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Members



Another Great
CLUB BENEFIT



PERSONNEL/CITY COUNCIL

Opening Doors

The innovative
Women's Management Academy
creates paths to progress for
women in City departments.

— PAGE 12

WOMEN'S MANAGEMENT ACADEMY

On the steps of the Personnel HQ are Dana Brown, General Manager, Personnel (center); and (from left) Academy administrators Stephania Hernandez and Jessica Taylor from Personnel; and Academy graduate Aimee Sevilla, City Attorney's Office.

Alive! photo by Summy Lam; photo illustration by JILA Associates



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ROBERT'S BLOG

by Robert Larios, CEO, The Club



By Women, for Women

Over time, *Alive!* strives to reach as many City departments as we can, one cover story at a time. We seek to tell stories from a variety of departments.

We are proud to bring you this month's important cover story detailing the Women's Management Academy from Personnel and Council District 6. The story is rare indeed, for it touches every single City department in one story.



At the Personnel HQ are (center) Dana Brown, General Manager, Personnel; (from left) Personnel's Stephania Hernandez and Jessica Taylor; Aimee Sevilla, City Attorney's Office; and *Alive!* editor John Burnes.

The Club deeply values women in public employment, and in our own. We have endeavored to track the progress made by women in the City of Los Angeles and pledge to continue, of course.

We thank and honor the incredible work being done by program managers **Dana Brown**, Councilmember **Imelda Padilla**, **Jessica Taylor** and **Stephania Hernandez**, who worked tirelessly to help us tell this story. And finally we thank **Guadalupe Lopez Torres**, City Attorney's Office, who put us on the correct path after years of our trying to find contacts.

Mary Jo

We've lost an invaluable member of the Club family – **Mary Jo Diemer**, whose company, Rosebud Marketing, produced Club promotional items for the last two decades.

Her obituary appears on page 23. Allow me to share some personal thoughts.

Mary Jo was truly exceptional. From the first time I met her, I knew that her energy and enthusiasm would be unforgettable, and I was right.

Many Club Members got to know Mary Jo at our annual luncheons in the Tom Bradley Tower room atop City Hall. Her kindness and vibrant personality left a lasting impact on all of us.

While she was not a public employee, Mary Jo loved the Club



Widower Thomas Wilson, Mary Jo Diemer and then-Club COO Robert Larios, 2014.

because she loved people. At those joyous and busy gatherings, she sought out those she wanted to compliment. She was generous with ideas on how we could strengthen our Association, whether or not it meant more business for her company. Her kind words and positive approach to life were infectious.

We deeply feel this loss and share in her widower **Thom Wilson's** grief. To Thom and their extended families we send our condolences.

Please, everyone, take care of yourselves.

Worth Considering

Consistently showing up and contributing your unique talents, even on the toughest days, makes a significant impact because your work, ideas and presence truly matter.

Members, take this new month of August, the last days of the summer, to recharge your soul and reconnect with family. You will benefit in the end.

¡Gracias por leer!

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!



To schedule a Club Mobile visit:

Scan the Code to Schedule a Visit

Or contact **Lupe Lira**, Retail Operations Manager:
(213) 819-0350, or mobile@employeesclub.com

MOBILE VISIT SCHEDULE

Every Month

North Central Sanitation

452 N. San Fernando Rd., 9 a.m. – 2 p.m.

The first Monday of every month:

Mon., Aug. 5

Mon., Sept. 9

Harbor

100 W. Fifth St., 10 a.m. – 2 p.m.

The first Wednesday of every month:

Wed., Aug. 7

Wed., Sept. 4

West Valley StreetsLA

9324 Topanga Canyon Blvd., 11 a.m. – 3 p.m.

The first Thursday of the month:

Thurs., Aug. 8

Thurs., Sept. 5

Additional Visits

Van Nuys City Hall

6262 Van Nuys Blvd.,

10 a.m. – 2 p.m.

Tues., Aug. 6

DWP 3rd Street

1230 W 3rd St.,

10 a.m. – 2 p.m.

Wed., Aug. 14

GSD 7th Street

2310 E 7th St.,

9:30 a.m. – noon

Wed., Aug. 21

Griffith Park - Rec & Parks

5201 Zoo Dr.,

6 – 9 a.m.

Thurs., Aug. 22

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PERSONNEL/CITY COUNCIL

Opening Doors

— PAGE 12

**WOMEN'S
MANAGEMENT
ACADEMY**

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Get more *Alive!* content at alive.employeesclub.com

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CLUBDEALS

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Coloring Contest for Grown-Ups!

DEADLINE: AUG. 9

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



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to Help

Contact the Club

if you have an event you want covered in *Alive!*
or if you have questions about insurance.

help@employeesclub.com
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Alive!

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Convention Center: Officially Green

SANITATION
ANNOUNCES
CONVENTION CENTER
IS CERTIFIED GREEN
BUSINESS.



The Los Angeles Convention Center.



PUBLIC WORKS/CONVENTION CENTER Sanitation announces
Convention Center is certified green business.

Public Works/Sanitation and Environment's Green Business Program
certified that the City-owned Los Angeles Convention Center has been
named one of Sanitation's newest Certified Green Businesses.

The Convention Center is the largest business to achieve Sanitation's
certification to date.

The announcement was made in May.

The Convention Center, City owned by managed by an outside
company, has taken steps to minimize the carbon footprint of the
867,000-square-foot facility with the addition of solar panels and room
sensors that regulate the HVAC system to engage only when in use. This
saves the City electrical grid 260,000 kWh of power per month, equiva-
lent to enough energy to power almost 300 homes over the same period.

The LACC has also added more
than 40 food scrap collection bins
to every recycling station through-
out the facility to keep organic
waste out of the landfill, with train-
ing provided to all staff members.

The LACC has implemented
a rainwater collection system (RWCS) throughout the facility. The rain is
funneled off the roof of LACC into strategically placed barrels, collected,
then used in the irrigation of the LACC's landscaping.

LACC is a highlight of the Green Business Program in that it is a lead-
ing example that no matter the size or scale of a business, implementing
Green practices to minimize environmental impact is always possible.

Well done to the Convention Center! ●

For more information on the Green Business program, please visit www.lacitysan.org/greenbusiness.



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Any Day

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Adult Ticket

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Adult

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Retirement Prep: Get Ready. Get Happy!

Another Great CLUB BENEFIT

Photo courtesy Capt. Keith Green, LAPD

Ofcr. Patino Is Newton's Officer of The Quarter

NEWTON AREA OFFICER TODD PATINO WAS NAMED NEWTON AREA'S OFFICER OF THE QUARTER FOR THE PERIOD ENDING IN JUNE.



Officer Todd Patino (right) accepts the honor from Capt. Keith Green.

LAPD "I am pleased to share that Officer Patino was selected by Detective Supervisors as the employee of the quarter," said Capt. Keith Green. "Officer Patino works diligently, solving violent crimes that occur within the Newton Area, bringing suspects to justice." Congratulations, Officer Patino! ●

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Fees Back Program: Enjoy discount tickets without hidden fees. We'll reimburse eligible convenience, processing, or handling fees from our ticket partners. Look out for special promotions like our exclusive members-only refunds for parking and other exciting limited-time offers.

Club Scholarship Program: Supports higher education with \$750 stipends for college-bound students through the Joannie Mukai Memorial Club Scholarship.

Expanded Discount Network: Save big on theme parks, attractions, movie theaters, sporting events, ski lift tickets, and more. Enjoy affordable leisure time with your loved ones.

Retirement Plaque Program: Celebrate your public service legacy with a personalized Club Retirement Plaque that honors your dedication and service (a \$499 value). Available to members with 5+ years of continuous membership.

ENHANCING YOUR CLUB MEMBERSHIP EXPERIENCE

Dear Valued Member,

We are committed to improving your experience at the Club by continuously providing more benefits and services. To offer these enhanced benefits, we are adjusting our investment in your membership.

For actively employed members, starting October 1, 2024, your monthly membership fee will change from \$6.00 to \$7.50. This is an increase of only 75 cents per pay period (\$1.50 per month). For retired members who have automatic pension deductions through the City of Los Angeles, LADWP, and Fire & Police Pension, your membership fee will remain unchanged at \$4.00 per month.

This small adjustment allows us to expand our discounts, improve our technology, offer more fun social activities and experiences, and maintain our high standards of member service.

We're grateful for your membership. We're proud to stand alongside you, honoring your invaluable contributions to our communities.

Sincerely,
Robert Larios
Robert Larios, Association President & CEO

For questions about your membership, please contact our member services team at:
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KALI JONES
MARLEE FORD
SKYE MCMILLER

READY FOR RETIREMENT



Resources for Those About to Retire **and** Club Retirees

by Noelle Kauffman, Club Director of Sales
 “The best way to predict the future is to create it.” - Peter Drucker



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INSURANCE NEWS YOU CAN USE...NOW!

Navigating the Changes in the Long-Term Care Insurance Industry

The landscape of long-term care insurance is undergoing significant changes as prices across carriers increase and standalone policies become increasingly rare. This shift marks a major transition for a product that has been a staple since its introduction in the 1970s.

Long-term care insurance is designed to cover services and support for individuals who need assistance with daily activities such as bathing, dressing, or eating due to chronic illness, disability, or aging. Coverage options include nursing home care, in-home care, and assisted-living centers. It gained popularity among the Baby Boomer generation, who saw it as a means to protect their assets without relying on Medicaid—a state-federal program known for its limited choices and restrictions.

However, according to an article in *the New York Times* titled “Why Long-Term

Care Insurance Falls Short for So Many,” the industry faced challenges due to miscalculations. Insurers initially underestimated the extent to which policyholders would utilize their coverage, the length of time they would require care, and the overall costs associated with such care. These factors have contributed to financial strain on insurers, leading to rising premiums and a reduction in the availability of standalone policies.

Despite these changes, for policyholders who already hold a long-term care policy, maintaining this coverage remains highly valuable. Such policies protect assets, alleviate financial and emotional stress for families, and provide individuals with greater control over their healthcare decisions.

Club Retiree Specialists are available to assist Members with their long-term care insurance questions and needs. Members can reach out for support by calling (800) 464-0452, option 4.



FOR RETIREES OR THOSE ABOUT TO RETIRE

The Club is here to guide you through the retirement 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: Aug. 29, Sep. 26 or Oct. 31)
- 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



It’s time to check in, Club Retirees, to make sure you’re taking advantage of all the Club offers!

1. Are you on pension deductions for your Club Membership and insurances?

If you are not, please call (800) 464-0452 or email help@employeesclub.com and let us know that you are a Retiree and need to complete a pension form.

2. Do you have Life Insurance for you and your spouse so that your loved ones are protected in the future?

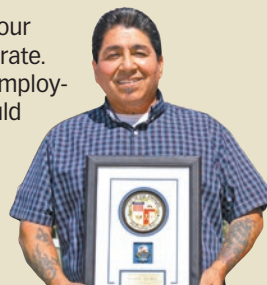
- A life insurance policy can provide an income for your spouse as they wait for your retirement benefits to transfer; cover funeral and burial expenses; and provide for any loved ones who rely on your income.
- Coverage is available for Members, spouses, and dependent children.
- Benefits range from \$10,000 to \$50,000.

3. Have you received your retirement plaque from the Club?

The Club wants to recognize and acknowledge the hard work and dedication you put in each day to make our City and state better places to live and work.

It doesn’t matter if you have been Retired for some time, newly Retired, or plan to retire soon, Retired Club Members are eligible to take part in the Club’s Retirement Ceremony, where you’ll be presented with a customized Club Retirement Plaque as we pay tribute to your career.

We will also feature you in *Alive!* for your friends, coworkers and family to celebrate. Begin the process by emailing help@employeesclub.com and let us know you would like a retirement plaque and a Club representative will get the process started for you! (You have to have been a Club Member for at least five continuous years to be eligible.)



Questions? Don’t hesitate to contact our Retiree specialists at info@employeesclub.com • or (800) 464-0452



Retired or Retiring Soon?

Call for a FREE insurance benefits consultation with Member Services Counselor:



Cheryl Martin
 (800) 464-0452, EXT. 136
 Work cell: (213) 819-0794
 23 years of insurance experience
 CA LICENSE NO: 0C12823

2024 Events

LARFPA

Sept. 4
General Membership Meeting
 San Antonio Winery
 737 Lamar St., Los Angeles
 10 a.m. – 2 p.m.

Reservation information:

LARFPA: events@larfpa.org
 LADWP Retiree Association:
 (213) 367-3146

Contact Information

Club Retirees Dedicated Helpline:

Club Retirees Email:
 Club contact:
help@employeesclub.com

LA City Employees Retirement System (LACERS) (City Dept.)

(800) 779-8328
lacers.services@lacers.org

LADWP Retirees Association

(949) 388-1206

Fire and Police Pensions (City Dept.)

(844) 885-2377
pensions@lafpp.com

LA Retired Fire and Police Association (LARFPA)

(888) 288-5073
membership@larfpa.org

Retired Los Angeles City Employees, Inc. (RLACEI)

See page 16

The Mobile Team: Club Merch Right to Your Workplace!

Another Great CLUB BENEFIT



Some of the newly promoted LAFD employees at their ceremony June 13.

Photos courtesy LAFD/Gary Apodaca

72 Promoted

FIRE DEPT. PROMOTES SWORN, CIVILIAN EMPLOYEES.

LAFD On June 13, the LAFD honored the achievements of 72 LAFD uniformed and civilian employees who have successfully been promoted in rank or status within the department.

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

Congratulations to those who were promoted!



Chief Kristin Crowley oversaw the promotion ceremony.



At the LAFD promotions event.

