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State Employees

Alive!

LA for All

LA CIVIL RIGHTS DEPT.

One of the City's newest departments is hard at work building equity, advocacy and accessibility.

– SEE PAGE 10



Capri Maddox, General Manager, LA Civil + Human Rights and Equity, in front of City Hall. The poster at left is part of the department's "LA Is for Everyone" campaign.



Alive! photo by Summy Lam

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ROBERT'S BLOG by Robert Larios, COO, The Club

Telling All of LA's Stories

People ask me how the *Alive!* team decides which stories we will feature. I reply: a number of ways, but the most direct way is that you tell us about your department and the excellent things you're doing, and we get back to you. After all, we want to tell your stories. That is what *Alive!* is all about. Not everything fits our space, of course, but we do all we can.

That is what happened for the important story this



From left: Capri Maddox, General Manager, LA Civil Rights, with Club COO Robert Larios.

month on our cover, "LA for All." Club Member **Candice Arnold** wrote and asked if we could help tell our Members about the new LA Civil Rights department, where she works. It had already been in our telescope since it was created last year, but of course we were deep in the middle of telling stories about the pandemic. We promised Candice we would return to this subject when the pandemic eased, and that is what we are doing this month.

We are happy to bring you this important story, which includes an illuminating interview with Club Member **Capri Maddox**, who has been deeply engaged working in the City for more than 20 years. We thank Capri and her communications director, **Mark Pampanin**, for their assistance in bringing it to you. And of course Candice, too.

Moving on to other notes you might find interesting: We wish a happy retirement to **Aram Shahikian**, Retired General Manager of Emergency Preparedness, who leaves with 31 years of City service. I am glad we featured him and his department in our first



Aram Sahakian

issue of 2021 earlier this year ... the Club's own social posts referencing last month's cover story about the Library's successful social media posts ... wait for it ... have also been very popular! Some of our more popular posts over the last few years, in fact. Thank you for enjoying and sharing them! (Are you connected to the Club's Facebook, Instagram and Twitter accounts? Please connect to us. Follow us for news, personnel achievements and early news of Club discounts.)

Finally, because the pandemic is easing in California, our Club Store Manager, **Guadalupe Lira**, is reopening the physical store every weekday in preparation for the holidays. Our Club Store Holiday Schedule is included in this issue. You might want to clip it out, or print it from our *Alive!* Web version, and post it on your refrigerator. You're welcome; the Club is here to help you and your family! (As always, the hours are subject to change according to ongoing conditions.)

Enjoy your October, and I am pledging to do what I can to make sure LA Is for All. I hope you will, too.

Robert Larios



And the Emmy Goes To

LA CityView Channel 35 wins prestigious LA Area Governors Award.

ITA: ITA's LA CityView Media Group has been selected by the Television Academy's Los Angeles Area Governors Award committee as the recipient of the 73rd Los Angeles Area Emmys Governors Award for delivering exceptional and essential news information, resources and local government access to all Angelenos through LA CityView Channel 35.

The honor was presented during the Los Angeles Area Emmy Awards ceremony July 24.

The award is given to an individual, company or organization that has made an outstanding, innovative and visionary achievement in the arts, sciences or management of television as well as a substantial contribution to the greater Los Angeles area.

Through its signature weekly information series *LA This Week*, LA CityView Channel 35 has covered news and events as diverse as Los Angeles itself, including papal visits, World Cup and World

Series wins, the birth of City landmarks, and new resources including LA Metro and Staples Center. Additionally, Channel 35 has provided unedited coverage of Council meetings and reported on civil unrest, devastating fires, floods, scientific achievements and some of the biggest nights in entertainment. In 2020 the channel played a critical role in informing and educating LA residents during the global COVID-19 pandemic.

"We are so thrilled to have been selected for this prestigious honor," said Ted Lin, LA CityView Channel 35 Station Manager. "For more than three decades, Channel 35 has produced stories from across Los Angeles with an insider's perspective; and 2020 was the ultimate test of our skill and our highly experienced team. We are so proud of the work we have done to deliver pertinent lifesaving information to LA residents, Californians and the nation."

"We are pleased to present LA CityView Media

Group with the LA Area Governors Award in acknowledgement of their remarkable efforts to empower our Los Angeles community through exceptional news and programming," said Frank Scherma, chairman and CEO of the Television Academy. "During an extraordinary year that brought so much uncertainty, Channel 35 had a vital purpose in securing and disseminating much-needed information to Angelenos throughout the City."

LA CityView Media Group Channel 35 brought industry-wide contributions in television and digital media to the battle against the COVID-19 pandemic and became an integral City resource for keeping LA residents educated on all COVID-related matters from statistics to necessary guidelines to helping manage and slow the spread of the virus.

The Club congratulates the Channel 35 crew for this prestigious and well-deserved honor. ■

The LA CityView Channel 35 honored team:

- Ted Ross, General Manager
- Maryam Abbassi, Assistant General Manager
- Al Magallon
- Angela Hetherwick
- Blake Bradford
- Francisco Montano
- Mariana Ferraro
- Marlene Crump
- Michelle Clay
- Souheil Helou
- Ted Lin
- Umaymah Rashid
- Wendell Ayala
- Yana Gracile

Contractors:

- Brent Kaplan
- Darren Doereschel
- Gary Lord
- Michael Hernandez
- Frank Aguilera
- Martin Martinez
- Maria Hall-Brown
- Dawn Poomee
- Madeleine Gallagher
- Kevin King
- Cody Jarrett
- Joe Belden.



The honored ITA team, from left: Al Magallon, Maryam Abbassi, ITA General Manager, Ted Ross, Club Member, Ted Lin, Blake Bradford and Mariana Ferraro.



ITA's Ted Lin accepts the 73rd Los Angeles Area Emmys Governors Award at the Los Angeles Area Emmy Awards ceremony July 24.



LA CIVIL RIGHTS DEPT.

LA for All

– SEE PAGE 10

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LA for All10-13

One of the City's newest departments is working for equity, advocacy and accessibility.

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NEW THIS MONTH
ONLINE!
alive.employeesclub.com

John's Picture Perfect

Enjoy all the winners from this month's contest on the theme "I Love LA."



Cooking With the Club

Chef Larios explores low-carb deliciousness with one-pan ground turkey fajita lettuce wraps with blue corn tortilla chips and lime crema.



Library Top 10

See what your fellow Angelenos are reading, watching and grooving to.



**Hey Kids,
this coloring contest is for you!**

**Coloring
with The Club**

WIN! 4 tickets to the **SAN DIEGO 200**

DOWNLOAD ART: alive.employeesclub.com/kidscoloringcontest



**The Club
Is Here to Help**

Club staff is dedicated to helping our members receive the maximum benefit from their membership. If you have questions, concerns or suggestions about your Club, our counselors are ready to help.

Contact the Club

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

help@employeesclub.com
(800) 464-0452

Physical Club Store Hours:

Monday – Friday
9 a.m. – 4 p.m.



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Office of the Controller, Retired

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Club Spooktacular Specials
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Starting at
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Ticket prices will vary depending on the night of the week. Please select date online.

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Sept 17 - Oct 31

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In Tom's Name

Water and Power dedicates important water project to its strong cheerleader, the late Councilman Tom LaBonge.



Councilmember Tom LaBonge, second from left, cutting the ribbon on the East Reservoir of the Headworks Water Complex at a Dedication Ceremony in 2015.

