311 S. Spring St. Ste 1300  
Los Angeles, CA 90013

Free Validated Parking  
333 S. Spring St.  
Los Angeles, CA 90013

Schedule your appointment today!

Email: [help@employeesclub.com](mailto:help@employeesclub.com)  
Call: (800) 464-0452

# Club Events: Awesome Adventures!



## 82 Promoted

FIRE DEPT. PROMOTES SWORN, CIVILIAN EMPLOYEES.

**LAFD:** On Nov. 15, LAFD employees and families gathered to honor the promotion of 82 LAFD uniformed and civilian members, and celebrate their perseverance, dedication hard work and passion.

Expressing her pride in their accomplishments, Fire Chief Kristin M. Crowley oversaw the formal promotion ceremony at the LAFD Frank Hotchkin Memorial Training Center in Elysian Park.

Individually honored at the event were:

### SWORN

**Captain II:**  
James Duffy  
Christopher Gibboney  
Brian Hammond  
Brett Kearns  
David Kohl  
Ruben Torres

Dennis Le  
Viet Lefevre  
Geraldo Puga  
Sean Rorden  
Jordan Ross  
Eric Shinn  
John Trump  
David Verduzco  
Madison Viray  
Eric Vogt  
Donald Warner  
Devin Whitsell

**Captain I:**  
Jack Albert  
Nicholas Alvarenga  
Kameron Carlis  
Scott Cleeland  
Timothy Coulombe  
Blake Dayen  
Enrique Duque  
Cody Eitner  
Michael Elefante  
Kevin Frank  
Daniel Gutierrez  
Sarah Halpenny

**Inspector I:**  
Dreon Brown  
Erik San Martin  
Joel Williams

**Apparatus Operator:**  
Zane Archer  
Stephen Benavente  
Richard Cervantes

Edgar Garcia  
Owen Harvey  
Rex Hook  
Eric Jespersen  
Bryan Moore  
Jorge Rivera  
Rudy Rocha  
Maximilian Rodriguez  
Adalberto Salazar  
Andrew Smith  
Adrian Torres  
Jesus Vega

**Engineer:**  
Austin Audley  
Hannah Brown  
Kyle Cawdry  
Cesar Cervantes  
Andy de la Rosa  
Davone Drakford  
Zachary Duda

Richard Franco  
Steven Gonzalez  
Zachary Knight  
Denver Leamy  
Fernando Linares  
Christian Magnusen  
James May  
Evelyn Medina  
Morcus Messiha  
Lawrence Newberry  
Keith Nyeholt  
Michael Oeser  
Christian Oh  
Jeffrey Orantes  
Randy Osborn  
Joseph Pambianco  
Madison Patrick  
Kyle Sparkman  
Joshua Sumner  
Mark Wagoner  
Richard Zwirn

### CIVILIAN

**Management Aide:**  
Lesley Jennifer Cornejo

**Program Analyst III:**  
Loc Hinh

**Management Assistant:**  
Holly McGrath

**Equipment Specialist I:**  
Jose Rodriguez

**Administrative Clerk:**  
Alex Siquenza

**Sr. Systems Analyst II:**  
Nick Trinh

## CLUB VIDEO: Coming to YouTube: Member Profiles

**THE CLUB:** In November the Club's marketing team wrapped "Along for the Ride," a new approach in Club video that focuses on Club Members as they live, work, and connect with Club benefits that add value to their lives. Three Club Members are featured in this first installment; the videos will debut at the Club's annual luncheon in early January.

Members will be able to enjoy the video soon. ●



The Club's video crew capturing Cesar Ponce, Parking Enforcement Officer, LADOT, as he participates in Club Sports. Cesar is just one of three Club Members to be featured in this first installment of "Along for the Ride," the Club's new video project.

**Start the New Year on the right foot**

Clear your debt with a **Personal Loan that fits your needs**

- ✔ Low rates & flexible terms
- ✔ Use it to consolidate debt
- ✔ Easy application process

### Ask us for details

Call our special hotline at 213-451-4738. Click <https://info.wpccu.org/a125d> for rates.



Water and Power Community Credit Union

All loans are subject to credit approval. Restrictions apply. Consolidating multiple debts into one monthly loan payment can help manage debt. Ask us about our loan details, including refinancing options for your existing loans. WPCCU membership required.



# Life's Important Moments



Share your news... and send in a photo!

Have you gotten married? Had a baby? Graduated? Is a family member in the military? Send in a photo and a paragraph, telling us the details. We love to share your good news.