Honored were these newly promoted employees:

Captain I

- Christopher Ashley
- Daniel Beaty
- Theodore Boyd
- Scott Brennan
- Aaron Carter
- Michael Catalano
- Nathan Cordero
- Matthew Craig
- Anthony Cresta
- Jason Dupere
- Christopher Ferrer
- Steven Garcia
- Trey Glennon
- Daniel Gutierrez
- Blake Harrington
- Michael Henderson
- Javier Honles
- Aaron Jagoe
- Stephen Janes

- William Jun
- Casey Ketelsleger
- Paul Kline
- Scott Kwasigroch
- Daniel Lynch
- Michael Marsh
- Damar McComell
- James Morlock
- Mohammad Nabhani
- Elber Navarro
- Julian Nguyen
- Michael Pagliuso
- Makar Pashabezyan
- Matthew Quealy
- Robert Reyes
- Matthew Rochman
- Frank Rodriguez
- Nicholas Rose
- Paul Saavedra
- Michael Sailhamer

- Steven Schaller
- Ian Soriano
- Stephen Spriggs
- Chris Stalter
- Hugo Tadeo
- Peter Tagliere
- Brandon Terrazas
- Raymond Topete
- Carlos Vera
- Manny Zepeda

Fireboat Mate I

- Sean Anderson
- Ryan Considine
- Casey Dunn
- Nicholas Miller
- Jonathan Scully
- Matthew Westmoreland

Fire Helicopter Pilot IV

- Anthony Cecola

Inspector I

- Amilcar Aguilar
- Edward Chea
- Kenneth Fraser
- Frank Gomez
- John Herman
- David Metchikoff
- Ofa Tulikihififo
- Marcus Williams
- Juan Zepeda

Accounting Clerk

- Nora Bendimez

Equipment Specialist II

- Teren King

Management Analyst

- Susana Amezcua
- Meritxell Capdet
- Karapetian
- Trian Lee

Sr. Administrative Clerk

- Amber Greene

Sr. Management Analyst II

- Alexis Cameron

THANK YOU!

The Club thanks all those whose who were promoted for their tireless dedication to Los Angeles, and to their families for supporting them!



Noelle's Picture Perfect Contest

Noelle Kauffman, Club Director of Sales

This month's theme was: **The Wonder of Sports**



"Never let the fear of striking out keep you from playing the game'- Babe Ruth. Photo taken June 15 Michelle and Barack Obama Sports Complex."

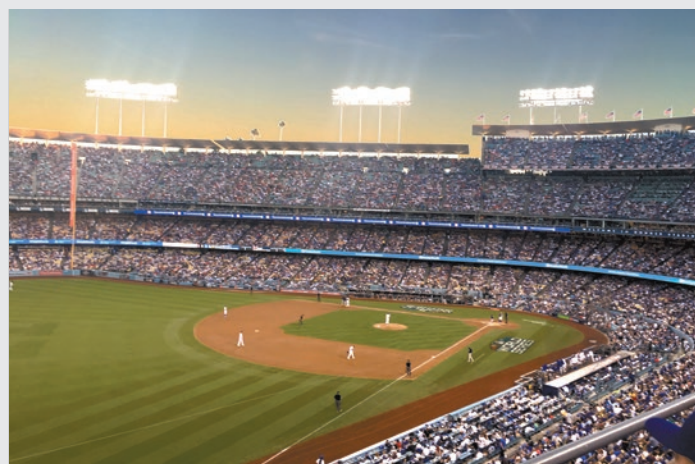
- Christine Isidro, LAFD

Noelle's comment: You must have been right on the field behind the batter to capture this great shot, Christine! Were you wearing a mask? Mercy! In any event, I love this photo for the perfect moment you snapped the shutter - the anticipation is huge. Will the hitter make contact? Where will it go? What's going to happen? Thanks for submitting ... and be careful!

"Who doesn't value a Dodgers game? Go Dodgers!"

- Renee Ramirez, LAFD

Noelle's comment: Ah, the best place to be for the summer ... the most beautiful baseball stadium in the league, I say. And you've captured it, Renee. Thanks for submitting!



"My neighbor's son played in the Camarillo U07 championship, Mets vs. Angels. Angels won."

- Alex Andrews, Building and Safety

Noelle's comment: Alex, what a perfect shot of determination and youth, while being monitored by a coach behind him. This says pretty much everything to know about youth sports. Thanks for capturing the moment!



The next photo contest theme: **Summer's Golden Days**

DEADLINE: August 15

Submit your best photos, and be in the running for a prize.

The Club's online photo contest, organized by Director of Sales Noelle Kauffman, has a monthly theme. For the next contest, the theme is "summer's golden days" - send in a photo featuring your favorite scenes of the summer winding down.

ENTER TO WIN \$50 AMAZON E-GIFT CARD



Submit your best photos online at alive.employeesclub.com/pictureperfect/ Club Members only. Good luck!

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Lt. Long Nguyen (center) with Commander Adonis Cutchlow (left) and Chief Cecil Rhambo Jr.

Photo courtesy Airport Police

Congrats, Lt. Long Nguyen!

LIEUTENANT GRADUATES
FROM SHERMAN BLOCK
LEADERSHIP INSTITUTE.



AIRPORTS The Club congratulates Lt. Nguyen on successfully graduating from the Sherman Block Supervisory Leadership Institute. The SBSLI is an intense program designed to stimulate personal growth, leadership, and ethical decision-making in California law enforcement front-line supervisors. Graduates of the program gain valuable skills, including the ability to correlate personal and organizational principles, exercise greater leadership, analyze issues from multiple perspectives, and integrate management skills with leadership qualities.

Graduating from the program marks a significant milestone in a law enforcement career. Well done, Sir! ●

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Honored for Their Service

AIRPORTS HONORS 8 FOR SERVICE MILESTONES.

AIRPORTS On July 16, Airports honored eight employees celebrating service milestones of 30 and 35 years of City service. The celebration was held at the Flight Path Museum on West Imperial Highway.

The event was produced by the Human Resources Dept.

Honored were:

35 Years of Service

Yvonne Moore, Sr. Management Analyst II
Douglas Yamaguchi, Sr. Management Analyst I
Denise Williams, Secretary

30 Years of Service:

Juan Yanez, Civil Engineer
Tom Pazdernik, Bus Operator, Club Member
Robert Waggoner, Comm. Information Rep III
Lt. Frank Ramirez, Traffic Lieutenant
David Jones, Deputy Executive Director, Commercial Development

Airports CEO John Ackerman spoke about how Airports focuses on the importance of people who work for the department. Martin Lowe, Chief People and Culture Officer, spoke about the uniqueness and honor of working at LAX.

Congratulations to all those honored for their service milestones!

The Club thanks Martha Hernandez, Coordinator, Airports/HR, for her assistance in producing this story. ●



The honorees, from left: David Jones, Lt. Frank Ramirez, Juan Yanez, Yvonne Moore, Denise Williams, Douglas Yamaguchi, Robert Waggoner and Thomas Pazdernik.



Honoree Lt. Frank Ramirez with Capt. Karla Rodriguez, Airport Police; Assistant Chief Imer Chavez, Airport Police; Airports CEO John Ackerman; and Airports Chief People and Culture Officer Martin Lowe.



Airports Chief People and Culture Officer Martin Lowe gave closing remarks.



Minerva Gutierrez, Personnel Director III, Club Member, gave welcoming remarks.



Honoree Denise Williams with Tyrone Jessamy, Facilities Management Coordination and Response Division; Rick Connolly, Deputy Executive Director, Maintenance and Construction; Airports CEO John Ackerman; and Airports Chief People and Culture Officer Martin Lowe.



The Airports years of service event held at the Flight Path Museum.



Airports CEO John Ackerman congratulated the honorees.

Honoree Douglas Yamaguchi with Sunday Adeoye, Financial Manager II; Tatiana Starostina, Chief Financial Officer; Airports CEO John Ackerman; and Airports Chief People and Culture Officer Martin Lowe.



Honoree Robert Waggoner with Assistant Chief Imer Chavez, Airport Police; Airports CEO John Ackerman; and Airports Chief People and Culture Officer Martin Lowe.



Honoree Yvonne Moore with Janet Hackney, Director of Airports Administration; Airports CEO John Ackerman; and Airports Chief People and Culture Officer Martin Lowe.



Honoree Juan Yanez with Chun (Ryan) Pang, Sr. Airport Engineer; Airports CEO John Ackerman; and Airports Chief People and Culture Officer Martin Lowe.



Honoree David Jones with Marla Bleavins, Chief Airport Administrative Officer, Airports; Airports CEO John Ackerman; and Airports Chief People and Culture Officer Martin Lowe.



Honoree Thomas Pazdernik, Club Member, with Mario Lafaurie, Chief of Airport Operations; Airports CEO John Ackerman; and Airports Chief People and Culture Officer Martin Lowe.



The HR team that produced the event, from left: Amir Braziel Ibn Kenyatta, Minerva Gutierrez, Miriam Tepox, Martha Hernandez, Taylor Gray and Catinna Mitchell.

Alive! AROUND THE WORLD

Oslo



In anticipation of the LA Olympics and Paralympics in LA in 2028, *Alive!* editor John Burnes toured other Olympic stadia. First up: the Bislett Olympic Stadium in Oslo, Norway, site of the 1952 Winter Olympics.

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Letter From Argentina, Pt. 3

Tango, Empanadas and Soccer.

La Boca is a picturesque bohemian neighborhood in Buenos Aires. Besides being the birthplace of tango, its colorful buildings around Caminito Street and La Bombonera, home of the Boca Juniors football (soccer) team, make it a unique tourist destination. All the street signs are written in Fileteado, the traditional flowery writing associated with tango.

During the late 1800s and early 1900s, Italian immigrants



Standing with Diego Armando Maradona and Lionel Messi

from Sicily and Genoa, working in the nearby port and railway, made their houses out of corrugated iron and wooden planks using discarded paint from the shipyard to decorate them. They have modified them over the years but have always maintained their unique style.

This melting pot of men with limited female companionship, except in the houses of ill-repute, needed entertainment and would gather there and in bars in the evenings to dance against fellow male dancers to the music of a harp, flute and violin, played in two-four time. It was fast-paced; often a dancer would try to trip an opponent with a sneaky sidestep as they rubbed their bodies together in a display of masculine bravado. Around the River Plate basin, these musical gatherings of enslaved or poor people were called a "tango" or "tambo." In the sophisticated downtown cafes of Buenos Aires, it became known as the forbidden dance. It was not socially acceptable by the upper classes, as the steps were considered sexual and aggressive, and the music permeated with longing and despair.

In 1907, tango became popular in Paris where it was given a slower, more controlled, sultry tempo. The dancers wore evening dress and patent leather shoes, and while the steps were simplified, their sensual quality diminished only slightly.

Today's tango is a far cry from the early days of the dance. If you are a keen dancer or a curious spectator, the place to go is a milonga; these are the tango dance clubs where novices and experts go to practice rather than the made-for-tourists dinner shows. My favorite place is the La

Captain's Log

Traveling with Capt. Michael Barnes, Retired, Harbor



Viruta Tango Club in the basement of the Armenia Association building in Palermo; go early for free lessons. It is enormous, has tables, and serves drinks and appetizers. It is better to eat locally before you go, like at the restaurant Carneros, where dinner is about \$80 with a bottle of wine for two. If you have limited time or are on a cruise ship, dine at the Faena Hotel for \$250 per person, complete with a tango show. If you are hooked on tango and want to buy tango shoes, try Comme Il Faut on Arenales Street.



Tango in the Dockland

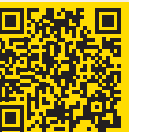
In Argentina, soccer isn't just a sport, it's a way of life. Two of the world's greatest football stars, Diego Maradona and Lionel Messi, came from Argentina.

Soccer was introduced into the country in the latter half of the 19th century by the British immigrants working on the railway. But it was not until 1905 that Boca Juniors was founded by five young Italian and Greek students under the guidance and coaching of the Irishman Paddy McCarthy. The idea for the club colors of blue and yellow was taken from a Swedish cargo ship's flag in the port. Located in the heart of La Boca, La Bombonera [The Chocolate Box] is one of the most fascinating stadiums in Argentina with a capacity for 59,000 spectators. The curious "D" shape, incredible acoustics, and its sloping seats create a feeling of closeness. There is nothing quite like eating street-fried empanadas during a game as tens of thousands of supporters sing, chant, shout, groan and celebrate in unison. It feels like you have been hit by a freight train if they score a goal; its less like a sport and more like a religion. If you are a sports fan, you have to go to a game. There is nothing like it here in the USA.

Ti auguro viaggi sicuri.

— The Captain

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Arlene on the Scene

Alive! follows Arlene Herrero as she meets Club Members.

by Arlene Herrero

Vice President of Business Development

June 20 Welcome New Members from Airports!

On June 20, Arlene and the Mobile Team visited the graveyard shift at LAX for their Employee Appreciation Event. Thanks to the Association of Airport Employees (AAE) for sponsoring the event. Thanks also to all our Members, and welcome to these new Club Members, who signed up and received a Club tote bag.



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Another Great CLUB BENEFIT



Photos courtesy LACERS Well/Facebook

Retirees Fitness Fun

LACERS WELL HOSTS 5K WALK-RUN.

LACERS On June 27 as part of its LACERS Well fitness program, LACERS held a 5K run-walk at the Silverlake Reservoir Trail.

Fitness coach Sean Foy started the event with a welcome speech and warm-up exercises. He led the beginner's group; the intermediate group was led by Susy Radillo Gomez; and the advanced group was led by Benjamin Gaetos.

The path totaled about 2.2 miles; the advanced group circled the path twice to reach the full 5K length.

All participants received a medal.

Organizers thanked the LACERS Well Champion volunteers for their help in producing the event. More in-person events were planned with Retiree participation.

Well done, Retired runners and walkers!



At the LACERS Well 5K walk-run.



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FROM THE CLUB

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ALIVE! INTERVIEW

Photos by Summy Lam, Club Chief Operating Officer, and courtesy Personnel



WOMEN'S MANAGEMENT ACADEMY

PERSONNEL/CITY COUNCIL

Opening Doors

The innovative Women's Management Academy creates paths to progress for women in City departments.