LADWP: The late Mr. LA, Tom LaBonge, former Councilman and Club Member, is being honored with the renaming of an important water project in the San Fernando Valley, a project he championed.

On May 25, LADWP renamed two historically significant facilities to honor the late 4th District Councilmember and long-time LADWP supporter, Tom LaBonge. The LADWP board authorized renaming the Los Angeles Aqueduct Centennial Garden and Headworks Water Complex to the Tom

LaBonge Aqueduct Centennial Gardens and the Tom LaBonge Headworks Water Complex, respectively.

Alive! featured the headworks project on our cover in October 2016.

The Headworks Water Complex, a water storage facility, held special meaning for LaBonge. In 2015, Councilmember LaBonge participated in a ribbon-cutting ceremony for the completion of the East Reservoir project at the complex, which is the largest underground drinking water reservoir in the western United States. The idea of moving the water storage from Silver Lake, then in the 4th District, to the Headworks site was born one afternoon in Councilmember LaBonge's office as a solution to meeting the challenges of new water quality regulations.

The Tom LaBonge Los Angeles Aqueduct Centennial Garden and Tom LaBonge Headworks Water Complex will include the installation of new signage bearing the new name of the facilities.

Tom LaBonge, a longtime City employee, Councilman and Club Member, died in early January. ■



Mayor Eric Garcetti attended a renaming ceremony at the Headworks project in March.

Club Store Holiday Schedule

For the 2021 holiday season, the physical Club Store will be open on a limited basis for all your holiday needs! The Club Webstore will be open 24/7 for shipping (see below for deadlines), with limited curbside pickup options, too.

Physical Club Store Hours:
Mon.- Fri., 9 a.m. – 4 p.m.

ORDER ONLINE 24/7 The online Club Webstore is open 24/7, but orders are not processed on holidays.
www.employeesclub.com

Shipping: If you want your Club Webstore order to arrive by Christmas using shipping, the Club recommends you order by the close of business Dec. 15 (standard shipping) and Dec. 17 (priority shipping). Don't wait!

Curbside Pickup: Club Webstore orders will be processed and available for curbside pickup (by request) instead of shipping Mondays through Fridays from 9 a.m. to 4 p.m. except those days listed above.

Store Closed On:

- Oct. 11 (Monday), closed for Indigenous Peoples' Day
- Nov. 11 (Thursday), closed for Veterans Day
- Nov. 25-26 (Thursday/Friday), closed for Thanksgiving
- Dec. 24 (Friday), closed for Christmas
- Dec. 31 (Friday), closed for the New Year holiday

The Club Store is also closed for curbside pickup on the above days.

Happy Holidays from the Club Store!



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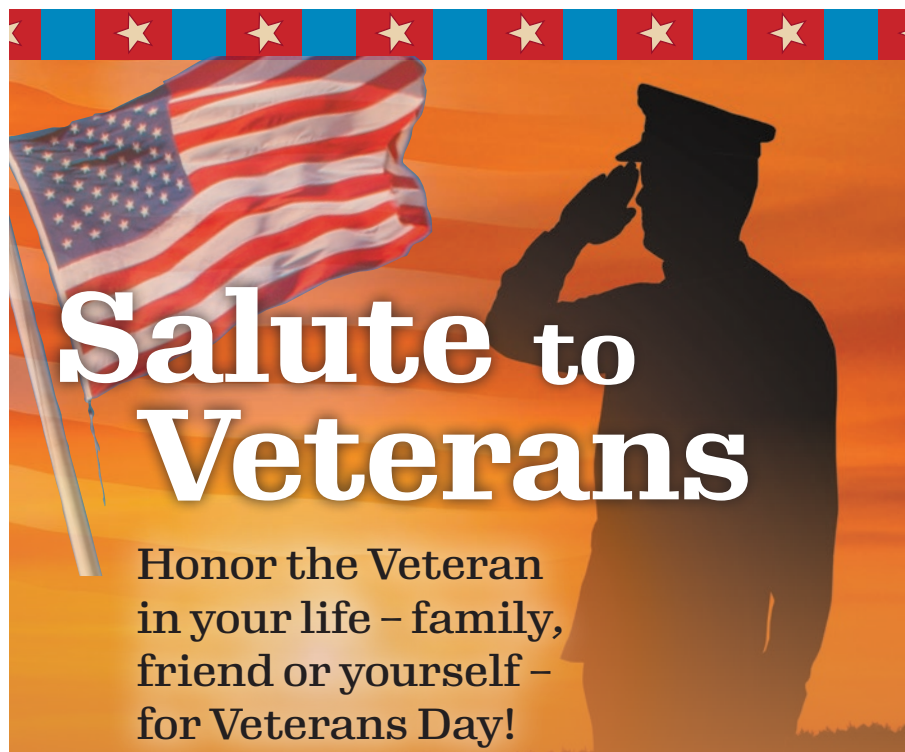
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Salute to Veterans

Honor the Veteran in your life – family, friend or yourself – for Veterans Day!

In our November issue, we plan to post your photos and messages of the person in your life who has served our country (in uniform, if possible), to honor them for their service. We'll publish in print and online for Veterans Day, Thursday, Nov. 11, 2021.

DEADLINES:

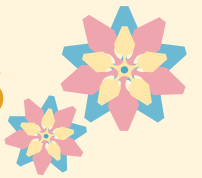
In print: Monday, Oct. 18
Online: Friday, Nov. 5

Send in your images and messages at:
aliveemployeesclub.com/veterans/

Thank you for your service!



Life's Important Moments



Retirements View Sept. 2021 retirements online at: alive.employeesclub.com/retirements-202110

Here's a listing of all those who retired from the City in Sept. 2021. To all we say, welcome to the Best Years!