Send your photos and text online:  
[alive.employeesclub.com/lifesmoments](http://alive.employeesclub.com/lifesmoments)



- Births**
- Weddings**
- Graduations**
- Special Achievements**
- Military Service**
- Tell Their Story**

## Retirements\*

We honor the people who have spent their working lives building, managing and imagining a better LA, and are now Retired. We thank and appreciate all you have done!

Below is a listing of those who Retired from the City. To all we say, welcome to the best years!

NAME	TITLE	DEPT.	YEARS	NAME	TITLE	DEPT.	YEARS	NAME	TITLE	DEPT.	YEARS
Abou-Chakra, Bassam	Reg./Compliance	LADWP	—	Gonzales, Patricia A.	Wastewater Coll. Worker	Public Works	20	Piper, Theodore	Carpenter Supervisor	Public Works	27
Allen, James S.	Sanitary Engr. Ass.	Public Works	6	Grover, Gloria E.	Sr. Librarian	Library	30	Powell, Michael S.	Plumber	Public Works	32
Anderson, Michele B.	Dep. City Attorney	City Attorney	35	Hesselgrave, Kent	C&M Supervisor	Rec and Parks	9	Price, Christophe A.	Sr. Traffic Supervisor	LADOT	28
Arnold, Gregory L.	Power Safety	LADWP	—	Hicks, Ron E.	Management Analyst	Airports	26	Prosor, David G.	Water Operations	LADWP	—
Asher, Grieg F.	Council Aide	Council	9	Hill, Howard K.	Veterinarian	Zoo	5	Ramirez, Edelmira	Customer Service	LADWP	—
Ballardo, Maria E.	Special Program Asst.	Rec and Parks	7	Hilts, Douglas A.	Energy Support	LADWP	—	Roble, Faisal A.	Principal City Planner	Planning	37
Bilal, Arnita E.	Police Service Rep	LAPD	27	Ho, Ping P.	Airport Guide	Airports	2	Rodelo, Gregory A.	Witness Service Coord.	City Attorney	18
Booker, Freddie L.	Principal Project Coord.	LAPD	15	Ikbal, Shobuz A.U.	Civil Engineer	Public Works	12	Rodriguez, Coleen C.	Sr. Admin. Clerk	LAPD	19
Broadnax- Irby, Mildred	Administrative Clerk	Housing	24	Johnson, Karen A.	Police Service Rep.	LAPD	23	Samaniego, Sherry D.	Gardener Caretaker	Rec and Parks	19
Burnett, Donald E.	Power Transmission	LADWP	—	Kyin, Lynn	Water Quality	LADWP	—	Sandoval, Maria Rhodora	Sr. Accountant	Airports	10
Castillo, Robert A.	Real Estate Officer	Public Works	17	Lopez, Oscar	Gardener Caretaker	Rec and Parks	22	Shell, Mark D.	Cement Finisher Worker	Airports	29
Chaban, Cameron S.	Sr. Building Inspector	Bldg. & Safety	34	Manuel, Stephanie L.	General Services	LADWP	—	Singhal, Vijay	Pr. Deputy Controller	Controller's Off.	5
Chowdhury, Shawn S.	Advance Practice Prov.	Personnel	12	McCullough, Chance L.	Security Officer	Airports	21	Snuffer, Daniel C.	Wastewater Treat.Op.	Rec and Parks	16
Cunliffe-Owen, David J.	Power Transmission	LADWP	—	Mendoza, Joseph A.	C&M Supervisor	Rec and Parks	25	Thompson, Judith D.	Dep. City Attorney	City Attorney	26
Das, Manatosh	Office Engr. Tech	Bldg. & Safety	16	Milo, Amife G.	Sr. Mgmt. Analyst	City Clerk	33	Torres, Steve P.	Water Operations	LADWP	—
Davenport, Dale H.	Fleet Services	LADWP	—	Minton, Andre E.	Power New Business	LADWP	—	Valencia, George	Equipment Operator	Airports	9
De La Pena, Maria Rita	Accountant	Finance	20	Mitchell, Todd G.	Sr. Systems Analyst	Public Works	30	Villasenor, Alfonso	Special Prog. Assistant	Rec and Parks	4
Delgado, Laura R.	Recreation Assistant	Rec and Parks	9	Myers, Anthony	Maintenance Laborer	Airports	17	Washington, Kevin L.	Corporate Services	LADWP	—
Epps, Wanda A.	Sr. Mgmt. Analyst	Public Works	31	Nesterenko, Vladimir	Security Officer	LAPD	12	William, Paul L.	Power Transmission	LADWP	—
Fontaine, Randy W.	Power C&M	LADWP	—	Perez, Lorry M.	Sr. Mgmt. Analyst	LAPD	28	Williams, Jeanne K.	Sr. Admin. Clerk	LAPD	26
Fountain, Mary A.	Maintenance Laborer	Airports	20	Perez, Teresa	Maintenance Laborer	Airports	21	Wong, Victoria L.	Administrative Clerk	Library	25
Gingold, Stephen A.	Tax Compliance Officer	Finance	27	Pierce, Kenneth B.	Refuse Coll. Truck Op.	Public Works	19				