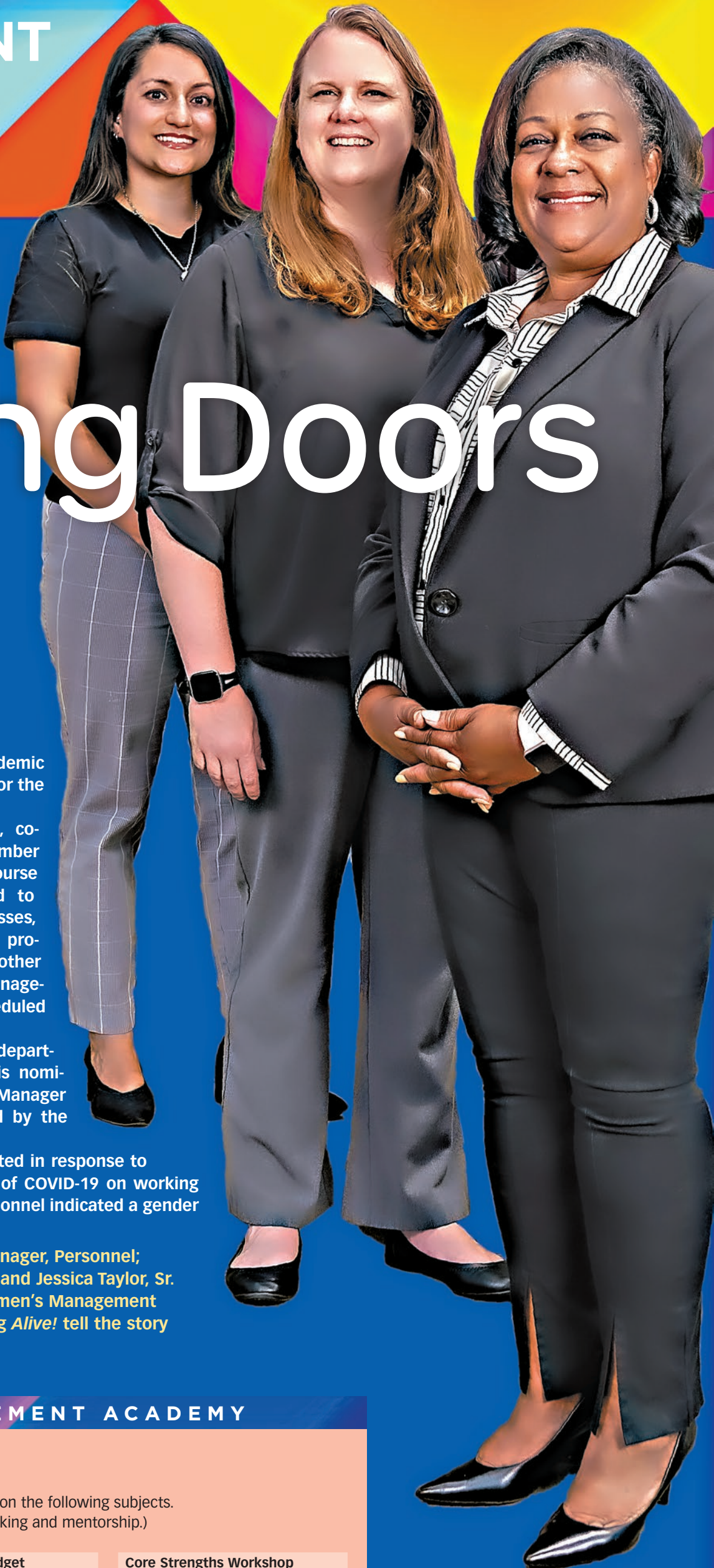
An issue documented during the COVID-19 pandemic has been turned into an innovative program for the advancement of women in City government.

Personnel's Women's Management Academy, co-sponsored by Council District 6 and Councilmember Imelda Padilla, offers an eight-week intensive course for selected women City employees designed to increase the knowledge of the City's budget processes, contract procedures and negotiations as well as program management, program development, and other skills to close the gender gap within the City's management. The Academy, which began in 2022, is scheduled once a year. The 2025 session is being planned.

The Academy is open to women in all City departments. Generally, one woman per department is nominated for the Academy each year by her General Manager or Supervisor. All City departments are touched by the Academy.

The Women's Management Academy was created in response to the City Council's efforts to address the impact of COVID-19 on working women. A survey managed for the Council by Personnel indicated a gender gap in City employment.

The Club thanks Dana Brown, General Manager, Personnel; Stephania Hernandez, Personnel Analyst; and Jessica Taylor, Sr. Personnel Analyst I, who manage the Women's Management Academy, for their time and effort helping *Alive!* tell the story of this important project. ●



WOMEN'S MANAGEMENT ACADEMY

Lecture Subjects

The Women's Management Academy presents lectures on the following subjects. (Other general topics are covered, too, including networking and mentorship.)

| | | |
|---|------------------------------|-------------------------|
| City 101/Structure of Government | Introduction to Budget | Core Strengths Workshop |
| PerformLA: Process Improvement and Innovation | Collaborative Leadership | City Contracts |
| Professional Development | Making an Impact as a Leader | Employee Engagement |
| Coaching Workshop | Ethics for Managers | Public Speaking |
| | City Council and Committees | Procurement Overview |

ABOVE: Dana Brown, General Manager, Personnel (center); and (from left) Academy administrators Stephania Hernandez and Jessica Taylor from Personnel; and Academy graduate Aimee Sevilla, City Attorney's Office.

THE ALIVE! INTERVIEW

1

Career Boot Camp

On June 27, Association CEO Robert Larios and *Alive!* editor John Burnes interviewed the administration team that created and manages Personnel's innovative Women's Management Academy. They are: Dana Brown, General Manager, 37 years of City service; Stephania Hernandez, Personnel Analyst, five years; and Jessica Taylor, Sr. Personnel Analyst I, nine years. Separately, *Alive!* interviewed Councilmember Imelda Padilla, Council District 6 and Academy co-sponsor, and wove her answers into this interview. • The main interview took place via Zoom.

Hi everyone, glad you're joining to talk about this important new program. First, let's talk about how you got to your present position. Dana?

Dana Brown: Thanks for having me. I have been with the City since 1987. I started as a Clerk Typist at the Fire Dept. I was in college at the time going to school full time and working full time. My mantra was to take every City exam there was. So consequently, I have been in roughly 14 civil service classes in nine departments. Some departments I've worked in more than once like Airports, Animal Services and CAO. The longest assignment I've ever had was at the LA Zoo as their HR Director. I've also worked at Building and Safety, City Clerk and LAPD. I've worked at a lot of places.



Dana Brown

You have!

Dana: And it's so ironic that even though I've been in human resources since 1999, I have never worked at the Personnel Dept. until now. My first assignment I've had at Personnel is as its General Manager.

You've seen the ways different departments manage.

Dana: Of course. As well as their culture. I've worked in some places with interesting cultures.

Stephania Hernandez: I worked a variety of odd jobs during college, but I was always interested in HR. And specifically, I was interested in employee training and development. My first opportunity with HR was when I started with the City five years ago as a Management Assistant. That's a really wonderful career track because it can take you all over the City, but I was lucky enough to start off with Personnel. I originally worked in Client Services as a Personnel Liaison where I performed HR Generalist work for the Department of Animal Services. About three years later, I promoted to Personnel Analyst and transferred to my current role with the Employee Engagement and Training team.



Stephania Hernandez

Jessica Taylor: I started with the City in 2015 as an Admin Intern for the Examining Section of the Personnel Dept. I was looking for an internship while I was getting my Master's degree in Industrial Organizational Psychology. After I was an intern for a couple of years, I became a full-time Personnel



Jessica Taylor



A core strengths workshop during the 2024 Women's Management Academy.

Research Analyst with the Examining Section and stayed there for a couple more years working on civil service exams, which definitely helped my knowledge with the civil service process and other functions of the Personnel Dept. After that, I received a promotion for the Sr. Personnel Analyst position. I've always been interested, much like Stephania, with the employee development and training component, so I took that opportunity to move to the engagement and training section.

The Academy

Describe the Women's Management Academy. What is it?

Dana: The Women's Management Academy is a career development program designed to empower women who work for the City to prepare for leadership opportunities. It increases their knowledge of various skills necessary for becoming a successful manager. The Academy is an eight-week program. It consists of half-day sessions where participants learn from a variety of subject matter experts, network with each other, and participate in group activities related to the curriculum. It's like a boot camp for mid-level civil servants who are able to come in and get a barrage of information from the various areas of City leadership in one place, so that they can use it to kind of hone their skill sets, and set them in the direction of advancement within the City of LA.

Stephania: It's more than just sitting and listening to lectures. Like Dana said, it's a boot camp. The participants are doing a variety of activities, and having discussions. It's an interactive, immersive experience.

Jessica Taylor: Right. It's a very interactive course. We want to make sure we give as much information as we can, and have some fun, too.

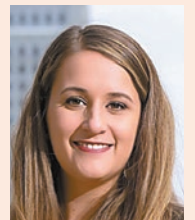
Support and Development

Councilmember, how did you get involved in this project?

Councilmember Imelda Padilla: I have a background working on policies and programs to empower women and girls, such as LA County's Women and Girls Initiative, which identifies systemic barriers to gender equality. In 2022, the Personnel Dept. partnered with Council District 6 to create the Women's Management Academy. Upon being elected into office, I got involved with the project as soon as I learned about its existence and its impact.

Why is it something you wanted to support?

Imelda Padilla: I have been a long-time advocate of empowering girls from underserved communities to achieve their highest potential. Early on in life, I experienced the benefits of meaningful mentorships and educational programs that empowered me to pursue my full leadership potential. So when I joined the City Council, and I was invited to speak at the 2023 Women's Management Academy cohort graduation ceremony, I immediately knew this was the kind of program I wanted to support.



Imelda Padilla

— INTERVIEW NO. 1 CONTINUES PAGE 14

THE ALIVE! INTERVIEW

2

What the Graduates Say

On July 2, *Alive!* editor John Burnes interviewed three graduates of the Women's Management Academy about their experiences in the program – Guadalupe Lopez Torres, Administrative Coordinator II, 25 years of City service, Club Member; Aimee Sevilla, Administrative Coordinator II, 18 years; and Rosa Contreras, Administrative Coordinator II, 10 years, Club Member. All work for the City Attorney's Office and attended the Academy in different years. • The interview took place via Zoom.

Thanks for joining us today to talk about your experiences attending the Women's Management Academy. But first, tell us the path you took to your current position.



Guadalupe Lopez Torres

Guadalupe Lopez Torres: Sure. I joined the City Attorney's Office in 1999 with 10 years of administrative experience in the private sector. I started as a Legal Clerk in the press office. A year later I was promoted to Legal Secretary VII in the Criminal Branch assisting with the MCLE programs and the Chief of the Criminal Branch.

In 2005 I was promoted to Legal Secretary III and transferred to the Municipal Branch and was there for almost 14 years, with the Land Use and Real Property Divisions that handle cases in superior court, federal court, state and federal court of appeals and City's Ordinances. Also, during my 14 years there, I was one of the presenters of a series of training sessions for staff interested in the civil litigation work of our office.

In 2019 I transferred to the Civil Branch with a promotion as an Executive Legal Secretary and served as such for the City of Los Angeles Claims Board, in addition to assisting the Branch Chief

— INTERVIEW NO. 2 CONTINUES PAGE 15



The Women's Management Academy inaugural graduating class of 2022. In its first year, the Academy was held virtually, but the graduation took place in person.

PERSONNEL/CITY COUNCIL Opening Doors

THE ALIVE! INTERVIEW 1

— CONTINUED FROM PAGE 13

It's that important.

Imelda: Yes. Women are often underrepresented in leadership roles, despite being as equally qualified as their male counterparts. We can address this gender leadership gap by empowering and advocating for women through mentorship and sponsorship programs tailored to women leaders to have the support and guidance to achieve their full potential as leaders in the workplace and beyond. That's exactly what the Women's Management Academy is doing for women employees at the City of Los Angeles who want to break that barrier.



Councilmember Imelda Padilla, whose Council District 6 sponsors the Women's Management Academy, speaks at the Academy's graduation in 2024.

How does the funding work now? I know the CD6 funded the first year, right?

Dana: Yes. It's now become a line item in the Personnel Dept.'s budget.

How many take part per year?

Dana: The City has about 44 City departments. The first cohort had 39 graduates and 37 in the second cohort. And 35 completed the program during the third cohort a few months ago.

Jessica: We've had 111 graduates so far in the program.

Dana: We get pretty good participation from the departments, but not all departments send someone. When you think about some of the larger departments, for example, like Airports, it's difficult for them to narrow it down. This last time, we got two participants from one department, but that General Manager asked for that and so we were okay with that. Larger departments have a hard time being fair. It's a great benefit and a great opportunity for someone, but the struggle to be fair means that sometimes we have departments that don't participate.

If women are interested in this for their careers, do they mention it to their supervisors? Or is it supposed to be something that General Managers do on their own?

Dana: I can speak for myself as a General Manager, because I also have to nominate someone. I put thought into it; I'm looking at where they are in their careers, to make sure that there's a return on the investment and not necessarily sending anyone who is openly discussing retirement, for example. There are some employees who really show that they are interested in going as far as they can, and being as productive as possible in every assignment that they have. For the first few years, I asked my Assistant General Managers to nominate somebody from their group. And then I chose from that pool.

Are you on track for getting the numbers you were expecting?

Jessica: We're on track. Ideally in a perfect world we'd like to see participation from all departments, but we understand departments cannot always afford to send someone to a program like this. We're still early in our development and our hope down the road is to expand the program a little bit more. Unfortunately it is challenging to expand in the near future as we also oversee other large training programs that require our attention.

Is this the first time a program like this has been offered by the City?

Jessica: To my knowledge, this is the first women's management academy, but we do have other training programs. Stephania oversees the core supervisory training program, which is similar and available to a much larger group across the City.

Dana: Police and Fire have their own leadership academies that are fashioned after the West Point programs. I am a graduate of the Fire Dept.'s Leadership Academy myself. They exist, and I didn't work at the Fire Dept. at the time that I was a part of that program. If they have

'We've created a safe space to be vulnerable and discuss some of these experiences that are unique to being a woman or female employee in the City. It's been really rewarding to know that we're creating that environment for them.'

— Stephania Hernandez

space, they invite people from outside of their department to participate. And I participated when I worked at Airports.

Curriculum

What is the curriculum, and how did you develop it?

Dana: The curriculum was developed by the Personnel Dept., and it was approved by City Council. We created a curriculum that included topics that were relevant to City functions – contracts, procurement, the structure of the City's budget, and so forth. And then we also included topics that are not as often taught, softer skills like coaching and engagement and leadership. And then, of course, the staff uses the time between presentations to facilitate activities and foster active discussions on topics like communication and knowledge transfer. We definitely have a core curriculum that begins with the structure of the City, which I present.

Are the sessions taught by Personnel employees? Or do you look into other departments and get the best of the best?

Dana: We go into other departments and get the best of the best. Absolutely.

Not that Personnel wouldn't be the best of the best, of course!

Dana: To discuss the City's budget we get a CAO manager, if not the CAO himself, or one of his Assistant General Managers. We get subject matter experts.

Where do you hold it? Where is your campus, so to speak?

Dana: The last couple of times, it was at the Fire Academy's Frank Hotchkin Memorial Training Center.

Jessica: The first time was online because of COVID restrictions.

Lessons Learned

Through presenting the Academy, what have you learned about the roles and the experiences of women working for the City of L.A.?