NAME	TITLE	DEPT.	YEARS	NAME	TITLE	DEPT.	YEARS	NAME	TITLE	DEPT.	YEARS
Aiken, Jami Michelle	Crime/Intel Analyst	LAPD	20	Gomez, Francisco X.	ITS	LADWP	N/D	Ojeda, Gloria Irene	Sr. Admin. Clerk	LAPD	32
Aluzzi, Suzanne F.	Sr. Admin. Clerk	LAPD	35	Griggs, Cory	Ref. Collection Truck Op.	Public Works	33	Palmer, Paul G.	Investment Officer	Fire/Police Pensions	35
Ashikian, George	Gardener Caretaker	Rec and Parks	13	Haines, Robert R.	Director of Maintenance	Airports	36	Palomo, Grace	Sr. Project Assistant	Econ./Wrkfr. Dev.	22
Barbero, Nenita R.	Power Supply	LADWP	N/D	Harasick, Richard F.	Water Executive	LADWP	N/D	Payne, Carmelita	Assistant General Manager	LACERS	31
Benz, Anthony M.	Power Safety	LADWP	N/D	Harris, Charles D.	Recreation Assistant	Rec and Parks	5	Perez, Matias	Power Transmission	LADWP	N/D
Black, Lars B.	Power Planning	LADWP	N/D	Hendricks, Solidene	Detention Officer	LAPD	25	Pierce, Charles E.	Sergeant	Airports	22
Blue, Tracey Deshawn	Secretary	LAPD	15	Hill, Gregory D.	Traffic Officer	Transportation	26	Pishevvar, Hamid Reza	Sr. Building Inspector	Bldg. & Safety	34
Byrd, Minnie M.	Crossing Guard	Transportation	3	Ho, Dora T.	Librarian	Library	33	Pryor, Aletha F.	Budget and Finance	LADWP	N/D
Caamano, Luis A.	Chief of Operations	Airports	21	Ho, Gilpin	Power New Business	LADWP	N/D	Pryor, Keith D.	JFB/Facilities	LADWP	N/D
Calderon, Ricardo Rudolpho	Elevator Mechanic	Airports	18	Holmes, Thomas V.	Power Supply	LADWP	N/D	Rabe, Michael Robert	Wastewater Coll. Worker	Public Works	14
Carlson, J. Lisa	Envmnt.Supervisor	Public Works	28	Holmes Delaney, Kelli Nicole	Property Officer	LAPD	29	Reyes, Cirilo F.	Sr. Safety Eng. Press Ves.	Bldg. & Safety	15
Carpenter, John Edward	Sr. Building Inspector	Bldg. & Safety	17	Holzauer, Daniel D.	Wastewater Treatment Op.	Public Works	30	Rodriguez, Galo	Police Surveillance Spec.	LAPD	15
Cavarlez, Anthony R.	Gardener Caretaker	Rec and Parks	20	Horn, Richard	Sr. Electrical Inspector	Bldg. & Safety	33	Rodriguez-Santamaria, Patricia	Supply Chain	LADWP	N/D
Chang, Rong Chung	Envmnt.Engineer	Public Works	36	Horton, Dale Winsted	Transportation Investigator	Transportation	36	Sahakian, Aram	General Manager	Emergency Prep.	31
Chit, Reginald D.	Power Construction	LADWP	N/D	Humphrey, Deborah B.	Pr. Detention Officer	LAPD	26	Shaughnessy, Patrick C.	Equipment Mechanic	General Services	13
Contreras, Ismael	Gardener Caretaker	Rec and Parks	35	Johnson, Albert	Wastewater Coll. Worker	Public Works	32	Smith, Judith M.	Crossing Guard	Transportation	13
Cortes, Annie F.	ITS	LADWP	N/D	Johnson, Susan Ann	Librarian	Library	31	Stillman, Larry Steven	Instrument Mechanic	Public Works	33
Cox, Eva D.	Library Assistant	Library	34	Karagozian, Vicken W.	Equipment Mechanic	LAPD	21	Suterko, Peter E.	Facilities Services	LADWP	N/D
Crouch, Susan	ITS	LADWP	N/D	Kasai, Vincent I.	Power C&M	LADWP	N/D	Syaifulah, Sandy S.	Systems Analyst	LAPD	1
Crowell, Mary Kissling	Sr. Admin. Clerk	City Planning	20	Kha, Linda Peng	Systems Programmer	Bldg. & Safety	33	Tam, Siming C.	Power C&M	LADWP	N/D
Cundiff, Karen L.	Sr. Admin. Clerk	Public Works	35	Khalsa, Siri Atma Kaur	Dep. Director of Auditing	Controller's Office	28	Tanaka, Grace S.	Librarian	Library	9
Dawson, Stephen G.	Engineering Geologist	Bldg. & Safety	28	Kho, Cynthia Ong	Dept. Chief Accountant	Bldg. & Safety	21	Taylor, Catalina	Recreation Assistant	Rec and Parks	8
De Leon, Benjamin D.	Power Supply	LADWP	N/D	Kuo, Chon Chio	Structural Eng. Assoc.	Bldg. & Safety	33	Taylor, Darrin P.	Refuse Collection Truck Op.	Public Works	10
Devine, John D.	Sr. Building Inspector	Bldg. & Safety	32	Lapuz, Donato P.	Vet Tech.	Animal Services	10	Taylor, James M.	Power C&M	LADWP	N/D
Dockery, Willie B.	Maintenance Laborer	Harbor	16	Lee, Ronald J.	San. Solid Resources Mgr.	Public Works	34	Tecson, Myrna P.	Fiscal Systems Spec.	Airports	30
Downs, Joyce J.	Customer Service	LADWP	N/D	Llewellyn, Richard Hugh	City Admin. Officer	CAO	25	Tino, Stephanie T.	Customer Service	LADWP	N/D
Eklow, Carol J.	Info Tech	LADWP	N/D	Lopez-Canzano, Yolanda	Business Support	LADWP	N/D	Tiongco, Marissa M.	Accounting	LADWP	N/D
Ewell, Cornell	Sr. Plumbing Inspector	Bldg. & Safety	32	Lozano, Luis M.	Power C&M	LADWP	N/D	Topete, Connie B.	Sr. Librarian	Library	15
Fales, Charla J.	Animal Care Tech.	Animal Services	23	Marquez, Abigail M.	Water Engineering	LADWP	N/D	Tweedy Jr., Charles R.	Power Transmission	LADWP	N/D
Ferguson, David W.	Power C&M	LADWP	N/D	Mathews, Scott K.	Security Officer	LAPD	9	Valencia, Diana	Sr. Admin. Clerk	Airports	30
Ferguson, Phillip Edwin	Sr. Electrical Inspector	Bldg. & Safety	31	Mazzola, Andrea	Criminalist	LAPD	27	Villegas, Susan V.	Sr. Admin. Clerk	Personnel	25
Fink, Ross A.	Power New Business	LADWP	N/D	McGrath, Eric T.	Aqueduct	LADWP	N/D	Vizcarra, Maria E.	JFB/Facilities	LADWP	N/D
Flores, Stephen M.	Power Transmission	LADWP	N/D	McGuire, Darren R.	Power Transmission	LADWP	N/D	Vogel, Steven G.	Marine Aquarium Curator	Rec and Parks	22
Flores, Verdel L.	Librarian	Library	9	McNaughton, Cynthia J.	Sr. Librarian	Library	35	Walters, Julie E.	JFB/Facilities	LADWP	N/D
Flores, Yolanda	Mayoral Aide	Mayor's Office	17	McDowell, Robert L.	Building Mech. Inspector	Bldg. & Safety	24	Warner, Caryl Raymond	Roofer	Rec and Parks	14
Forbes, Renato	Power C&M	LADWP	N/D	Medeiros, Tracy D.	Metering Services	LADWP	N/D	Whitaker, Yvette	Sr. Admin. Clerk	LAFD	26
Franco, Hugo V.	Power Planning	LADWP	N/D	Mendez, Hector J.	ITS	LADWP	N/D	Williams, Yvette F.	Management Analyst	Airports	30
Fresquez, Ernest	Power Transmission	LADWP	N/D	Montenegro, Loretta Marie	Police Service Rep	LAPD	20	Wood, Matthew Dean	Tree Surgeon Supv.	Public Works	35
Galan, Jesus Davila	Special Prog. Assistant	Rec and Parks	6	Nadler, Baljit K.	Property Manager	Airports	20	Yuan, Ellen	Accounting Rec Supv.	City Clerk	15
Garzon, Michael E.	Officer	Airports	31	Navarro, Jose	Water Operations	LADWP	N/D	Zehfuss, Dan R.	Survey Party Chief	Public Works	20
Ghaffari, Nasim D.	Accounting	LADWP	N/D	Nicholson, Erica L.	Sr. Custodian	General Services	29	Zepeda, Michael D.	Maintenance Laborer	Public Works	20
Gladson, Gregory B.	Officer	Airports	28	Nunez, Patricia L.	Water Distribution	LADWP	N/D				

N/D = not disclosed

Retirees Bulletin Board

Connect with your former co-workers!