\* NOTE: If you wish to have a listing deleted from our online posting of Retirement notices, please email us at [admin@liveemployeesclub.com](mailto:admin@liveemployeesclub.com), stating the name and department of the Retired person. The request must come from the actual Retired person. We derive our lists from official public records provided by the City and LADWP.



### FREE!\* CLUB RETIREMENT PLAQUE

#### Retired or Retiring Soon?

Receive your own personalized Club Retirement Plaque, free! (You must be a Club Member for at least five consecutive years.)

**\*a \$499 value!**

Get started here:



## In Memoriam

We honor those who have passed away and recognize their lifelong service to the City of Los Angeles. Their lives mattered to our City and our region. Our thoughts and prayers are with the family and friends of the following current and Retired City employees who were reported to have passed away.

DEPARTMENT	YEARS OF SERVICE	DEPARTMENT	YEARS OF SERVICE	DEPARTMENT	YEARS OF SERVICE	DEPARTMENT	YEARS OF SERVICE				
<b>ACTIVE</b>				Frost, Jack S.	LADWP	24	Kyler, Paul A.	LADWP	20		
Harvey, Michelle C.	LAPD	28	Gago, Angel A.	Rec and Parks	32	Leitch, Bruce D.	Airports	26			
Williams, Clarence A.	LADWP	27	Gonzales, Lupe	LADOT	23	Lisenko, Alexander J.	Public Works	38			
<b>RETIRED</b>				Gordon, Ezekiel	LADWP	30	Lotfalla, Wadie S.	Public Works	25		
Arakaki, Dennis Y.	Public Works	34	Gradi, Conrad A.	LADWP	33	Mancuso, Robert G.	Public Works	28			
Brown, Betty F.	Library	34	Greene, Maxine C.	Harbor	10	Martin, Bill R.	LADWP	42			
Bennett, Tina N.	LAPD	19	Gutierrez, David	LADWP	31	Martinez, Adrian	Rec and Parks	11			
Byone, Jerry	LADWP	25	Hobbs, Stephen	Housing	18	Miller, Gurdon R.	Planning	30			
Ceniceros, Alfredo	Public Works	22	Holly, Edward L.	LAPD	37	Minge, Davy L.	—	—			
Coleman, Eugene W.	LADWP	45	Isawa, Robert M.	LADWP	37	Nalagan, Demetrio C.	—	—			
Collins, William G.	LADWP	31	Jason, Jane D.	—	—	Nguyen, Cao T.	Public Works	14			
Contreras, Robert	Airports	25	Jones, Billy R.	—	—	Peck, Norman P.	Public Works	14			
DeSanctis, Arline L.	Council	21	Jones, Sylvia H.	Public Works	37	Perez, Ramon B.	Controller	25			
			Kopko, Kemp P.	LADWP	22	Phipps, B.B.	LADWP	16			
									Pine, Patricia Ann	ITA	29
									Reagan, Robert G.	—	—
									Rios, Rosa M.	—	—
									Robinson, Herbert L.	—	—
									Roper, William E.	—	—
									Salas, Frank	LADWP	42
									Silvas, Frank M.	—	—
									Smith, Kerry C.	LADWP	22
									Sperber, Murray	Public Works	20
									Tidwell, Bruce A.	LADWP	28
									Vera, Robert	LADWP	31
									Viloria, Andrew E.	—	—
									Wade, Elliott S.	Airports	39
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**Noelle Kauffman,**  
Club Sports  
Commissioner

# CLUB SPORTS

by Noelle Kauffman,  
Club Sports Commissioner



## Exciting New Coed Softball League Coming Summer 2025!

Get ready to swing into action this summer! The Club is thrilled to announce the launch of a Coed Softball League, kicking off in June 2025. Whether you're an experienced player or a casual enthusiast, this league is a fantastic opportunity to stay active, connect with fellow Club Members, and enjoy some friendly competition.