Dana: I have learned that this kind of training

— INTERVIEW NO. 1
CONTINUES PAGE 25

How was the Academy developed?

Dana: It started back in 2022, prior to Councilmember Imelda Padilla joining the Council. It was inspired after a completion of a survey related to COVID-19's impact on women in the workplace. Even though the survey was meant to assess the impact on women, we realized that women noted that they felt like they did not have as many opportunities, such as promotions or places to talk about their concerns, and so forth. That's something that Council District 6 was very interested in. They sponsored the first Academy session. Even with the change in leadership, the District has continued to support the program ever since.

Whose idea was it to produce the initial survey?

Jessica: Personnel did a few surveys during the COVID-19 time, some related to personnel engagement, others related to COVID's impact on women. Dana and other leaders at the department thought it was important to assess those situations at the time. The surveys focused mainly on COVID, but we were looking beyond that – we were looking at the impact on women. It turned into the Women's Management Academy.

What did the surveys indicate to you about the roles of women in the City?

Jessica: Like Dana mentioned, when it came to opportunities, women felt they had a little less access to them. The survey found that more women than men noted that they felt like they didn't have a place to talk about their concerns and missed out on opportunities in the City.

What outcomes do you hope it achieves?

Imelda: I would hope that in the next generation, we can say this academy empowered women to be their own advocates and reach their full potential based on this program – closing gender in the City of LA.

Application Process

How do employees get access to the Academy? Do they apply? Are they nominated?

Dana: They're nominated by their General Manager. We ask General Managers from each department to nominate a participant and give that person full clearance to participate in the half-day sessions.

Stephania: The program is available to all City employees, but we ask General Managers to nominate just one from each department. In preparation for the Academy, we reach out to all the GMs to share some information about the program, in case they're not already familiar with it, and ask them to nominate any (one) employee who they think would benefit from the program. I'm sure each department has its own internal process of how they select the candidates, but ultimately the GMs select a nominee and submit their information to us.



Alive! editor John Burnes learns about the Academy from graduates Aimee Sevilla and Rosa Contreras, and the Personnel management team's Dana Brown, Jessica Taylor and Stephania Hernandez.

Other Opportunities for Women

In addition to Personnel's Women's Management Academy, other departments and outside organizations offer opportunities for women in the City of LA to advance their careers. Here are some:

LADWP WOMEN'S COUNCIL

Created in 2021, Water and Power's Women's Council supports women in the LADWP workforce and provides resources for career advancement, mentorship and work-life balance. Information: <https://ladwpcommission.com/womenscouncil>

LAPD WOMEN'S CAP

The Police Dept. offers a physical training program to help women prepare for the physical demands of the LAPD Academy. Information: <https://www.joinlapd.com/womens-cap>

LAWPOA

The Los Angeles Women Police Officers Association helps women break barriers and blaze a path forward in modern policing. Its mission: To strengthen, unite and raise the

profile of women in law enforcement. The Club has co-sponsored many LAWPOA events. Information: <https://www.lawpoa.org>

LAFD GIRLS CAMP

This real-life boot camp for girls aged 14-18 creates opportunities for young women to meet and train with female firefighters in leadership roles. Through this LAFD program, leaders guide and inspire the participants through empowerment, leadership, opportunity and demonstration. Information: <https://lafd.org/news/fearless-female-firefighters-lafd-girls-camp>

LOS ANGELES WOMEN IN THE FIRE SERVICE

A nonprofit, Los Angeles Women in the Fire Service has the following mission: women inspiring excellence through training, education and support. Information: <https://www.facebook.com/>



Inside the classrooms from this year's Women's Management Academy.

THE ALIVE! INTERVIEW 2 — CONTINUED FROM PAGE 13

and Assistant Chief. During my time in the Civil Branch, in collaboration with other colleagues, I established a series of group and individual training sessions that included the preparation of various administrative forms, format and approval process of all confidential settlement reports submitted for Claims Board or Council approval, and federal court filings. In 2022 I was promoted as an Administrative Coordinator II, to my current position with the Budget and Finance Division in the Liability Claims section.



Aimee Sevilla

Aimee Sevilla: I started in the City as a Legal Clerk, too, back in 2006. After a year or so, I was promoted into an Accounting Clerk in the same division. I started at the business office of the City Attorney, Budget and Finance. I was there for about 12 years. I applied and then was a Legal Secretary for only a few months until there was an opening in the outside counsel unit of the Budget and Finance division. I applied to it, and the rest is history. I've been with the Outside Counsel Oversight Unit since 2018.



Rosa Contreras

Rosa Contreras: Things sort of lined up pretty well for me. I earned my Bachelor's degree in American studies from UC Santa Cruz. While at UC Santa Cruz, I worked in Student Development, and I continued in that field even after returning to Los Angeles. I began to work

for a temp agency and was hired by a Lockheed subsidiary, and was offered a job in operations and leadership development worldwide. The company moved to the East Coast, and with severance pay and my savings and unemployment, I volunteered for 14 months at a pro bono law firm. That was the key to opening the doors at the City Attorney's office. I helped immigrants who were victims of crime, including trafficking and labor victims, which exposed me to the different work that was being done at this pro bono law firm. I was hired at the same firm to do public benefits advocacy and also work with the L.A. County Homeless Court program. That's how I connected with the City Attorney's office. When the hiring freeze was lifted in late 2013, I applied and was hired as a Legal Secretary for the Neighborhood Prosecutor Program, which the former City Attorney, Mike Feuer, was trying to beef up again. Within a year, I was promoted to Administrative Coordinator with the Neighborhood Justice Program. After that, I was asked to step into the Prostitution Diversion Program since the Supervising Attorney was scheduled to retire within weeks. After the L.A. County Homeless Court program, I ended

up coming to the City Attorney's Office 10 years ago. Now I'm back with the L.A. County Homeless Court Program at the City Attorney's Office under a county grant.

Part of a New Program

All three of you took part in the Women's Management Academy. Had you ever heard of it before being nominated?

Rosa: No. I was part of the inaugural group. The first time I'd heard of it was when the former City Attorney, Mike Feuer, sent an office-wide email with the eligibility criteria and detailed the process. The challenging part for me was that, at that time, the unit that I had just joined did not have a Supervising Attorney. I had to figure out a way to advocate for myself without a supervisor. I had to push to make it happen.

Guadalupe: I attended the year after Rosa attended. We didn't know this program was going on in Council District 6 until Rosa attended. At the time, I was a board member for the City Attorney's Women's Association. Many people had expressed interest. And the following year with our new administration, there were a lot of changes. The invitation to attend was extended by my supervisors – managers determined who might benefit from the program. I was definitely taking on higher responsibilities covering for our financial manager in the office. I thought the invitation was perfect. Immediately I was excited to be given the opportunity to attend.

Aimee: I first applied in 2022, but I wasn't selected back then. But as of this past February, I got an email from HR that I was selected for the training. I read through the program and it was exciting.

Lessons

What did you learn?

Guadalupe: Communication. They presented with various exercises of communication, and it's one of the things that I strongly believe when training or supervising others – you have to be able to communicate clearly and also be able to listen for any feedback.

Aimee: One of the focuses of the training was contracting, which is in line with my tasks. I was able to connect with different departments that are involved in contracting procedures for the City, like the Office of Procurement with CAO, the Bureau of Contract Administration, the Ethics Dept., and the City Clerk. I was able to create connections with people from different departments who will be helpful in my tasks.



The Women's Management Academy graduating class of 2023.



The Women's Management Academy graduating class of 2024.

'If there's an opportunity [to attend the Women's Management Academy], take it.'

– *Rosa Contreras*

At the same time, I met a lot of great women in the City. There was Dana Brown [GM of Personnel] and Fire Chief Kristen Crowley, who were very impressive. The best part of the training involved connecting with colleagues a year after COVID, while there were a lot of different changes in our hybrid working environment. Everything was being done virtually. We were sharing ideas on how we were doing things in our department, how we were maintaining camaraderie and morale without seeing each other in person. We were coaching each other on how to navigate the new workplace.

Rosa: For me, honestly, it felt like a crash course on all things City government. It was overwhelming because I'd never taken an online class. I come from a different generation where we actually showed up to a classroom. But it was the first year during COVID and the Academy was virtual. We were the training ground to see what worked. It definitely felt like, "Oh, my God, all this information is coming!" I am truly appreciative that they saved all those training sessions, so I can always go back and review them.

I'm very appreciative for the Personnel Dept.; they put a lot of work into the trainings.

I think most of all, my biggest takeaway is that there is a need to be flexible. There's a need to be willing to be challenged in different ways. All I need to do is decide where I see myself in the future, where do I want my career to go and then work towards that. There are those networking opportunities that don't come as easy to some of us; it's not easy for me to connect with folks and network with people. This opportunity facilitated that networking across the City with other women, which I really appreciated. And ultimately, I'm not stuck in any position. I choose how I want to move in City government.

Women in the Workplace

Did the Academy address those concerns that you had about the difficulties and challenges of being a woman in municipal government?

Guadalupe: Chief Crowley shared her experiences as a woman in the Fire Dept. And her hard work, discipline and perseverance earned her colleagues' respect. I admire her very much and she is indeed a true inspiration.

Aimee: I believe it did. I feel you are always stereotyped, not just as a woman but an Asian woman, that you are you are soft, that you are a follower. But it was very empowering to be in a room of women leaders and to make those connections, knowing that all of us have a voice. Chief Crowley, being a woman surrounded by powerful, physically strong men, was able to raise herself and be a leader. Knowing that there are individuals like that, it gives you the confidence that you can do whatever you want in City government. You can raise yourself and be a great leader.

Rosa: For me, it's challenging not only being a woman, but a woman of color, trying to get into positions of leadership, regardless of where you are – city government or the private sector, it doesn't matter. It's a challenge across the board. Not only that, but if you don't speak English the same way that your counterparts do, that's another challenge, right? We deal with that on a regular basis. For me, it's just par for the course. It is what it is. That's what we deal with, and I'm used to being one of the few who voices my concerns and is vocal. I don't know that it addressed those concerns for me because it's everywhere. But I did appreciate being in a room full of women future leaders in City government. My peers in the inaugural

group at some point will move up that ladder and be in those positions. It planted the seed of "we can do this," and there is support out there for you.

Strength for the Next Step

Did it give you confidence in what you do every day or a clear view of the future of your careers?

Guadalupe: At this moment, I'm happy and satisfied where I am, continuing to learn and grow as a professional. It was very inspirational to be in such a great group of women and what they have accomplished. They're just an email away. It's empowering. Definitely.

Aimee: Oh, yes. The women I've met in the training were able to create a chat group and an email thread, and it's been helpful creating a network. I know these women will be people who I'm going to be working with in the next 12 years of my City life. If I need a contact for City Clerk, for CAO, I have a name in my email. And the speakers are all willing to help.

Rosa: It definitely gave a strong foundation for how the City works. But I also want to thank [the Club] and Guadalupe for facilitating this interview because it has been a reminder to me. I took the course about two years ago this summer, and it's a nice reminder of what I was part of. It's keeping me at a higher standard because I don't want to disappoint my peers or the Personnel Dept. staff who put in all that time. This interview is a reminder that I was part of a larger effort and that I always need to be my best in whatever I do, regardless of what's going on. When I choose to make those changes if I want to change my role, that it's possible and I have the connections to do so. I'm going to reach out to my inaugural group, and say, "Hey, what's going on with everybody?" I really want to thank you both for that.

Guadalupe: You're welcome.

You're very welcome, we honor you for all that you do for the City. Do you recommend the Academy?

Rosa: Oh, yes.

Aimee: Definitely.

Rosa: Oh, yes. It is definitely worth it for the knowledge that you get, the better understanding of how the City works, and how critical all these departments are to how our City functions. There was a department that spoke that I had no idea existed.

Aimee: That is true.

Rosa: If there's an opportunity, take it. I think it should be more of an open email to everyone in the department.

Guadalupe: After I finished the program, my management asked me what I thought of it and what my recommendation will be. And I said, every single support staff Supervisor should be given the opportunity to attend. It would be beneficial to anyone who supervises a group of people. And again, I totally agree with Rosa. I think it should be an open invitation more than a recommendation. Everyone should have the opportunity to apply.

Aimee: After the program, I realized how important personal development is. If we don't have, let's say, the promise of increase in salary or promotions in line for our staff, at least it gives the promise of development and self-discovery. That would be very, very great.

Guadalupe, Aimee and Rosa, thank you for your time today. Congratulations on completing the Academy.

Rosa: Thank you.

Guadalupe: Thank you.

Aimee: Thanks! ●



Retired Los Angeles City Employees, Inc.

RLACEI

For Retired Club Members

CONTACT INFORMATION

Retired Los Angeles City Employees, Inc. (RLACEI)



Ruth B. Perry, President
Terminal Annex
P.O. Box 86264
Los Angeles, CA 90086
PHONE: (800) 678-4145, ext. 717
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ON THE WEB: www.RLACEI.org

Ruth B. Perry

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- Beverly J. Clark, *First Vice President*
- Mark Blunk, *Second Vice President*
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Send in your Interesting News Contributions!

Contact: Beverly J. Clark, Publicity Director
Email: Beverly.Clark@RLACEI.org or
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RETIREE EVENTS

Sept. 12, Summer Fiesta 2024
Friendship Auditorium
3201 Riverside Dr.
11:30 a.m. – 2 p.m.

Dec. 12, Holiday Party 2024
Friendship Auditorium
3201 Riverside Dr., Los Angeles
11:30 a.m. – 2:00 p.m.

RLACEI EVENTS RESERVATION LINE

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Due to staffing, telephone confirmation cannot be provided.



Beverly J. Clark

RETIREES ON THE MOVE

By Beverly J. Clark, Publicity Director
Beverly.Clark@RLACEI.org or (800) 678-4145 ext. 716

Meet Esther and Elliott Porter

Meet Esther and Elliott Porter. Both are City of Los Angeles Retirees.

Esther

Esther started her career straight out of high school in 1965. She graduated from Roosevelt High School on a Friday and began working with the City the next Monday. Her first position was with Public Works/Engineering as a Clerk Typist. She transferred to the Personnel Dept.'s Records section and then was promoted to Sr. Clerk Typist in Municipal Arts. She spent most of her career working in Rec and Parks as a Sr. Clerk Typist and resigned as a secretary in 1988.

Esther competed in the Miss Los Angeles contest for City employees and was chosen as the runner-up to the winner in 1968. The winner and the runner-up were given the chance to ride on the City of Los Angeles Rose Parade float.