Welcome to the Retirees Bulletin Board. Want to post your contact information? Invite others to attend a reunion, meet up, go to lunch or hang out in the park? Here's where you do that.

It's not a forum or classifieds, so no politicking or commercial messages. It's just a way to connect. Simple as that!

We'll publish this every month in print only. What you choose to make public is entirely up to you.

Submit any of the following, *only what you choose*:

- Name
- Dept. at Retirement
- Year of Retirement
- Email address (optional)
- Phone number (optional)
- What's your message?

We'll confirm with you before printing. Submit on the 15th of the month for inclusion in the next month's issue.

Submit to:
bulletinboard@employeesclub.com

New to Alive!

From Abe Rasheed
Retired, Public Works/
Accounting, 2010:

"Hope you are staying healthy.
I'd love to hear from you.
Passed on my card upon leaving."

Contact Abe at:
narasheed122@gmail.com

Hi everyone,
it's Tony Alvarez from
Rec and Parks (and
Salvage), 1951-90. Would
love to hear from you.
Call me at (626) 284-8497.

Your message here:
**Announce
an event!**

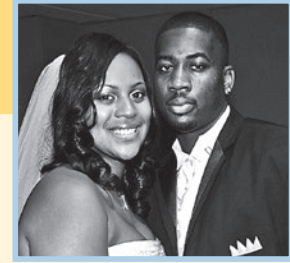
Your message here:
**Connect with
former
colleagues!**

Share Your Life's Moments



Submit digital photos and text online:
alive.employeesclub.com/lifemoments

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.



In Memoriam

Our thoughts and condolences are with the family and friends of the following current and retired City employees who have passed away.

DEPARTMENT	YEARS OF SERVICE	DEPARTMENT	YEARS OF SERVICE		
ACTIVE					
Chagolla, Toni J.	Public Works	23	Hegedus, Janie	ITA	22
Davis, John Paul	Animal Services	13	Helms, Karen E.	LAFD	32
Giron, Juan Daniel	Rec and Parks	3	Hochberg, Samuel	N/D	N/D
Hawkins, Danny L.	General Services	30	Hodge, Walter M.	LADWP	33
Martinez, Juan V.	LADWP	28	Hurtado, George B.	LADWP	24
Medina, Joseph M.	LADWP	17	Iturralde, Elena D.	Rec and Parks	9
Rodriguez, Michael A.	Airports	15	Johns, Freddie L.	N/D	N/D
RETIRED					
Adams, Talbert L.	LADWP	36	King, Gerald T.	LADWP	37
Art, Elmer	LADWP	30	Kobayashi, Tammy H.	Controller's Office	35
Baker, Ashton E.	N/D	N/D	Leon, Nash H.	LADWP	41
Brodie, Hilton J.	N/D	N/D	Mackey, Albert L.	N/D	N/D
Burns, Mary E.	LADWP	34	Matheson, Julie Ann	Library	20
Cardona, Mary	LADWP	34	Maupin, Thomas P.	LADWP	33
Castillo, Edward	N/D	N/D	Mendoza, Aurora VI	Aging	15
Coleman, Marshall E.	LADWP	32	Metcalf, Catherine	N/D	N/D
Crawford, Lee J.	N/D	N/D	Montes, Vincente	Airports	10
Davila, Agustin R.	N/D	N/D	Moreno, Antonio B.	Personnel	10
De Witt, Thomas B.	LADWP	26	Norwood, Milton	Public Works	31
Delgado, Gabriel	LADWP	35	Osbourne, Gloria N.	ITA	28
Don, Alice F.	N/D	N/D	Park, Cheman	N/D	N/D
Dougherty, Kathleen	LADWP	17	Pearson, Paul J.	Building and Safety	30
Eggers, Carl R.	LADWP	39	Peterson, Daniel C.	LADWP	30
Ekman Jr., Arthur T.	LADWP	30	Preston, Donna J.	Public Works	10
Fernandez, Julio	N/D	N/D	Redmon, Logan Ann	General Services	30
Fort, R.T.	N/D	N/D	Reyes, Elizabeth	General Services	32
Gale, David H.	LADWP	30	Schlicht, Walter E.	LADWP	33
Garcia, Rudolph	LADWP	10	Seal, John E.	N/D	N/D
Garrett, Danny J.	LADWP	30	Tedemy, Hurley B.	Harbor	25
Gonzalez, Maria S.	ITA	36	Tsuda, Douglas S.	LADWP	10
Gressman, Carl J.	LADWP	26	Usher, Sterling	N/D	N/D
			Vasquez, Rita C.	LADWP	17
			Westphal, John R.	N/D	N/D
			Whiteside, Joann	Transportation	23
			Wiltz, Gloria J.	N/D	N/D

N/D = not disclosed

Norton Simon Museum is Hiring Retired City Employees for its security team.

Attention Retired City Employees: The Norton Simon Museum in Pasadena is looking to fill five part-time positions on its security team. Applicants must live in the area to respond to museum emergencies or other situations. All employees enjoy free parking, free admission to the museum any time, discounts in the store and café, paid sick leave, and a pension program.

Those interested in the open positions can get more information on the museum's Website (all inquiries should be directed there): nortonsimon.org/about/career-opportunities/

Information: Nels Ortlund at nortlund@nortonsimon.org



MICHAEL R. KANE
 Public Works/Sanitation
 OCT. 18, 1960–AUG. 9, 2021

REMEMBERING MICHAEL

By Rita Robinson, Retired General Manager, Transportation; Retired, Deputy Chief Executive Officer, Los Angeles County; and current Club Board Member

Our beloved husband, brother, son-in-law, uncle, nephew, brother-in-law and devoted friend Michael R. Kane left us after a ten-year battle with Early (Younger) Onset Alzheimer's Disease.

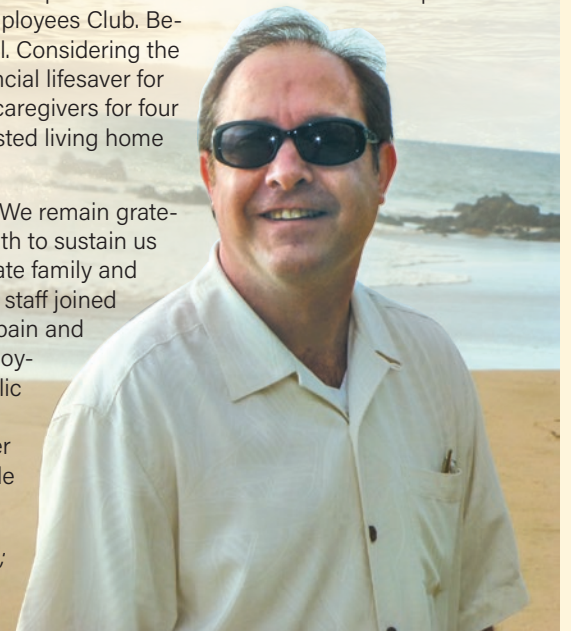
Michael loved anything outdoors, daring and fast. He enjoyed swimming, biking, surfing, basketball and golf. Luckily he also loved all genres of music, and that is what connected him to me, the love of his life. Joined in marriage and unconditional love on Nov. 11, 2011 (11-11-11), we celebrated it as the happiest day of our lives. We enjoyed traveling; a honeymoon in Rome, Tuscany and Florence; concerts; our favorite jazz club, Catalina's Bar and Grill; and spending quality time with our family and friends.