**DATES: JUNE 3 TO AUG. 12TH 2025**

**GAME NIGHTS: Every Tuesday night**  
LOCATION: Glassell Park – 3650 Verdugo Rd.  
Los Angeles, CA. 90065

This exciting new league is open to both full teams and free agents. It's a perfect chance for friends and coworkers to come together, form teams, or join an existing one. Whether you're looking to make new friends or sharpen your skills, there's a place for everyone.

### HOW TO GET INVOLVED

To participate, players must be Club Members. Not a member yet? No worries—signing up is quick and easy!

If you're ready to get in the game, secure your spot today by emailing :

**Noelle Kauffman, the  
Club Sports Commissioner, at  
nkauffman@employeesclub.com.**

Noelle is available to answer any questions and assist with team registrations or individual sign-ups.

### WHY PLAY?

The Club Coed Softball League isn't just about the competition—it's about being active and having fun! Whether you're looking to improve your fitness, enjoy a casual evening of sports, or simply meet new people in the Club community, this league offers something for everyone.

**So, grab your glove, lace up your cleats,  
and get ready for some fun.**

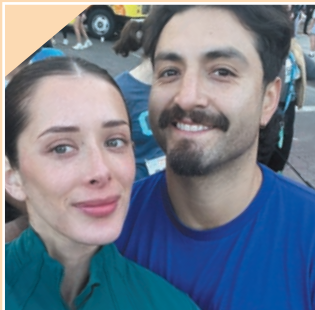
## Club Trots!

### CLUB'S FIRST RUNNING DISCOUNTS HIGHLIGHT TURKEY DAY.

More than 50 Club Members took advantage of the Club's first discounts offered on regular 5-Ks over Thanksgiving. Club Members, stay tuned for more Club discounts on foot races!

#### THE TURKEY TROT 5-K

The Turkey Trot 5-K in downtown Los Angeles Thanksgiving morning drew thousands of runners, and lots of Club Members, too – who saved more than \$24 off the regular entry fee! Here are some Members we spotted.



Club Member Alejandra Hinojosa and Emilio Angulo.



Club Member Kimberly Perez and Candy Perez.



Club Member Ricardo Jauregui and his family at the Los Angeles Turkey Trot.



Rodolfo Guevara and kids at the LA Turkey Trot.



LAPD Member Anastacio Reyes and his father.

From left: Joseph Mota with the Club's Dalila Vielma and Noelle Kauffman.



#### SPARTAN RACE

The Club substituted this cool rugged relay race instead of the Tough Mudder. The Spartan Race was held Dec. 7 in Castaic.



Club Member Marco Negrete and Alyssa Arvizu.



Club Member John Gano and his wife, Martes, participated in the Spartan Race.

#### GOBBLE WOBBLE TURKEY TROT 5-K

Next was the Gobble Wobble Turkey Trot 5-K in Sacramento Nov. 30. Members who took advantage saved more than \$20!



Melissa Marvin and her brother Kyle Marvin participated in the Sacramento Gobble Wobble 5-K.



Ralph Mosqueda and his wife Maria Perez.

**Be Active. Be Club.**

## Arlene on the Scene

*Alive!* follows Arlene Herrero as she meets Club Members.

by **Arlene Herrero**  
Vice President of Business Development

sept. 7

On Sept. 7, Arlene stopped by the LA County Asian American Employees Association's annual fry event, held at the Hacienda Heights Community Center.



Arlene with Jayson Chan, LA County Asian American Employees Association's Treasurer and Club Member.



Arlene with Peter Luong, LA County Asian American Employees Association VP of Programs and Events, Club Member (left) and California Assembly Member Mike Fong, a Club Member when he was with the City of LA.



Spencer Yu, LA County, with Arlene.



# Cooking with the Club

with Chef Robert Larios

Photos:  
Patty M.  
Larios



## Spicy, Sweet and a Little Nutty Turkey Lettuce Wraps (Yes, We Said Candied Peanuts!)

Looking for a dinner that's equal parts fun, flavorful and downright unforgettable? Enter these sweet chili turkey lettuce wraps—a masterpiece of taste and texture rolled into one. Imagine savory sautéed turkey mingling with crisp bell peppers, all bathed in a sweet and tangy chili-soy glaze that could make your taste buds dance.

Then, just when you think it can't get any better, in comes the candied peanuts—because who doesn't love a little sweet crunch in their life? Fresh cilantro adds a punch of greenery, and the romaine leaves wrap it all up in a crispy hug. It's like tacos went on vacation to Thailand and brought back the best souvenirs for your dinner table. Prepare to impress yourself (and your lucky diners)!