Elliott

Elliott began his City career a few months after high school in January 1959 as a Clerk Typist with the Dept. of Water and Power. He transferred to the Customer Service Division swing shift, which allowed him to go to college during the day. After five years, he was promoted to Sr. Clerk, and for the next two years he worked in the Central Underground Electrical Division as a time-keeper where he was able to acquire a college degree while taking night classes. With his degree, he qualified to take the test for Junior Administrative Assistant and was promoted back to Water and Power.

In 1967, he was promoted to Personnel Analyst in the Recruitment Division of the Personnel Dept. In 1970, he was appointed Personnel Director and collaborated with the mayor's office to staff the new Model Cities Program. In 1973, he was promoted to the Human Relations Bureau as the Asst. Executive Director, and the new mayor at that time, Tom Bradley, appointed him as acting Executive Director. When the Bureau was eliminated in 1974, Elliott moved to Rec and Parks as the Asst. Personnel Director. Elliott says, "I knew I had found my home when I went there. I was later appointed Personnel Director in 1984 and retired



Esther and Elliott Porter

in 1996 on my 55th birthday after more than 37 years of service."

Esther and Elliott

As the EEO Coordinator at Rec and Parks, Elliott was responsible for sexual harassment and discrimination com-

plaints and investigations. That is when he met Esther, who contacted him with a complaint.

Elliott recalls, "She had come out number one on the Golf Starter list. The supervisor who received the certification list and interviewed her explained that it was a job for men only. They never had a woman in the position, and they weren't going to start now. I investigated her complaint, and the supervisor explained to me that they would never have women working at a golf course. I easily found that Esther had been discriminated against because she was a woman. The Golf Unit told my supervisor that they simply would never use the list and would hire part-timers only. The general manager refused to interfere, so Esther never got that job. Esther not getting the job was the best thing that ever happened to me because we've been together 40 years now.

"Even though I really liked Esther, I never asked her out. As the sexual harassment investigator, I was not going to ask a department employee out, even though we were both single. Esther had tickets given to her by the department and asked me if I would like to go to a show. Because of my policy not to date a department employee, I declined. However, persuaded by a friend to call her back, I called her and asked her out. She said 'yes' and the rest is history. After we married, we decided that it was time for Esther to concentrate on things she enjoyed.

"Esther is a special lady in my life. She's a great life partner, a wonderful mother to her daughter Jennifer and a wonderful stepmother to my daughter Sheryl. I adopted her daughter Jennifer, and when asked which one of my daughters is adopted, I always say, 'I forget.'

"Esther is a wonderful artist and can draw just about anything. She is an amazing craft person and won the Burbank Christmas home decorating contest in 2008."

Family

"Let me tell you about our two daughters, Sheryl and Jennifer. Sheryl has always loved music and took flute lessons for many years. I play clarinet and our tradition has always been to play Christmas carol duets on Christmas morning. Sheryl plays in four different flute orchestras and plays the contrabass flute. I had never heard of that instrument. I was surprised to find out that there are many all-flute orchestras in existence made up of volunteers who love to play. I go to most of her concerts. You can look up 'Song of the Angels Flute Orchestra' on YouTube and see how outstanding they are.

"Jennifer is an award-winning choreographer. She was named dancer of the year at Glendale College. For the last 25 years she has worked as a show choir choreographer at John Burroughs High School in Burbank. Her work can

Esther and Elliott Porter



be viewed on YouTube. Go to JBHS VMA Sound Sensations. The performances are amazing. She also choreographs the annual Broadway musical and has been named twice the Jerry Herman Award winner for best high school choreographer in Los Angeles.

"Jennifer has a wonderful husband and two amazing boys, Mitchell and Owen. They are our pride and joy in retirement."

Looking back on your City career, what achievements are you most proud of?

"I'm proudest of my work in Affirmative Action," Elliott says. "The work I did at the Model Cities Program and at the Human Relations Bureau made me proud. However, my biggest accomplishments were at Rec and Parks.

"The Los Angeles Zoo had 56 animal keeper positions, of which 55 were filled by men and only five were minorities. We put together a new training program that prepared anyone interested to qualify for the animal keeper exam. When I retired, 45 of the animal keepers were filled by women and three in key supervisory positions.

"Another significant achievement of mine was to increase the number of minorities filling positions. When I began with the department, African American recreation directors were limited to working in South L.A., and Hispanic recreation directors made up only four percent. By the time I retired, African Americans were working in all areas of the City, and 48 percent of recreation professionals were Hispanic. Jackie Tatum was the first woman and African American appointed General Manager, and David Gonzalez was appointed Asst. General Manager."

What hobbies or activities do you enjoy in retirement?

"I worked for the community college district teaching supervisory classes in the evening for 25 years. When I Retired from the City, I continued to work as a consultant and provided training for 15 different City departments until 2008.

"I'm a big Dodgers and Lakers fan and I have a huge, autographed baseball collection.

"My hobby has always been puppets. I love entertaining children. My family and I presented a Christmas puppet show every Christmas Eve morning in the large conference room on the 13th floor of City Hall East. Employees traditionally brought their kids to work on the half-day scheduled for Christmas Eve. After the show I would put on my Santa Claus outfit and take pictures with all the kids.

"Esther and I attended the RLACEI Holiday Party in December as Mr. and Mrs. Santa Claus"

Any words of wisdom for Retirees or those about to retire?

"I strongly recommend not burning your sick time before retirement. You will probably never get another check as big as the sick leave and vacation time check you will receive after you retire."

Are you enjoying retirement?

Elliott says, "Just being with Esther provides me with the joy of living. Our lives now revolve around our family. We talk to our daughters every day. Since I'm 83 years old and Esther is 77, both daughters have become very protective and parental – annoyingly so!"



Arnette Travis

GET HAPPY NOW

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

Right Relationships

*“What is my purpose in life?”
 I asked the void.*

“What if I told you that you fulfilled it when you took an extra hour to talk to that kid about his life?” said the voice. “Or when you paid for that young couple in the restaurant? Or when you saved that dog in traffic? Or when you tied your father’s shoes for him? Your problem is that you equate your purpose with goal-based achievement. The Universe isn’t interested in your achievements ... just your heart. When you choose to act out of kindness, compassion and love, you are already aligned with your true purpose. No need to look any further.”

— **Author Unknown**

Don’t make the mistake of believing that your purpose has to be a big thing. But it is a thing. A thing that wakes us up each day. A thing that we do that puts a smile on our face, lifts our spirit and touches our heart. A thing that makes us happy.

It’s been said that the two most important days of life are the day we’re born, and the day we discover why. The first day is limited to an awareness of only our basic needs for survival – primarily food and comfort. The second day is another matter entirely and can take years to discover, as our “why” is not considered necessary to our survival and therefore is easily classified a “want,” not a need.

Nonetheless, the quest to determine our purpose is a worthwhile undertaking. Knowing our purpose is the key to self-identity and clarifies our place in the world. When we reflect on what motivates



us to make things happen, our intention becomes clearer. From there, we can follow a course of action without fear, and even take smart risks relative to what matters most to us. Intention is a powerful tool that we can use to manifest our purpose and answer the question: What is life asking of me?

The Power of Purpose

According to “The Power of Purpose” author Richard Leider: “Purpose begins with believing that you have one. ... Purpose is a mindset, a choice to live a life that matters.” Leider emphasizes and

describes purpose as “compassion in action,” and emphasizes that “mattering always matters, from cradle to grave.”

Identifying Your Purpose

To identify your purpose, use this simple equation: G + P + V = C. Are you applying your gifts (**G**) to things you are passionate (**P**) about in a way that recognizes your values (**V**)? If you are, then you have discovered your calling (**C**) - your purpose.

Remember

*Purpose is a practice.
 Purpose is an aim outside of yourself.
 Purpose is not a luxury.*

Purpose manifests having, doing, being, growing, giving. ●


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LACERS BOARD UPDATE

by Michael R. Wilkinson, LACERS Commissioner
MikeWilkinson4LACERS@gmail.com

LACERS Reports on Investment Returns



Michael R. Wilkinson

LACERS recently reported positive investment returns for the quarter ending March 31, 2024, and strong returns for the one-year period. The one-year return was 10.15 percent, three-year was 4.26 percent, five -year was 7.56 percent, ten-year was 6.86 percent and 20-year was 7.04 percent.

The three-year and five-year returns were better than the comparison benchmark, and the one-, ten- and 20-year returns trailed the benchmark.

Let’s take a moment to look at some of the asset classes that make up the LACERS portfolio. As regular readers of this column have read before, there is no single investment that does what we would like, which is make a high return each period and never have a bad day.

So, we look at choices like stocks that traditionally have high long-term returns but can be subject to ups and downs in value while we diversify with other asset classes such as bonds that have different risks. Bonds are not strongly correlated to stocks, so they may go up when stocks go down. Fair disclosure, this lack of correlation does not work in all markets.

The goal is to have an investment portfolio that will produce returns that match our investment projection of the assumed rate of return, currently at 7.0 percent, over the long term.

Two other investment classes are real estate and private equity. These are both classes that have unique characteristics and require expert investment management to successfully generate high returns and avoid taking undue risk.

The one-year return for private real estate was down 9.61 percent, while other periods were positive: 3-year, 4.57 percent; 5-year, 3.13 percent; 10-year, 6.39 percent; and 20-year, 4.99 percent.

Private equity returned 6.46 percent for the one-year period with returns for other periods as follows: 3-year, 14.41 percent; 5-year, 15.43 percent; 10-year, 13.07 percent; and 20-year, 13.09 percent. ●



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Open to Retired Los Angeles City Employees, Inc. members only.

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Thursday, September 12, 2024
 11:30 a.m. to 2:00 p.m.

Friendship Auditorium
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 Los Angeles, CA 90027

RSVP to (800) 678-4145 Ext. 701

RLACEI Fiesta – September 12, 2024, Reservation Form

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Address _____

City _____ State _____ Zip Code _____

Number of Attendees: ___ 1 ___ 2.

Meal Selection: ___ Carne Asada Tacos ___ Chicken Tacos ___ Cheese Quesadilla

Email to Contact@RLACEI.org or mail to RLACEI, P.O. Box 86264, Los Angeles, CA 90086

** Only RLACEI members will be eligible to win prizes. **

RSVP no later than September 6, 2024.
 RLACEI member plus one guest at no cost.
 To join RLACEI, call (800) 678-4145 Ext. 706.
 Only RLACEI members will be eligible to win prizes.




Read Their Stories

Club Honors 32 With Mukai Scholarships

ABOUT JOANNIE MUKAI

Joannie Mukai was a pioneer as the LA Port's Director of Construction and Maintenance. A passionate supporter in the Employees Club and longtime Club Insurance Board Member, she died in March 2010. The Club's annual scholarship program was named in her honor. "She believed in education and preparing for success," Association President Robert Larios said. "We honor her legacy and many years of service with the City by naming the scholarship after her. It's a perfect way to keep her memory alive."



THE CLUB For 2024, the Club names 32 Club Members and their family members as honorees for its annual Joannie Mukai Scholarship Program. Approximately 100 students applied, among the most in Mukai Scholarship history.

The Club's Scholarship program was named for the late Joannie Mukai, the former Club Board Member and Harbor Retiree who passed away in 2010. This is the 14th anniversary of her death.

"The Club's scholarship committee is honored to award these worthy recipients with the Club's Mukai Scholarship," said Committee chair Mariana Guevara. "We continue to see a large number of stellar students applying for the scholarship, and we congratulate those honored. We also thank everyone who applied, and we

wish you very good futures. We know you will shine brightly."

"By every measure, our group of 2024 awardees is outstanding and inspirational," said Association CEO Robert Larios. "The future is in very good hands, indeed."

"The Mukai Scholarship is one of the Club's primary vehicles to honoring City employees for all they do. By giving back, we celebrate their hard work and dedication that benefits all of us. Thank you for your service, and congratulations to the honorees."

Those eligible included Club Members, their spouses and their children who are in college full-time or will be attending an accredited college or university in Fall 2024 (under the age of 24). ●

On the Alive! Website are brief profiles of the awardees, excerpted from their application materials:

alive.employeesclub.com/scholarshipwinners2024



2024 MUKAI SCHOLARSHIP WINNERS



Kristine Acasio

incoming student at California State University, Long Beach, and daughter of Emelle Acasio, California Men's Colony, State of California.



Kevin Bali

student at Sacramento State University, and employee at the Franchise Tax Board, State of California.



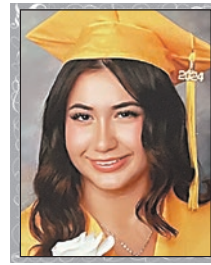
Gillian Bui

incoming student at Chapman University, and daughter of Gracela Bui, Retired, LADWP, City of Los Angeles.



Richard Campbell III

student at California State University, Northridge, and employee of the Los Angeles Unified School District, Los Angeles.



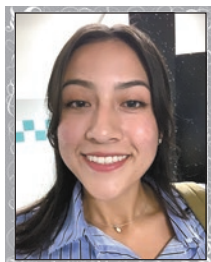
Elycia Canela

incoming student at the University of California, Merced, and daughter of Corrections Officer Jesus Montano, California Dept. of Corrections and Rehabilitation, State of California.



Ashfiah Chowdhury

incoming student at California Lutheran University, and daughter of Mst. Nowrose, Los Angeles Unified School District, Los Angeles.



Claudia De Loera

transfer student at California State University, Long Beach, and daughter of Jorge De Loera, Recreation and Parks, City of Los Angeles.



Emma Fimbres

student at College of the Sequoias, and daughter of Jorge Lopez, Fresno County Parole, State of California.



Mallory Fink

transfer student at California State University, Northridge, and daughter of Ross Fink, Retired, LADWP, City of Los Angeles.



Hailey Glamore-Scott

student at the University of California, Riverside, and granddaughter of Glenn Files Sr., Retired, City of Los Angeles.



Alex Guder

transfer student at the University of California, Berkeley, and son of Karl Guder, Retired, General Services, City of Los Angeles.



Daniel Gutierrez

incoming student at the University of California, Berkeley, and son of Gregorio Gutierrez, Airports, City of Los Angeles.



Evan Henderson

student at Texas Southern University, and son of Von Sheare Barnes, LADWP, City of Los Angeles.



Danielle Hunter

student at Cypress College, and employee at the LAPD, City of Los Angeles.