Shortly after our first wedding anniversary, Michael exhibited peculiar behavior, often forgetting routine tasks or details, even how to get to familiar places. Sometimes noticeable, sometimes overlooked, often in denial, the instances became more frequent. Our niece, a Doctor of Nursing Practice, was so concerned she insisted Michael see our doctor immediately. After a few months of numerous physical and neurological tests, Michael was diagnosed with Early (Younger) Onset Alzheimer's at 51. It led to a progressive decline of mental and physical capacity, eventually rendering him bedridden and totally dependent upon care. Because of his youth and excellent physical health, he lived to fight the disease longer than expected.

A disease that robs you of your ability to work, play, talk, walk, feed yourself or function normally creates a great deal of anxiety and uncertainty. One of the most prudent decisions we made as a couple was to purchase Long-Term Care insurance from the Employees Club. Being prepared for life's possible curveballs is essential. Considering the length of Michael's illness, the insurance was a financial lifesaver for our family. Michael was cared for at our home with caregivers for four years. The remaining six years he resided in an assisted living home to receive the specialized care he required.

In life, there are no guarantees of happily ever after. We remain grateful for every single good day. And we pray for our faith to sustain us through the not-so-good days. Besides our immediate family and close friends, many City and County of Los Angeles staff joined our journey; provided help and prayers; shared the pain and tears; and helped us to survive and thrive. The Employees Club represents the best of the heart of the public employees – loyalty, dedication and commitment to its residents and to one another. Our family is forever grateful for the services offered and support available to all its members.

Rita Robinson is a retired City and County employee; former LACEA Board member; and current member of the Employees Club Board.



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— John Hawkins, Publisher, September 17, 2021

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LACERS

LOS ANGELES CITY EMPLOYEES
RETIREMENT SYSTEM

FOR RETIRED MEMBERS:

Virtual Open Enrollment Is Here

LACERS Open Enrollment for health plan changes will be held virtually – online – Oct. 15 through Nov. 15. This is the time to enroll in a plan, change your plan, or add dependents, with changes taking effect Jan. 1, 2022.

For those who made enrollment changes effective on or after Feb. 1, 2021, unless you have a qualifying event, your next opportunity to request a change will be Oct. 21, 2022 during the 2023 Open Enrollment period.

LACERS has planned several virtual meetings to share updates regarding your health plans and health benefits for 2022, and to answer your questions so you can make the best healthcare decisions for you and your family.

On Jan. 1, 2022, the Anthem Blue Cross (Anthem) Life and Health Plan (Medicare Supplement) will be replaced by the Anthem Medicare Preferred PPO Plan (for Members with Medicare Parts A and B). LACERS has scheduled several virtual meetings regarding this plan to make sure you have an opportunity to get all your questions answered. Retired Members can also contact Anthem's First Impressions call center at (833) 848-8729 with questions.

Find out more information regarding Open Enrollment on the LACERS Website at lacers.org/open-enrollment. Additionally, Retired Members may also reserve a spot to attend virtual meeting(s) via the MyLACERS account or by calling (800) 779-8328.

FOR ACTIVE EMPLOYEES:

Sign Up for Retirement Planning Webinar

Active employees, learn about your retirement options and benefits! The LACERS Member Engagement Team is offering Planning for Retirement webinars via Zoom.

Register via your MyLACERS account.

Upcoming dates include (all these seminars begin at 9 a.m. unless otherwise indicated):

- Tuesday, Oct. 5
- Wednesday, Oct. 20 (4:30 p.m.)
- Saturday, Oct. 23
- Thursday, Nov. 4
- Tuesday, Nov. 16 (4:30 p.m.) (Tier 3)

For more information, visit LACERS.org attend-seminar. For quicker access, scan the QR code with the camera on your phone to bring you directly to the Website. LACERS looks forward to you joining in on a session!



Remembering Albert

Park Rangers honor late Capt. Albert Torres with a plaque.

REC AND PARKS: A ceremony was held June 16 for Rec and Parks to honor longtime Ranger Capt. Albert Torres with a plaque in the courtyard outside the Griffith Park Ranger Station and Visitor Center.

Albert, a Club Member with more than 40 years of City service, collapsed Oct. 11, 2019 at the Griffith Park Ranger Station after patrolling City parks in the San Fernando Valley impacted by the Saddle Ridge fire. He died the next morning of a heart attack. City flags flew at half-staff after he died.

He was a husband, father and grandfather and is survived by his wife, Cheryl; his daughter, Elizabeth; and son, Brian. Albert had been featured in *Alive!* numerous times, including on the cover twice.

Many members of his family, former colleagues and friends attended the plaque event. ■



The plaque honoring the late Park Ranger Capt. Albert Torres.



Park Ranger Chief Joe Losorelli embraces Cheryl Torres, widow of the late Park Ranger Capt. Albert Torres.



Capt. Torres' widow, Cheryl, and son, Brian, unveil the plaque in Capt. Torres' memory at the Griffith Park Visitor Center.

The extended family of the late Park Ranger Capt. Albert Torres.



John's Picture Perfect Contest

The Club's online photo contest, organized by CEO John Hawkins

This month's contest theme:

Giving Thanks

With Thanksgiving coming up in November, we'd love to see your favorite shots of the holiday – or really any moment you've captured that depicts giving thanks.

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

DEADLINE: Oct. 15

Submit your photos online here:
alive.employeesclub.com/pictureperfect

Club Members only.
Good luck!



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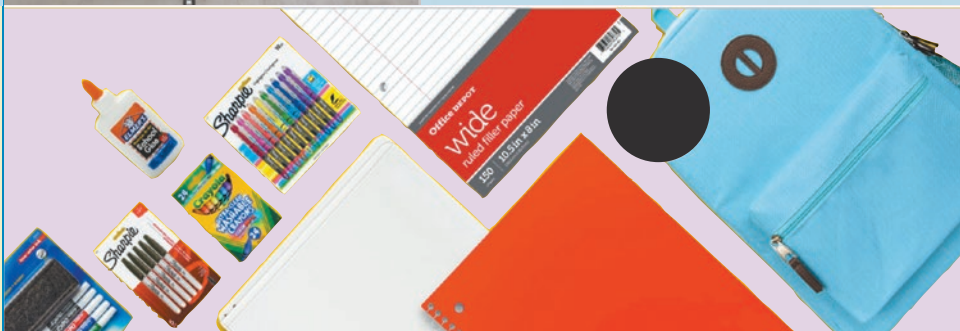
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Club-exclusive contract discount can save you up to 40 percent at Office Depot. It's huge! (Use your pre-registered credit card, and bam, there's the discount!) The Club discount is good on all eligible items storewide.

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HOW TO REGISTER YOUR CREDIT CARD:

1. Call the Club at (800) 464-0452.
2. Speak to Cesilee Castillo (ext. 126) or Genesis Martinez (ext. 226).
3. Wait 72 hours for registration to take effect.
4. You'll receive the contract price or the sale price, whichever is lower.
5. The deal works in-store or online.



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LA CIVIL RIGHTS DEPT.

LA for All

One of the City's newest departments is hard at work building equity, advocacy and accessibility.

LA CIVIL + HUMAN RIGHTS AND EQUITY DEPT.: One of the City's newest departments, LA Civil + Human Rights and Equity, was created last year by Mayor Eric Garcetti to handle complaints of racial discrimination for citizens and tourists alike.