These healthy and easy turkey lettuce wraps make the perfect quick meal prep option. They're flavorful, satisfying and great for a weeknight dinner! Happy New Year and ¡Buen provecho!

Follow this recipe online:



*Robert Larios*

### Food Quote:

"A lettuce wrap is proof that the simplest vessel can hold the most extraordinary treasures."  
– Chef Robert Larios

## INGREDIENTS

Serves 2

- 10 ounces ground turkey
- 1 unit baby lettuce
- 4 tablespoons sweet soy glaze (contains sesame, soy, wheat)
- 1 ounce sweet Thai chili sauce
- 1 unit lime
- ¼ ounce cilantro
- 1 bell pepper
- 1 onion
- ½ ounce peanuts (contains peanuts)
- 1 tablespoon butter
- Salt and pepper (to taste)

### PREP:

Rinse and pat dry all produce to prepare for your easy turkey lettuce wraps. Remove seeds and finely chop the bell pepper for added crunch. Cut the onion in half, peel it, and finely dice it to enhance the flavor of this healthy dinner recipe. Trim off the root end of the lettuce and carefully separate the leaves to use as wraps. Cut the lime into quarters for serving. Chop the cilantro into small pieces for a fresh garnish.

## DIRECTIONS Total prep time is 35 minutes



### Step 1: Prepare the Peanuts

Heat a nonstick pan over medium-high heat for quick meal prep. Add peanuts, 1 teaspoon of sugar (or 2 teaspoons for larger servings), and 2 tablespoons of water into the pan. Stir and cook until the water evaporates and the peanuts are evenly coated and lightly toasted, about 3-5 minutes. Remove from heat, transfer peanuts to a small bowl, and clean the pan for the next step.



### Step 2: Cook the Turkey and Vegetables

Drizzle a generous amount of oil into the pan used earlier and heat it over medium-high for this quick and healthy dinner recipe. Add the chopped bell pepper and diced onion, seasoning with salt and pepper to your liking. Sauté, stirring occasionally, until the veggies are tender and lightly browned, about 5-8 minutes. Transfer to a plate when done.

Add another drizzle of oil to the pan and return it to medium-high heat. Place the ground turkey into the pan, season with salt and pepper, and flatten it evenly with a spatula.

Cook for 3-4 minutes without stirring until the bottom browns, then break the turkey into smaller pieces. Continue cooking for another 2-4 minutes, ensuring the turkey is thoroughly cooked. Return the cooked vegetables to the pan and stir in sweet soy glaze, sweet Thai chili sauce, and 1 tablespoon of butter (use 2 tablespoons for larger servings).

Mix everything well and cook for 2-3 minutes until fully combined. Finish by adding a squeeze of fresh lime juice to taste.

Ensure the ground turkey reaches an internal temperature of 165 degrees for safe consumption.



### Step 3: Assemble and Serve

Arrange the lettuce leaves on plates and spoon the turkey mixture into them to create turkey lettuce wraps. Top each wrap with candied peanuts and fresh cilantro for a burst of flavor. Serve with lime wedges on the side for an extra zest. Tip: For a fun and customizable dinner, serve the turkey mixture, peanuts and cilantro in separate bowls so everyone can assemble their own wraps!

## CLUB DEAL

Save on HelloFresh Deliveries



Scan for more information on this valuable Club Benefit!

**Membership Power:** Hello Fresh is just one of more than **75,000** discount deals Members can access through the Club! We honor your public service with these deals. Take advantage!



## Food Lover's Dictionary:



**Lettuce** – There are hundreds of varieties of lettuce grown throughout the world, and, because they peak at different times of year, there's always a plentitude of this universal salad favorite. Keep in the mind that darker green leaves contain the most nutrients.

Bibliography: Herbst, Sharon Tyler, and Ron Herbst. The New Food Lover's Companion. 2nd ed., Sourcebooks, 1995.  
Recipe: <https://www.hellofresh.com/recipes/one-pan-sweet-chili-turkey-lettuce-wraps-6243286c53c79d2430519258>  
Accessed Dec. 17, 2024

## Cooking Tidbit

- **Toast the Nuts Just Right:** Stir constantly when candied peanuts are on the stove—the sugar coating can burn fast! A light golden color is your cue to stop.
- **Season as You Go:** Add salt and pepper at every step—veggies, turkey and sauces—to layer the flavors throughout the dish.
- **Perfect the Wraps:** Choose the largest lettuce leaves for easy wrapping and keep them cool for extra crunch.

Need more tips? Don't hesitate to reach out to me at [alive@employeesclub.com](mailto:alive@employeesclub.com). Let's make magic in the kitchen!