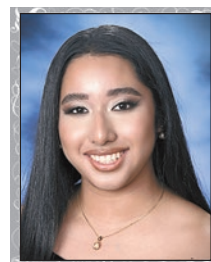
Regina Kim

student at the University of California, Irvine, and daughter of Sang Kim, Airports, City of Los Angeles.



Rebecca Lara

student at the University of Michigan, and daughter of Pedro Lara, Retired, Airports, City of Los Angeles.



Veronica Leon

incoming student at the University of California, Los Angeles, and niece of Juana Anderson, Dept. of Motor Vehicles, State of California.



Makayla McCormick

incoming student at California State University, Sacramento, and granddaughter of Lisa Montes, California Dept. of Corrections and Rehabilitation, State of California



Emely Montalvo

student at Loma Linda University, and daughter of Luis Montalvo, Retired, LADWP, City of Los Angeles.



Allison Moreno

incoming student at California Baptist University, and niece of Robert Moreno, Airports, City of Los Angeles.



Mikayla Murphy

incoming student at Morgan State University in Baltimore, and daughter of Marcia Goodman, LAPD, City of Los Angeles.



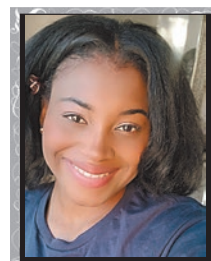
Mia Navarro

student at San Diego State University, and daughter of Sgt. David Navarro, California Highway Patrol, and Officer Jina Navarro, California Highway Patrol, State of California.



Dylane Painter

student at Pepperdine University, and employee at the Los Angeles Unified School District, Los Angeles.



Kimberly Phillips

transfer student at the University of Massachusetts Global, and employee at Sylmar Health Services, Los Angeles County.



Vanessa Rodrigon

student at San Jose State University, and wife of Michael Rodrigon, Airports, City of Los Angeles.



Monique Soltero

student at California State University, Northridge, and daughter of Leslie Atenco, Dept. of Health Services, Los Angeles County.



Cameron Spencer

student at Gonzaga University in Spokane, Wash., and son of Karrie Spencer, LADWP, City of Los Angeles.



Jeffrey Suarez

incoming student at Hope International University in Fullerton, and son of Geovanny Suarez, Airports, City of Los Angeles.



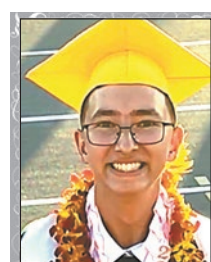
Emma Tamparong

student at the University of Utah in Salt Lake City, and daughter of Det. Romeo Tamparong, LAPD, City of Los Angeles.



Garrett Viado

incoming student at California State Polytechnic University in Pomona, and son of Leticia Lopez, Recreation and Parks, City of Los Angeles.



Zachary Vega

incoming student at the University of California, San Diego, and son of Phillip Vega, LADWP, City of Los Angeles.



Alexandra Zertuche

incoming student at Boise State University, and daughter of Don Zertuche, General Services, City of Los Angeles.



Club Scholarships: Funds for School!

Another Great CLUB BENEFIT



Lotus Festival Blooms

POPULAR SUMMER FESTIVAL BLOOMS FOR 43RD YEAR.

Photos by JuanCarlos Chan, Rec and Parks

REC AND PARKS The Lotus Festival returned to Echo Park Lake July 13 and 14. This year's festival honored the people and culture of the Philippines.

The Lotus Festival returned in person in 2022 after a two-year hiatus due to the pandemic.

The Lotus Festival originated in 1972 and is one of the City's largest festivals and a celebration to promote awareness and understanding of the contributions by the Asian and Pacific Islander people to our culture and to the local and surrounding communities.

A variety of entertainment, Asian food and drinks, booths, artwork, handmade crafts, an eco-friendly area, a children's courtyard, and other activities were offered. The event also brought back the widely popular Dragon Boat Races with teams of people paddling across Echo Park Lake.

As happens every year, many City departments competed against one another in the Dragon Boat races.

Some photos are below. ●



At the 2024 Lotus Festival.



Team 777 Philippines



The competition between City departments really heated up during the Dragon Boat Races!



ITA/LA Cityview 35's "Showboats" team with Councilmember Monica Rodriguez.



Team Mayor Karen Bass



Mayor Karen Bass, City Attorney Hydee Feldstein Soto and LA City Controller Kenneth Mejia help kick off the Lotus Festival.

City Controller Kenneth Mejia's office was represented.

Rec and Parks Crews



The success of the Lotus Festival depends on many Rec and Parks employees working hard to create a successful event. Well done, all!



"Schedule the Club Truck for a visit! It's good for employees. It's good for morale!"

— Pete Gomez, Street Services Supervisor I, Public Works, Club Member

SUPERVISORS: Schedule a visit by the famous Club Truck!

- Raise the morale of your team
- Tons of great, affordable City gear for sale, right on board (insurance services, too)
- Can be scheduled with 24-hour notice
- The Club Truck can visit virtually anywhere
- Visits can be all day, or just for an hour
- Everybody loves visits by the Club Truck!



Schedule a visit today!
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The Club honors the City's public employees with first-rate service and merchandise.

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Print your logo on anything:

- Pens
- Coffee mugs
- T-shirts
- Magnets
- Key Tags
- And more!



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Club Sports: Get in the Game!

Another Great CLUB BENEFIT

Story and photos courtesy Krystal Ruiz/LAPL

Celebrating Octavia

LAPL HOSTS PARABLES CONVENING: AN OCTAVIA BUTLER CELEBRATION.



More than 300 guests attended the Octavia Butler celebration.

LIBRARY The Los Angeles Public Library celebrated the award-winning science fiction author, Octavia E. Butler, at the *Parables Convening: An Octavia E. Butler Celebration*. The public event was hosted at Central Library and aimed to honor Butler's legacy on the day of her birthday, June 22. The event also happened to align with the setting for Butler's novel, *Parable of the Sower*, which was set in the summer of 2024. People from all across the City gathered inside the library's Taper Auditorium to listen in on a discussion with a stellar panel featuring author Lynell George, brand founder Schessa Garbutt, educator Rabiya Kassam-Clay and Nikki High, the owner of local bookstore, Octavia's Bookshelf.

More than 300 event-goers also had the opportunity to partake in book club discussions, tabletop roleplay games and visit the Octavia Lab to print silk screen designs on totes and posters with the help of community organization, Color Compton.

Octavia E. Butler (1947-2006) was a writer, creator, world-builder and genius who made room in the white male dominated science fiction world for works with African American female leads. Butler's ability to be creative and to be continually inspired to create was deeply tied to her library habits. Libraries helped shape Butler into a writer and her relationship with the Central Library in particular, served as an environment that allowed her to flourish.

Butler's legacy is preserved by the creation of the Octavia Lab at Central Library, featured on the August 2023 cover of *Alive!* The Octavia Lab is a testament that we too can be creative, can dream and can create works at the Central Library, a place she considered her second home.

"We're all capable of climbing so much higher than we usually permit ourselves to suppose." - **Octavia E. Butler**

Congratulations to the Library staff that organized the celebration: Lauren Kratz, Richard Acero, Aldrich Linton, Miguel Vargas and Friend of the Octavia Lab Rabiya Kassam-Clay. ●



The August 2023 *Alive!* cover story on the LAPL's Octavia Lab makerspace.



The celebration panel included Lynell George, brand founder Schessa Garbutt, educator Rabiya Kassam-Clay and Nikki High, the owner of local bookstore, Octavia's Bookshelf.



Lauren Kratz, Librarian III, welcomed more than 300 guests at the Octavia Butler celebration.



The Octavia Lab makerspace allowed guests to silk screen bookbags and posters featuring Octavia E. Butler.



At the Octavia E. Butler Parables Convening celebration.



At the Octavia E. Butler Parables Convening celebration.



Attendees inside the Library's Taper Auditorium.

LACERS LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM

FOR ACTIVE AND RETIRED MEMBERS

LACERS Appointment-Based Service Is Now in Operation

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

Appointments aren't necessary if you drop off documents Mon. – Fri. 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

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.

Additional online options continue to be available to you. Use the LACERS' Secure Document Upload found at 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 LACERS' YouTube channel at youtube.com/@lacersofficial where you can find a wealth of benefits videos. Stay up to date on LACERS announcements by checking the LACERS website periodically at [LACERS.org](https://lacers.org), contacting LACERS by email at lacers.services@lacers.org, and by phone at (800) 779-8328. ●

Updating a Beneficiary for Your LACERS Benefits

When is the last time you reviewed your beneficiary on file with LACERS? Maybe your situation has changed since you last looked, such as getting married or becoming a child's legal guardian. Be sure to log into your MyLACERS account at <https://mylacers.lacers.org> to view your beneficiaries on file. If you do need to make an update, visit our Forms webpage at lacers.org/forms to access the necessary forms. ●

FOR RETIRED MEMBERS

Cost of Living Adjustment Became Effective July 1

The LACERS Board of Administration approved the maximum allowable Cost-of-Living Adjustment (COLA) for eligible LACERS Retired Members and Beneficiaries at 3.0 percent for Tier 1 and Tier 1 Enhanced Members and 2.0 percent for Tier 3 Members. Tier 1 and Tier 1 Enhanced Members are City employees who became LACERS Members on or before Feb. 20, 2016. Tier 3 Members are City employees who became LACERS Members on or after Feb. 21, 2016.

The COLA is based on the Consumer Price Index (CPI) for the Los Angeles area, which has been determined to be 3.5 percent for 2024. The maximum COLA is set by the City of Los Angeles Administrative Code at 3.0 percent for Tier 1 and Tier 1 Enhanced Members and is set at 2.0 percent for Tier 3 Members. Tier 1 Retirees who have been retired for a full year or more will receive a 3.0 percent increase. The remaining .5 percent will be banked and applied in the future when the COLA is less than 3.0 percent. According to LAAC § 4.1080.17, the Tier 3 COLA benefit is capped at 2.0 percent, and there is no banked benefit. Therefore, Tier 3 retirees will receive a COLA of 2.0 percent.

All Tier 1 and Tier 1 Enhanced Members who retired after June 30, 2023, will receive a COLA of 1/12th of the 3.0 percent for each full month of retirement completed by June 30, 2024. Similarly, all Tier 3 Members who retired after June 30, 2023, will receive a COLA of 1/12th of the 2.0 percent for each full month completed by June 30, 2024. The COLA will be included in all eligible Retired Members' and Beneficiaries' July 31, 2024, check or direct deposit. ●

CLUB SPORTS

By Noelle Kauffman, Club Sports Commissioner

Basketball Action

CLUB-SPONSORED BASKETBALL PROGRAM CONTINUES AT EXPO CENTER.

More than 100 City employees hit the hardwood for the Club-sponsored one-day basketball tournament, held July 7 in EXPO Center's outstanding facilities.

The Club is sponsoring occasional one-day tournaments featuring City employees every three months or so.

The July tournament featured teams from:

- LADOT West
- LADOT Valley
- LADOT South
- LADOT Hollywood
- LADOT Central
- STO's Engineers
- Rec and Parks EXPO Center
- LAPD Hollenbeck

The winners: EXPO Center. Congratulations!

Club Counselor Dalila Vielma presented the Club's Accident Insurance Plan and other benefits to each player, making sure they were covered.

Long time Club Ambassador Lady Smith attended to cheer on the teams, and Retiree Nelber Portillo, showed off his Retiree hat while enjoying the games and the Subway lunchboxes!

CLUB SPORTS IS ROLLING

The next Club-sponsored basketball tournament is scheduled for November, and the next Club-sponsored softball tournament is scheduled for February.

Stay tuned for information regarding a Club Sponsored Bowling night coming soon!

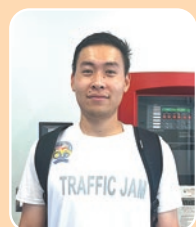
If you would like to participate in Club Sports events, write to me at: nkauffman@employeesclub.com



Club Sports Commissioner (and Director of Sales) Noelle Kauffman (left) and Club Counselor Dalila Vielma staff the Club table at the basketball tournament.



From left: Alex Acosta, LADOT, 3 years of City service, and Jaquene James, LADOT, 3 years.



Joshua Tanijiri, Transportation Engineer Associate, LADOT, 2 years of City service.



Saquan Rush, LADOT, 6 years of City service, and his daughter.



Club Ambassador Lady Smith (left) and Robert Glover, LADOT, 22 years of City service (right) surround Club Counselor Dalila Vielma.



Nelber Portillo, Retired, General Services, 18 years of City service, rocking his City Retiree hat.



At the tournament.



Rec and Parks EXPO Center Team

The team from the EXPO Center won the July tournament.

Are You Hearing About the Hottest Club Deals?

SIGN UP FOR THE CLUB'S EMAIL BLAST, AND YOU WILL!

Sign up now for all the great Club news, delivered right to your in-box – exclusive deals, great benefits, Club news, *Alive!* content ... and more!

Some of our best deals sell out quickly. Don't miss out! It's free, it's safe, it's the Club ... right to you!

SIGN UP NOW!

Go to the Club's Website, click on "Join our e-news" on the bottom right, follow the instructions, and you're done.

...OR PHOTOSCAN THIS CODE WITH YOUR PHONE TO SIGN UP TODAY:



CLAIMS MONTHLY

Your Club Insurance Dollars at Work

Claims paid in June: \$498,338

Claims paid since 1992: \$129,767,743

| PRODUCT | JUNE | TOTAL SINCE 1992 |
|---|------------------|----------------------|
| Life/Accidental Death and Dismemberment | \$112,850 | \$74,413,390 |
| Disability Insurance | \$110,319 | \$36,022,527 |
| Long-Term Care Insurance | \$223,398 | \$14,129,368 |
| Cancer/Critical Care Insurance | \$50,100 | \$5,064,650 |
| Accident Plan | \$1,670 | \$137,807 |
| Totals | \$498,338 | \$129,767,743 |

CLUB MEMBERS' PRAISE

"The service provided by Mikayla Sprague was beyond superb and excellent. Mikayla was extremely efficient in processing my husband's life insurance claim, and kept me posted on each step of the process; much appreciated. But, even more so, Mikayla was extremely compassionate and caring. When she told me to call her (or anyone else at the Club) if I ever needed someone to talk with during my difficult days, her words were sincere and I knew she meant it; it was so comforting and appreciated. I couldn't open the book [The Fall of Freddie the Leaf, distributed by the Club to life insurance policy holders] for several weeks. When I finally read it, I cried but it presented a comforting perspective about death. Thank you to Robert Larios and John Hawkins, who have cultivated a culture of caring and efficiency which I personally benefited from via Ms. Mikayla Sprague."