But LA Civil Rights, the accepted abbreviated name, is more than just handling complaints. It's looking at the big picture – policies and practices that might be discriminatory, and finding ways to reset them. In essence, the department is tasked with protecting Angelenos — and anyone who works in or visits the City of Los Angeles — from discrimination that denies equal treatment in private employment, housing, education, or commerce by initiating and investigating complaints of discrimination, as well as enforcing the L.A. Civil and Human Rights Ordinance, which was created in 2019.

The announcement of the new department and the nomination of its General Manager, Capri Maddox, occurred in February 2020 in response to many incidents of racial inequity in the United States. That was three months prior to the death of George

Floyd in Minnesota, which itself triggered a much more explosive national reckoning through protests, civil unrest and cultural upheaval. LA was well on its way to establishing the department to address issues of equity in the City before the Floyd death greatly heightened the agitation.

"We can never turn away from the fight to end discrimination wherever it lives — and I'm grateful to Mayor Garcetti for this opportunity to put my professional experience, my relationships, and my heart to work for the people of our city," Capri Maddox said upon her nomination. "We'll put everything we've got into strengthening our response to inequality and building new partnerships to protect Angelenos from injustice."

LA Civil Rights' discrimination enforcement program, which responds to discrimination in private commerce, education, employment and housing, is being built out and will begin taking cases in 2022.

As she talks about in this month's *Alive!* Interview, Capri Maddox, City veteran and Club Member, mentions her challenges, long hours and already-observed signs of success. She sees the department as using the national conversation of race and equity as a catalyst to build deep, permanent roots in LA, and to make a difference. ■

Capri Maddox, General Manager, LA Civil Rights, speaks at the grand opening of the department's headquarters on the LA Mall Sept. 13.



The City's Human Relations Commission leadership with Capri Maddox, General Manager, LA Civil Rights, in the new John Lewis Conference Center. From left: Commissioner Stacy Twilley, Vice President; Capri Maddox, General Manager, LA Civil Rights; Commissioner Anthony Mack, President; and Commissioner Angelica Solis-Montero, Second Vice President.



At the launch of the "LA is for Everyone" campaign outside City Hall. From left: Manjusha Kulkarni of A3PCON and Stop AAPI Hate; Capri Maddox, General Manager, LA Civil Rights; and Traci J. Minamide, COO of Public Works/Sanitation and Environment.



Transgender and Non-Binary COVID-19 Vaccine Drive with the City's Transgender Advisory Council, Kedren Health and St. John's Episcopal Cathedral features (from left) City Human Relations Commissioner Angelica Solis-Montero; Dr. Jerry Abraham of Kedren Health; Deacon Margaret McCauley; the Very Rev. Canon Daniel Ade and the Very Rev. Canon Mark Kowalewski, St. John's Cathedral; Capri Maddox, General Manager, LA Civil Rights; James Wen of the City's Transgender Advisory Council; and City Human Relations Commissioner Courtney Morgan-Greene.



Capri Maddox, General Manager, LA Civil Rights, outside the department's new office space with Transgender Advisory Council Chair Karina Samala.



Capri Maddox, General Manager, LA Civil Rights, getting her second shot at a vaccine drive for the African American community sponsored by LA Civil Rights at First AME Church from Dr. Jerry Abraham of Kedren Health.



Capri Maddox, General Manager, LA Civil Rights, with Dr. Jerry Abraham of Kedren Health at First AME Church (Capri's church), where LA Civil Rights co-hosted a vaccine drive for the African American community.

Photos by Summy Lam, Club Director of Marketing; and courtesy LA Civil Rights

The *Alive!* Interview

‘How LA Wins’



On Aug. 27, Robert Larios, Club COO, and *Alive!* editor John Burnes interviewed Capri Maddox, General Manager of the new LA Civil + Human Rights and Equity Dept., abbreviated by the department as LA Civil Rights. She was interviewed in her home via Zoom because the department’s headquarters in the LA Mall was not yet open, and also due to COVID protocols.

A Club Member, Capri has 22 years of City service. Her bio is listed separately.

***Alive!*: Thanks for talking to us today, Capri.**

Capri Maddox: Thank you.

First, are you from LA?

Capri: I sure am. I’m a graduate of Fairfax High. I lived in different states, but I was born downtown, and I work downtown, so I haven’t made it far in my life.

LA Civil Rights’ new home office will be downtown, right?

Capri: Down in the L.A. Mall, yes. Our primary office space is where the old Hallmark store was. In addition to having the old Hallmark store, we converted the B. Dalton bookstore into the John Lewis Conference Center, where we’ll have our commission meetings. We are so grateful we were able to use City of Los Angeles funds to renovate those office spaces and create a state-of-the-art environment for the civil rights employees and those needing services from our operation.



General Manager Capri Maddox with LA Civil Rights staff, interns and volunteers while the offices were still under construction.

It’s John Lewis the congressman, the late civil rights icon.

Capri: Yes, yes, yes.

Got it. I presume it’s intentional that you’re having frontage right to the public. You’re not in an office tower; you want that frontage with the people.

Capri: We did. We wanted to be accessible and welcoming. We wanted to be centralized and connected to City Hall; however, we wanted to let residents know that we were an accessible, open and welcoming environment. People will be coming to see us on one of their worst days, perhaps after they’re a victim of discrimination or a hate incident, or they just really need City services in some way. I wanted us to have a welcoming, inclusive environment for our residents.

A New Department

Let’s talk about the department. It’s brand new. Talk about how it came into being, starting with the Commission or even before that.

Capri: We were initially going to serve as a commission only; the commission actually was created with community input. We had the Black Worker Center, as well as the UCLA Labor Center, pushing to make sure that we had remedies when discrimination happened in employment, and that was the impetus of the need here. People felt like there was discrimination in employment and housing in particular that were going unchecked. The Dept. of Fair Employment and Housing has an extremely heavy caseload, and it pretty much takes two to three years for most people to find justice in these spaces. Lola Smallwood Cuevas, who was then with the Black Worker Center, and Victor Narro, who is with UCLA Labor Center, wanted the City to stand up for justice and equity in this space. They mentioned it to me when I was at the City Attorney’s office, and I told them, “You’ve got to go to City Council to make that happen. We can’t just create another unit here in the City Attorney’s Office and possibly step on any jurisdiction issues with the state.” I thought that was the end of it, and of course they came back a couple of years later and said, “It’s done, and we want you to help lead this effort.” It was during some tough times. I got the call in December 2019, and we started operating as a department in July 2020. During those times, there were a lot of things happening, particularly in the White House, that were concerning. I just said to the Mayor during the interview, “If we’re serious about this, we need to make sure that we bring other elements to the work of this commission.” We were looking at other areas – Housing was where the Human Relations Commission and the Commission of the Status of Women were operating. I told him, “That’s ridiculous. If we’re going to have the Civil Rights Commission, it would make more sense for them to be with us, and I’d be willing to take that on.” There was also the Office of Racial Equity that was recently created earlier in 2019. “Should I coordinate with them, or should it be a part of what

— Continued, page 12



About Capri Maddox

Capri Maddox is the Executive Director of the LA Civil + Human Rights and Equity Dept. (LA Civil Rights). Mayor Eric Garcetti appointed her to the position in February 2020 to address systemic racism and bias in the areas of commerce, education, employment and housing.

Under her leadership, LA Civil Rights will combat hate crimes and level the playing field through partnerships with the Commission on Civil Rights, Commission on the Status of Women and the Human Relations Commission, including the Transgender Advisory Council.