— Lori Kwiatkoski, February 2024



Dulce Lopez
Claims Administrator



Mikayla Sprague
Claims Administrator

Trust the Club's insurance and claims services when you need them the most. Contact a Claims Administrator today:

(800) 464-0452



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/lifsmoments



- 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 |
|------------------------|---------------------------|---------------|-------|-------------------------|---------------------------|----------------|-------|---------------------------|---------------------------|------------------|-------|
| Adams, Martin L. | ITS | LADWP | — | Graden, James M. | Power Supply | LADWP | — | Paz, Wilfredo | Water Operations | LADWP | — |
| Aguilar, Luis R. | Power Transmission | LADWP | — | Grauke, William K. | Power C&M | LADWP | — | Pelayo, Javier | Power Supply | LADWP | — |
| Alanis, Oscar P. | Construction Insp. | Public Works | 20 | Green, Herman | Maintenance Laborer | Public Works | 19 | Perez, Rickey R. | JFB/Facilities | LADWP | — |
| Alvarez, Monica G. | Water Resources | LADWP | — | Guevara, Margarita | Mgmt. Aide | LAPD | 30 | Perry, Ronald R. | Power Transmission | LADWP | — |
| Ancheta, Jose L. | Water Quality | LADWP | — | Gutierrez, Heriberto | Power Supply | LADWP | — | Pourkazemi, Kioumars | Water Quality | LADWP | — |
| Appel, Michael D. | Mgmt. Analyst | Gen. Services | 24 | Henderson, Pamela D. | Power Supply | LADWP | — | Powell, Joe E. | Water Distribution | LADWP | — |
| Arceno, Emmanuel E. | Dept. Chief Acct. | Airports | 34 | Henning, Erin M. | Ch. Mgmt. Analyst | Airports | 28 | Pruett, Steven D. | Power Ext. Energy | LADWP | — |
| Arriaga, Daniel | Water Distribution | LADWP | — | Hickman, Mark A. | Power New Business | LADWP | — | Puebla, Maria D. | Custodian | Gen. Services | 17 |
| Baciero, Ma V. | Financial Services | LADWP | — | Ho, Jung | Director of Fleet Serv. | Gen. Services | 37 | Puerta, Fidel | Wastewater Conv. Op. | Public Works | 18 |
| Ballard, John S. | Power C&M | LADWP | — | Hoac, Helen | ITS | LADWP | — | Radke, Kurt W. | Power New Business | LADWP | — |
| Barreda, Bartolo H. | Maintenance Laborer | Public Works | 20 | Holmes, Jimmie | JFB/Facilities Mgmt. | LADWP | — | Razo, Vincent J. | Supply Chain | LADWP | — |
| Beas, Charles V. | Water Engineering | LADWP | — | House, Deborah J. | Water Operations | LADWP | — | Reader, Scott A. | Water Distribution | LADWP | — |
| Beukelman, Michael R. | Admin. Clerk | Library | 41 | Hua, Huong N. | ITS | LADWP | — | Reese, Everett M. | Power Transmission | LADWP | — |
| Birotte, Andre | Cifd-Gm, Agm, Exec Sup. | LAPD | 16 | Ilagan, Joan F. | Finance | LADWP | — | Reyes, Saturnino T. | Power System Eng. | LADWP | — |
| Bock, Blithe Smith | Assistant City Attorney | City Attorney | 21 | Ivers, Cherie K. | Sr. Admin. Clerk | Harbor | 24 | Richards, Dennis L. | Fleet Services | LADWP | — |
| Borja, Jack R. | Water Distribution | LADWP | — | Jackson, Tameka | Mgmt. Aide | LAPD | 24 | Robinson, Devin J. | Traffic Painter Sign Post | LADOT | 13 |
| Boye, Thomas W. | Power Supply | LADWP | — | Jenkins, Todd A. | Power Supply | LADWP | — | Rocha, Victor | Airport Mgr. | Airports | 34 |
| Brady, John S. | Comm. Aff. Advocate | Public Works | 8 | Jenkins, Victor W. | Security Services | LADWP | — | Rollins, Dannie R. | Wastewater Coll. Worker | Public Works | 21 |
| Bricker, Samantha J. | Assistant General Mgr. | Airports | 11 | Johnson, Caroletta | Office of City Attorney | LADWP | — | Romanelli, Irma | Personnel Dir. | LAFD | 31 |
| Campbell, Edward G. | Solid Resource Supt. | Public Works | 30 | Juarez, Raymond | Water Distribution | LADWP | — | Romeo, Guadalupe C. | Sr. Admin. Clerk | LAPD | 25 |
| Campbell, Glenn E. | Power Supply | LADWP | — | Kerrigan, Lawrence N. | Environ. Lab | LADWP | — | Rose Beatty, Christine L. | Geo. Info. Sys. Spec. | LAPD | 37 |
| Campos, Lorenzo | Water Distribution | LADWP | — | Kolb, Keith J. | Power C&M | LADWP | — | Rucker, Theron C. | Metering Services | LADWP | — |
| Castrellon, Jaime | Water Distribution | LADWP | — | Kramer, Lina M. | Bulk Power | LADWP | — | Sahara, Ellen N. | Sr. Admin. Clerk | LAPD | 25 |
| Castro, Harvey B. | Garage Attendant | LAPD | 34 | Kuhn, Margaret | Exec. Admin. Asst. | Bldg. & Safety | 20 | Sandoval, Alejandro A. | Maint./Const. Heler | Cultural Affairs | 10 |
| Casupanan, Elsa E. | Supply Chain | LADWP | — | Kuo, Dennis S. | Water Engineering | LADWP | — | Santoyo, Jose L. | Custodian | Gen. Services | 26 |
| Chen, John X. | Corp. Performance | LADWP | — | Landeros, Maria M. | Parking Attendant | Gen. Services | 30 | Sierra, Enefino | Crossing Guard | Transportation | 7 |
| Chestnut, James S. | Water Engineering | LADWP | — | Larracas, Ariel | Sr. Systems Analyst | LAPD | 29 | Singh, Jatinder | Power C&M | LADWP | — |
| Clark, Johnny J. | Bindery Worker | Gen. Services | 15 | Larracas, Stella M. | Sr. Mgmt. Analyst | LAPD | 25 | Solares, Jose R. | Custodian | Airports | 18 |
| Coleman, Donald G. | Power System | LADWP | — | Leon, Noel | Power Transmission | LADWP | — | Soo Hoo, Lorean | Water Supply | LADWP | — |
| Coleman, Gary N. | Power Transmission | LADWP | — | Lett, Wanda D. | Customer Service | LADWP | — | Stanley, James A. | Power Transmission | LADWP | — |
| Collier, John M. | Security Services | LADWP | — | Macias, Daniel | Water Distribution | LADWP | — | Stewart, Keith A. | Customer Service | LADWP | — |
| Coons, Barbara J. | Water Operations | LADWP | — | Masibay Melling, Ellery | Equipment Operator | Public Works | 40 | Strick, Susan P. | Dep. City Attorney | City Attorney | 26 |
| Cordero, Joel F. | Power Ext. Energy | LADWP | — | McGrath, Joseph M. | Power New Business | LADWP | — | Summers, Matthew A. | Water Engineering | LADWP | — |
| Cunningham, Susan C. | ITS | LADWP | — | McWhorter, Patrick J. | Custodian | Airports | 21 | Sweeney, William A. | Heavy Duty Equip. Mech. | Harbor | 17 |
| De La Torre, Guillermo | Power Transmission | LADWP | — | Medina, Alan A. | Power New Business | LADWP | — | Tafoya, Roger L. | Street Services Supv. | Public Works | 23 |
| Del Real, Alfredo | Tax Compliance Officer | Finance | 25 | Meer, Mary Jane K. | St. Lighting Engineer | Public Works | 34 | Tagudin, Michael R. | Wastewater Treat. Oper. | Public Works | 35 |
| Duarte, Brigido A. | Gardener Caretaker | Rec and Parks | 13 | Miller, Steven W. | Traffic Officer | LADOT | 35 | Tranby, Craig E. | Power System | LADWP | — |
| Espinosa, Victor E. | CPD Industrial Prog. | LADWP | — | Moore, Lori A. | Customer Service | LADWP | — | Tsau, Lih | Water Engineering | LADWP | — |
| Espinosa, Frank J. | St. Services Sup. | Public Works | 35 | Munoz, Olga L. | Custodian | Airports | 21 | Valdez-Virgen, Norma T. | Power System | LADWP | — |
| Firestone, Jeffrey C. | Power New Business | LADWP | — | Munoz, Richard | Environ. Lab | LADWP | — | Vilchez, A. Fabiola | Mayoral Aide | Mayor's Office | 14 |
| Flores, Freddy Rr. | Polygraph Examiner | LAPD | 7 | Nguyen, Tho N. | Water Distribution | LADWP | — | Walter, Mavis A. | Sr. Admin. Clerk | Gen. Services | 18 |
| Flowers, Deirdre R. | Customer Service | LADWP | — | Nickel, Joseph D. | Supply Chain | LADWP | — | Wautlet, Paul L. | Sr. Wastewater Treat. Op. | Public Works | 37 |
| Foster, Sandra J. | Water Distribution | LADWP | — | Nikaido, Sandra | Civil Engineering Ass. | Public Works | 30 | Weakley, Michael A. | Water Distribution | LADWP | — |
| Gallardo, Francisco | Refuse Coll. Truck Op. II | Public Works | 11 | Norris, Christopher T. | Sr. Heating/Refrig. Insp. | Bldg. & Safety | 18 | Williams, Tracy M. | Customer Service | LADWP | — |
| Giron Jr., Abel | Water Engineering | LADWP | — | Owen, David L. | Power Transmission | LADWP | — | Wong, Judy O. | Sr. Transport. Eng. | LADOT | 34 |
| Glover, Fredrick C. | Refuse Coll. Truck Op. | Public Works | 36 | Pallones, Gerardo C. | Water Engineering | LADWP | — | Wongproundmas, Amnuay | Parking Attendant | Gen. Services | 21 |
| Golden, Kevin S. | City Planner | Planning | 34 | Paras, Michael G. | Sr. Equip. Mechanic | LAPD | 19 | Yee, Helen | Human Resources | LADWP | — |
| Gomez, Steven F. | Sr. Electrician | Rec and Parks | 27 | Payne, Paul L. | Power Supply | LADWP | — | Young, Craig R. | Power Transmission | LADWP | — |

* NOTE: If you wish to have a listing deleted from our online posting of Retirement notices, please email us at admin@aliveemployeesclub.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.

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 |
|------------------------|------------------|------------|-----------------------|---------------------|------------------|
| ACTIVE | | | | | |
| Carter, Rushawn N. | LAPD | 1 | Estes, Vivian M. | LADWP | 21 |
| Summerville, Trecia S. | Rec and Parks | 19 | Garcia, Ernest V. | LADWP | 29 |
| Villarruel, Ruben | Harbor | 5 | Garrett, Carolyn J. | — | — |
| RETIRED | | | | | |
| Amper, Antoinette R. | — | — | Gonzalez, Manuel E. | LADWP | 32 |
| August, Henry | — | — | Guadalupe, Dolores D. | — | — |
| Bankhead, Shirley A. | LADOT | 33 | Gute, Duane J. | Public Works | 31 |
| Bascom, Mark F. | Public Works | 24 | Guzman, Pedro | General Services | 28 |
| Bond, Nanci O. | — | — | Harrier, Ronald E. | LADWP | 39 |
| Chan, Marla J. | Zoo | 32 | Hundman, Anne | — | — |
| Chavez, Alvaro A. | Public Works | 19 | Javier, Rembero R. | Public Works | 23 |
| Cheng, Garland | Planning | 36 | Jimenez, Jaime R. | Public Works | 26 |
| Cisneros, Roberto A. | LADWP | 32 | Kennedy, Robert | Rec and Parks | 26 |
| Cooley, Carolyn W. | LADWP | 30 | Kikuchi, Robert H. | — | — |
| Crate, Clifford W. | LADWP | 27 | Kimball, Helen I. | — | — |
| Davis, Kevin P. | Public Works | 30 | Kratz, Leonard R. | LADWP | 34 |
| Discipulo, Ronald | LADWP | 29 | Laidoner, Gail M. | Airports | 34 |
| | | | Lea, Bruce W. | Public Works | 34 |
| | | | Lindsay, Dan B. | Airports | 33 |
| | | | Link, Dolores | — | — |
| | | | Lockie, John C. | LADWP | 36 |
| | | | Lollie, Gerard J. | LADWP | 35 |
| | | | Loya, Mary L. | LADWP | 37 |
| | | | McCollum, Paul B. | LADWP | 37 |
| | | | McGeachy, Suzanne | LADWP | 37 |
| | | | Minchaka, Arturo | Rec and Parks | 40 |
| | | | Mitchell, Herman S. | LADWP | 19 |
| | | | Murphy, Stephen R. | Zoo | 32 |
| | | | Murray, Linda M. | City Attorney | 19 |
| | | | Norris, Thomas A. | LADWP | 31 |
| | | | Oshiba, Edward E. | — | — |
| | | | Rodriguez, Robert A. | — | — |
| | | | Richter, John S. | Public Works | 29 |
| | | | Session, William C. | Rec and Parks | 17 |
| | | | Todd, Thomas W. | LADWP | 23 |
| | | | Tung, Louisa O. | Rec and Parks | 16 |
| | | | Virk, Surjit S. | Building and Safety | 29 |
| | | | Ybarra, Santos R. | — | — |
| | | | Young, Timothy R. | LADWP | 34 |
| | | | Zetterbaum, J.M. | LADWP | 21 |

Graduations

CONGRATS!

2024 class of



SaNae Muhammad graduated from the Howard University Medical School in Washington, DC in 2023 with a Bachelor of science degree in biology with a double minor in chemistry and political science. She's the granddaughter of Debora Fore, Retired, LAPD.



Madison Burt graduated from Fullerton College with an Associate's degree and plans to continue her studies at Cal State Long Beach in pursuit of a Bachelor's degree in English with an emphasis in creative writing. She's the daughter of Chris Burt, Airports.



Keon Rongavilla Cruz graduated from Gabrielino High School and plans to continue his education and learning life skills. He's the son of Elvis Cruz and Maria Rongavilla Cruz, Public Works/Engineering; grandson of Ponciano Rongavilla, Retired, Harbor; and nephew of Dominic Rongavilla, Housing.



Put your graduation photo in *Alive!*

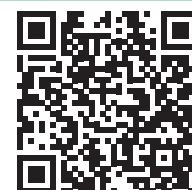
Club members: Have you had a family member graduate from elementary school... high school...or college? Send us a photo, and we'll publish it in *Alive!*

Make sure you tell us:

- The name of the graduate.
- The school from which they graduated. If a college, tell us their major.
- Their future plans (briefly)
- The name and department of the Club member they're related to, and how they are related



To send a digital photo and your message, go to: alive.employeesclub.com/graduations



IN MEMORIAM

Remembering Mary Jo

MARY JO DIEMER, VENDOR WHO CREATED CLUB PROMOTIONAL MERCHANDISE, DIES.

THE CLUB: Mary Jo Diemer, co-owner with her husband, Thom Wilson, of Rosebud Marketing, which produced Club promotional merchandise for many years, died July 8 of pulmonary disease at her home in Palm Springs. Mary Jo was 79.

A frequent guest at the Club's annual luncheons over the years, Mary Jo loved her interactions with Club staff and Board Members while celebrating the Association's mission.

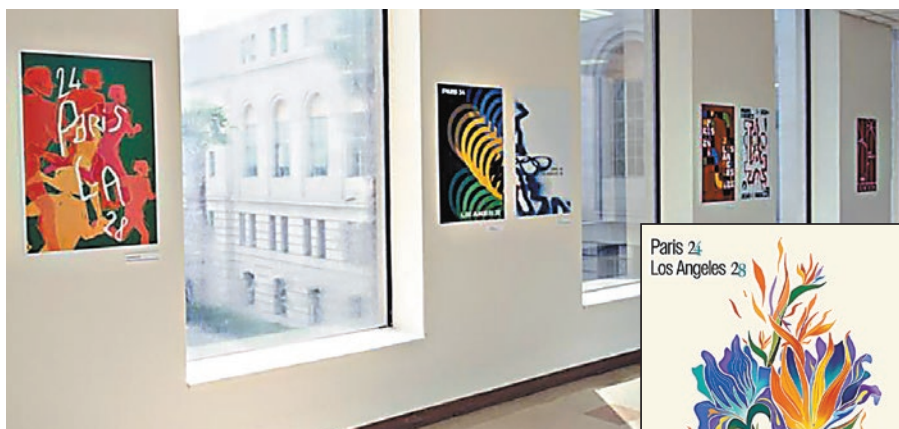
An Ohio native, Mary Jo worked for Sears in Chicago before moving to Los Angeles, where she worked her way up the fashion merchandise business. In 1999, she and Thom Wilson opened Rosebud Marketing. Mary Jo was the president.

She is survived by her husband of 48 years, Thom. Rosebud Marketing continues in operation.

More personal reminiscences of Mary Jo are included in this month's CEO Blog by Association CEO Robert Larios. ●



Mary Jo Diemer
1945-2024



The posters on display in the Henry P. Rios Bridge Gallery at City Hall.

Images courtesy Cultural Affairs

To Paris With Posters

OLYMPIC/PARALYMPIC POSTER PROJECT NOW ON DISPLAY IN CITY HALL.

CULTURAL AFFAIRS To celebrate the Paris Olympic 2024 Games and prepare for 2028 host of Olympic and Paralympic Games, Cultural Affairs, the City of Paris and the County of Los Angeles Dept. of Arts and Culture co-facilitated a poster design competition for students from the Ecole Professionnelle Supérieure d'Arts Graphiques de Paris (EPSAA), Otis College of Art and Design, California Institute of the Arts (CalArts), and ArtCenter College of Design in Los Angeles.

The 24 poster-design selections illustrate and celebrate the strong bond between Paris and Los Angeles, their cultural richness, and the values that bind them over the Atlantic. The exhibition is on display at City Hall within the Henry P. Rios Bridge Gallery through Aug. 22.

This project is part of a cultural cooperation between the two Olympic cities, Paris and Los Angeles, in partnership with Los Angeles County and the Seine-Saint-Denis region. This project was conceptualized from a learning exchange and partnership managed by the World Cities Cultural Forum, and sponsored by Bloomberg International. ●





Fees Back: Your Fun. We Pay the Fees!

Another Great CLUB BENEFIT

Sustainability Winners

TRANSPORTATION TEAM TAKES TOP PRIZE FROM GOVERNMENT GROUP. *Photo courtesy LADOT*

LADOT The LADOT won the 2024 Outstanding Achievement in Sustainability, the most prestigious award from the Southern California Association of Governments. The event, covering a six-county region, took place May 2 in Palm Springs.

LADOT's top award was one of seven handed out at the event. These projects are integral to accomplishing the goals of the Connect SoCal Regional Transportation Plan/Sustainable Communities Strategy and promoting a more mobile, sustainable and prosperous region.

The LADOT team was honored for its Universal Basic Mobility (UBM) Pilot Program in South Los Angeles. The UBM Pilot Program brings innovation to South Los Angeles and demonstrates a future where transportation is equitable, accessible and sustainable for all by encompassing a variety of components designed to connect diverse and sustainable transportation options with the community. These include transportation subsidies, e-bike libraries, electric vehicle car-sharing programs, increased mobile payment options on all modes of transportation and workforce development training that empowers residents with skills for the emerging green economy.



Shirin Sadrpour, Environmental Affairs Officer (center), accepts the award for LADOT. Also pictured, from left: event host Christina Pascucci; Vanessa Bulkacz, Management Analyst, UBM Group; Shirin Sadrpour, Chief Sustainability Officer; Rubina Ghazarian, Supervising Transportation Planner II, Planning and Land Use Review; and Tomas Carranza, Assistant General Manager and Chief Technology Officer.

Thanks, Georgianna!

Photo courtesy ITA

GEORGIANNA MITCHELL RECEIVES RETIREMENT COMMENDATION FROM LAPD.

ITA In June, before her retirement, Georgianna Mitchell, 37 years of City service, was honored with a certificate of commendation from LAPD Chief Dominic Choi and a team at the LAPD for her many years of service. Over the years, she has supported LAPD applications including the Automated Property Information Management System (APIMS).

Many colleagues from the ITA Applications Bureau were able to join the LAPD in honoring Georgianna and the many ways she's served the City.

Congratulations, and best wishes on your retirement! The Club thanks Elsa Silvestre of ITA for contributing information for this story.



Georgianna Mitchell (center) holds a certificate of commendation with Eduardo Magos, Assistant General Manager, ITA, over the Applications Bureau, and colleagues from ITA surrounding her.

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PERSONNEL/CITY COUNCIL **Opening Doors** *ALIVE!* INTERVIEW

THE *ALIVE!* INTERVIEW **1** — CONTINUED FROM PAGE 14

is very much needed. The employees who are a part of it are excited to be a part of it. Initially I wasn't sure how many people would be interested in attending. But I've learned that people are really thirsty for more information and a more comprehensive understanding of the way that the City works. It is so much easier to do your job if you know how the bigger machine is run. I learned that there is a large appetite for this information already out there.

Stephania: I've noticed that people are really interested in getting to know more about what other departments do, and just networking in general. City employees might feel siloed in their units, and they don't really know a lot about what's going on in other departments. Or maybe their own department is so large they don't know what's going on even in other departmental divisions. It's been really cool to see in those classes how interested everyone is to learn about different areas and functions in the City. It's also been encouraging to see how engaged these employees are. Like Dana said, there definitely is a thirst for knowledge. I think we might see a lot of employees who don't seem to be very engaged or don't appreciate the training efforts that we offer. But there are very many who are, and they're into it; they are excited for these opportunities; they're honored to be nominated; and by the end of the program, they're raving about it and telling us how grateful they were for the opportunity.

Jessica: Definitely similar to what Dana and Steph have already said. But for me, one of the biggest things I've noticed is the importance of the in-person interaction for these types of programs. After COVID, there have been a lot of discussions on working virtually versus working in person. Various discussions can be had. But when it comes to actual development programs and training components, and learning and getting together, we've noticed a huge difference from that first cohort that was virtual, versus these last two cohorts that were in person. We get a lot of thanks from our users, that they're so happy to get into a different environment and interact with people face to face. Not only are they gaining knowledge, but they're also gaining relationships. That's important for a program like this to be successful.

Stephania: I want to add that this seems to be a safe space for the women who are participating in the program. The conversations that we're having, I don't believe are happening in the workplace; they've shared that with us. Some women don't feel comfortable talking about some of their experiences or concerns at work. But we've created a safe space to be vulnerable and discuss some of the experiences that are unique to being a woman or female employee in the City. It's been really rewarding to know that we're creating that comfortable environment for them.

Is this a model for other cities to follow?

Dana: Absolutely. Any other large city should

consider having a similar program so that employees can know how their city operates. As far as I'm concerned, Los Angeles leads the way on so many things, this being just one of them.

Jessica: LA is always a model.

Please share with us a few stories that moved you about being involved in this project.

Stephania: Because the program is available to all employees, we have a very diverse group. Some are newer to the City while others have been here for many years and are already managers. A common theme that I've seen over the last couple cohorts is that a lot of the long-timers wish this program was available to them when they were younger. They shared some unhappy memories of their experiences back when they first started with the City and expressed that they may not have struggled in their career path if this program was available when they were early in their City career. They shared that it's great to now see that the City and Personnel care about women in the workplace. It's been really touching to hear how much the program participants value the experience that WMA offers.

Jessica: During the third cohort in particular, a lot of the discussion was just sharing experiences and different things. Some emotions showed up through a couple of our participants. Having that safe space has been really eye-opening and moving for us. And to mimic what Steph just said, hearing and seeing how grateful everyone has been is also moving. The second cohort made a little thank-you program where they all individually wrote messages for us – thank you for the program, thank you for what you did. Obviously, they don't need to do anything like that and we don't expect anything like that from them. It was a very sweet surprise at graduation.

Dana: As I start the sessions, I always say, I wish there were something like this for me. I had to work 14 civil service classes in nine departments to get what you're going to get. So I definitely agree with that.

Also, one memory that stands out is one of the people in the first cohort ended up being an Interim General Manager with the City. She was not the permanent appointee, because she wasn't interested in that. But it speaks volumes that she was able to take on such a role for her department while they searched for a permanent General Manager.

Imelda: I got to meet several of the participants in the latest cohort, and one common theme expressed by all is how much they enjoyed meeting women from diverse departments and learning about their distinct roles, and finding similarities as well. It was refreshing to hear women from different departments discuss how much they enjoyed learning about each other's work and creating new support networks as they continue to navigate their career journeys.

Passion for People

What do you love about what you do?

Jessica: I love engagement and training. Unfortunately, training and employee development kind of takes a backseat for a lot of departments in the City. Everyone's very busy, so it's hard to encourage people to do the extras of participating in training programs, whether it be the Women's Management Academy or online training, whatever the case is. I love working in this group and determining what opportunities we can give people that are easier to access. I like figuring out the ways that we can make employee development seem a little bit more fun and engaging for people so they don't feel like it's just another training they *have* to take. I like having that kind of challenge. And I think that's important for us to continue to boost employee development across the City.

Dana: What I love most about my position is that I have a platform with a large audience, and people see themselves in me. I consider myself a very relatable person. In my City experience, I'm somebody who has failed a civil service exam. I'm somebody who took an emergency appointment and wasn't reachable. People can relate to me. They believe that they can achieve whatever they want because I've done it. I came from being a Clerk to being a General Manager. I love my journey. I wouldn't change a thing.

Stephania: I love being part of the team that is dedicated to finding ways to encourage employees to develop. We spend so much time at work, and it's easy to get lost in the busyness and feel burnt out and all of that. We're trying to bring job satisfaction and make everybody a little more fulfilled. I love being a part of that. Working on the Women's Management Academy is how it's connected us with so many other women in the City. I didn't even know their name until the Academy. There is totally that camaraderie there. A lot of people have kept in touch. I just think that's really awesome.

Imelda: I love working with my team to improve the community that I grew up in. As a lifelong community organizer dedicated to improving the quality of life in my District, it is a great privilege to now represent the community that I grew up in. I am grateful that I get to wake up everyday knowing that my efforts are now going toward advocating for the City resources and services my neighborhoods deserve to thrive.

Are you changing lives?

Stephania: I was just telling Jessica the other day, I think that at the graduation for the last Academy, someone literally came up to me. We had a vulnerable moment talking about how much the Academy meant to her. And she specifically said this Academy changed her life, and she was so grateful for it. It made me emotional, because the people taking the program really appreciated it. I'll never forget that conversation.

Dana: We're in the business of changing lives. The Personnel Dept. is committed to changing lives for the better, for sure.

Imelda: I definitely heard it from the women in this year's cohort, who expressed feeling more confident and empowered. I applaud the Personnel Dept. for taking a difficult time such as the COVID pandemic that deeply impacted all workers' lives, and not only identifying a leadership gender gap issue, but launching a program to address the problem of women not having enough opportunities for advancement, promotions and preparation for civil service exams. I firmly believe that when more women are empowered to lead, everyone benefits.

Jessica: Personnel plays a huge part in people's lives in general, whether it be helping someone start their career with the City, or just brightening people's day. Just within the Personnel Department, our group sends monthly email blasts to remind employees that they're important, can take the time to reset, and acknowledge the work they do, as we know work can be stressful at times. We think those mental check-ins with staff are critical.

Full Steam Ahead

I presume you're looking at continuing the Women's Management Academy and making it stronger and better.

Jessica: Yes, for sure. We definitely want to keep the annual program going. CD6 is always in support of us and wants us to move forward with it as well. Full steam ahead.

Imelda: I am very proud of the City of LA's Women's Management Academy, and my office is excited to support it and continue funding its success.

Stephania: We're already in communication with CD6 on confirming the curriculum for next year, and talking about timelines and plans for next year.

We're really lucky and grateful that we have Dana and CD6 supporting this program, because with them, we were able to get this Academy kick-started and keep it going from there.

Great to hear. Dana, Stephania and Jessica, thank you for your time today and for all that you do for the City.

Stephania: Thank you.

Jessica: Thanks!

Dana: Thank you! ●



Academy personnel and graduates with *Alive!* editor John Burnes.



In the Personnel Board Room are (from left) Academy graduates Amy Sevilla and Rosa Contreras, Office of the City Attorney; Dana Brown, General Manager, Personnel; and Academy administrators Jessica Taylor and Stephania Hernandez, Personnel.