Previously, she served as Senior Adviser to City Attorney Michael N. Feuer. In that role, she was responsible for leading Special Projects on behalf of the elected City Attorney, such as: spearheading the City Attorney Business Support Program; creating the Foster Care Diversion Program; organizing the City Attorney Faith-Based Council; overseeing recruitment and outreach efforts; addressing key Neighborhood Council and City Council requests; participating in criminal and civil cases; and coordinating school safety projects with Los Angeles Unified School District (LAUSD).

During the 2018-19 school year, Capri served as Executive Director of Partnerships for LAUSD on a loan from the Office of the City Attorney to Southern California Grantmakers. During this one-year assignment, she assisted LAUSD in acquiring more than \$43 million in resources for students in need and led several equity-based initiatives.

She also served as the President of the Los Angeles Board of Public Works, as a Mayor Antonio Villaraigosa appointee. In this role, she managed 5,000 employees and an annual budget of \$1.8 billion to deliver basic infrastructure services to City residents. Before joining the Board of Public Works, Capri served as a Deputy City Attorney in the following assignments: General Counsel Group - Neighborhood Empowerment; Complex Litigation; Neighborhood Prosecutor Program – LAPD’s Wilshire Station; and Central Trials – Criminal Branch. Prior to her legal career, she worked as a Community Development and Housing Analyst with the City of Glendale, and Earthquake Recovery Project Manager with Housing.

Capri has a Bachelor of Science degree in criminal justice and a Master of science degree in public administration from Cal State LA. She received her Juris Doctor (law) degree from Pepperdine University School of Law in Malibu. She also completed the USC Lusk Center’s Minorities in Real Estate Development Program. She continues her involvement with many higher educational institutions, including mentoring students at numerous universities and serving as a Cal State LA President’s Council Member. Capri is also a proud member of the Southern California Public Radio (SCPR) Board of Trustees (KPCC).

Capri is a member of First AME Church – Los Angeles, where she serves in both political and social ministries. In her spare time, she serves as a youth mentor with numerous community organizations and enjoys working on public interest projects. An LA native, she lives in Los Angeles County with her husband, Kerman, and son. ■



Capri Maddox, General Manager, LA Civil Rights, and Club COO Robert Larios outside the new LA Civil Rights office on the LA Mall.

LA CIVIL RIGHTS DEPT.

General Programs ...So Far

LA Civil Rights offers many different programs. Here they are in general; the dept. is just getting started.

Equity and Empowerment (E²)

Equity & Empowerment (E²) focuses on upward mobility programming, industry diversity metrics and equity policies. Other proposed E² programming includes fostering partnerships with community-based organizations, tackling COVID-19 equity relief, youth engagement, and a collaboration with the Office of Immigrant Affairs.

- **Policy Equity Lens:** LA Civil Rights is applying a policy equity lens to assess health disparities, inequities in City planning, and community policing through collaborations with non-governmental and City entities, including with the Office of Immigrant Affairs.
- **Upward Mobility Programming:** LA Civil Rights engages young Angelenos and community-based organizations for community events and career pipelines for people from underserved communities. LA Civil Rights works to develop college readiness and career readiness, financial literacy workshops, homeowner seminars, and entrepreneurial training sessions.
- **Industry Diversity Metrics:** LA Civil Rights assesses, tracks and monitors the hiring, promotion and retention of people from underserved communities in various high-earning potential industries to promote diversity and inclusion, including through the RENEW Task Force.

LA for All Campaign

LA for All is a creative-led campaign to stand against hate and encourage the City to speak up and speak out against hate crimes and hate incidents. The campaign meets at the intersection of art, advocacy and community – and stands up for an inclusive LA. This campaign is visible throughout LA City parks, libraries, street banners, bus shelters, LA Metro bus and rail, airports – and much more.



An example of art created to promote LA Civil Rights' Art of Belonging Program.

LA for All includes two projects:

- **The Art of Belonging** combines artwork by LA-based AAPI artists with hate crime and hate incident reporting information. By bringing local artwork into the City's physical and digital spaces, LA Civil Rights not only empowers local artists but creates a tangible sense of community and visibility for marginalized communities.
- **LA is for Everyone** is a multi-dimensional campaign that reflects the diverse mosaic of Los Angeles through bold design and clear calls to action in 16 non-English languages: Spanish, Korean, Armenian, Tagalog, Simplified Chinese, Traditional Chinese, Japanese, Thai, Vietnamese, Hindi, Khmer, Russian, Farsi, Hebrew, Amharic and Tigrinya.

LA for All was created by five different Asian American and Pacific Islander (AAPI) artists to empower stories from LA through artwork, and to encourage the reporting of hate crimes and hate incidents. Even though this is a campaign to stop hate, it intentionally does not center hate as the subject of the campaign. Instead, LA Civil Rights uses this space to empower LA's diverse communities and talk about what the City stands for – belonging, inclusion and solidarity.

LA for All was developed by the Civil + Human Rights and Equity Dept. in partnership with Public Works and Cultural Affairs. This campaign was made possible by Mayor Eric Garcetti; Councilmembers John Lee, Nithya Raman and Mark Ridley-Thomas; Public Works bureaus Engineering, Street Lighting, and Sanitation and Environment; Transportation; Library; LADWP; Airports; ITA; Neighborhood Empowerment; Economic and Workforce Development; and many more.

Report a Hate Crime

If you have seen or experienced a hate crime or hate incident in Los Angeles, report it. You can report to LAPD, or to an LA County Crisis Care Coordinator by calling 3-1-1 or 2-1-1 or submitting an anonymous online form. Crisis Care Coordinators are multi-lingual trained professionals who can connect you to resources and community-based organizations that can help.



REQUEST A FREE POSTER
LA Civil Rights created posters in many languages for its LA is for Everyone program.



The *Alive!* Interview

'How LA Wins', continued

we do?" and the answer was yes, yes, yes; we took on that department, The Human Relations Commission that we acquired from the Housing Dept. also has the Transgender Advisory Council as a part of its operations. In the creation of a new department, I thought of it as a "Brady Bunch" department – bringing together entities that had a common goal and make sure they were housed somewhere. As I started writing documents about the Civil Rights Commission, I realized I was saying the commission would be in charge of these other commissions, and then I said, "I think we accidentally created a department here." And that's how it happened.

We went to City Council to sign off on it, and can't thank the City Council enough for creating this department, and for the support from Councilmembers Gil Cedillo, Mark Ridley-Thomas and Kevin de León.

Was there a particular specific impetus to create a commission and then bring it to a department, or was it a general number of things tumbled into one?

Capri: The Mayor was really intentional. Quite frankly, I was apprehensive of taking this on. I've been at City Hall a long time. I see priorities come and go, and I see people do U-turns on their careers for a priority, only to see a few months later people moving on to something else. I was really apprehensive of taking this, but the mayor's team has been on point, on time and nothing but supportive of this effort for the last year and a half. Every need we've had has been met, and with an abundance of support.

I think that the mayor saw the climate of our country between 2016 and 2019, and there were a number of things that were going wrong. Hate crimes were going up. We had more people suffering discrimination and hate in Los Angeles, and I think he really felt that there were some in government who were at best complicit with the rise of hate and discrimination in America, especially from the White House. He really wanted to combat it. When I interviewed with him, I fully expected him to say he'd get to it in a few years. But he was all in, and I think the urgency of the times really made an impact on his decision to allow us to do it. Of course a month after he announced that we were going to do this work, we were hit with the COVID crisis, and then in May 2020, we all know what happened when we saw George Floyd die right before our eyes. He was murdered right before our eyes, right? It was really important that this was the moment. This was the time, and the mayor reminded us we could either make this moment, or we can miss it, and the mayor and myself really wanted to be on the right side of history.

Speaking of history, civil unrest in LA goes back a long way, including the Chinese Massacre in 1871 to the Zoot Suit Riots, the Watts Riots, redlining, Rodney King and so forth. Was the department built upon those incidents, too? Does it go back that far?

Capri: Absolutely. The Human Relations Commission started after the Watts Riots. The Civil Rights Commission was created in 2019. Our department was built from the Civil Rights Commission, which now includes the Human Relations Commission, too. Our new department continues that original legacy. At the time of the original commission, there was a two-year backlog in the caseloads of civil rights incidents. That was not acceptable. Justice delayed is justice denied. That led to the Human Relations Commission, which led to us.

I started with the City right after the civil unrest in the aftermath of the Rodney King incident. I'm well aware of our history. Which reminds me, I really want to mention three incredible people who were my mentors. Without them, I wouldn't be here helping establish LA Civil Rights. They are Kory Smith, Jamesetta Adams and Romerol Malveaux. They were and are inspirations to me.

Obviously it's very important to you.

Capri: As a child in the '80s, I thought the civil rights movement passed me by. I'd see the movies and be inspired and wonder. I would often read the books and say to myself, "If I were there, I'd be all in," but I never thought I would have the chance to prove it. This opportunity came, and I wanted to be all in. I feel that the same thing happened with the mayor. One of the mayor's college roommates, Ben Jealous, was the head of the NAACP, and so providing justice and equity has been something that's been at the mayor's core for most of his career.

Meeting the Public

I presume the new department is working at the very structural level of change and aligning all your tools. Do you also work at the face-to-face level, the personal level, whether with City employees or L.A. citizens?

Capri: We certainly go out and meet with people, too. We have met with hundreds of partners and service organizations in the last year, and our speaking engagements range from meeting with our local universities, our philanthropic partners, our Neighborhood Councils, the business community and just a number of community-based organizations. In reaching folks, we've done a lot. We've led 20 or so Zoom events. Since the department started, I have personally participated in more than 300 meetings with community groups. The human touch is critically important. I got a call from someone who told me, "I went to that event about eight weeks ago with you [on home ownership]. You had that event on a Saturday and on Monday I was preapproved, and now I'm in the middle of escrow to buy a home." This was a City employee by the way, but other people have had similar experiences. This person was looking to buy property outside of the state because she thought as a single woman that acquiring a home in Southern California was beyond her reach. The human aspects of what we do really provide the motivation for us to do more and to do better even on those days when you may feel a little fatigued. It's stories like that that keep us going, or people reaching out to say that our hate crime prevention campaign made them feel like they weren't all alone in the middle of an epidemic of hate against the API community or another community. That's priceless to me.

COVID must affect the department's public face.

Capri: It does. We are pretty much operating remotely. We have a very robust social media presence, but we know that people sometimes are on the other

ALIVE! FEATURE: **LAforAll**



‘If we create an environment where more people can live to their highest and best potential, that’s how Los Angeles wins.’

— **Capri Maddox**,
General Manager, LA Civil Rights

side of our digital divide, so we are doing some events in person and working with a number of news media. Even this week, we did an interview with *Alive!* and with the *Beverly Press*. Next week I’ll be on KBLA 1580, so we reach out to the community. We have a phone line where people leave messages about their needs, and we have intake specialists who call people back to figure out exactly what they need. Sometimes it’s not related to discrimination enforcement; they might just need someone to guide them to another City service to help them, and we have skilled staff who manage those phone lines.

Of course we’re accessible by our Website at civilandhumanrights.lacity.org. We also get emails from folks. We really try to interact with the community, and we want to be sure that we do events. We’ve been focusing on Zoom or press-related events, even on Channel 35. I’m a big fan of Channel 35. That’s where I get a lot of my information; City employees can always learn something about the City by watching Channel 35. But we make sure that we are as accessible as we can be during these times. And of course, once we are past the COVID crisis, we will be in a position to welcome folks into our two main spaces in the LA Mall, and have teams that will be out in our communities and working with our community-based partners, including our faith-based institutions as well as our nonprofits.

Serving the City ... And City Employees

How does the department impact City employees as well as City Retirees?

Capri: We handle discrimination enforcement cases for the private sector, not government employees. Our bread and butter is enforcement as it relates to things that happened in the private sector tied to commerce, education, employment and housing. Sometimes City employees think they can’t get help from us. Maybe not for employment purposes, but because of our role and our footprint in the City, we have other ways to help our City employees even in employment. Say for example, if you’re a City employee and you go to a store and you were denied service based on your race or gender, we can bring a case against that violation. Say you’re an employee looking for housing and were discriminated against because of your ethnicity or your perceived immigration status. We can bring a case and support you even though you’re a City employee.

The other thing we do is on the equity side of our department – we look at City policies through the equity lens, and that covers doing research and weighing in with the City Council and advising Members on equity issues from the mayor’s budget, the COVID-19 crisis, the digital divide, food deserts and the goods and services that people from diverse backgrounds in the City are able to participate in. We do touch the City a great deal. You may have heard recently that we were just assigned to do a racial equity audit, and this was an effort led by Mark Ridley-Thomas and co-introduced by Councilmembers Price and Marqueece Harris-Dawson to look at racial equity as it relates to services that are provided by the City. Since we take a tax base in from a diverse City, we make sure that the services and efforts are focused and targeted to the diverse needs of our City with a special emphasis on our African American and Latino residents. That’s something that we are really proud of.

An Overview of Services

Delineate for us an overall picture of your programs.

Capri: Right. In terms of structure, we broke down the department into four pillars. We have discrimination enforcement, which I’ve explained deals with discriminatory behavior in four areas – commerce, education, employment and housing in the private sector.



Assistant General Manager Claudia Luna, with more than a decade of public service experience, comes to the department with a wealth of knowledge from serving in Mayor Garcetti’s administration. Here, she shows Club COO Robert Larios around the new office.

We have commission support, where we provide staff support for pretty much five advisory bodies – the Civil Rights Commission, the Commission on the Status of Women, the Human Relations Commission, which includes the Transgender Advisory Council, and finally the Reparations Commission, which was recently placed in our department with efforts led by Councilmembers Mark Ridley-Thomas, Curren Price and Marqueece Harris-Dawson, along with leadership from Mayor Garcetti.

And then we have community outreach and engagement, which includes our faith-based partners and nonprofits. You might be aware that we’ve had anti-Semitic crimes impacting our Jewish community, but a number of faiths have dealt with an uptick in hate incidents, particularly our Muslim brothers and sisters as well. When we think about our community outreach and engagement, we do a number of community diversity events. We don’t wait only until it’s a crisis. When it comes around to Hispanic Heritage Month or LGBTQ+ Heritage Month, African American Heritage Month, et cetera, we are all on board to celebrate the cultures in a positive light and even to help with discrimination bias with training and hate crime prevention. Our big hate crime prevention campaign is the LA For All campaign. We just had Cal State LA as well as USC express interest in supporting this campaign, but it’s been on Metro buses, street banners, bus shelters and even the LA Football Club put it on their digital sign.

But beyond outreach to make the City more harmonious, we also have discrimination enforcement, the equity and empowerment arm of the operation. We have the policy equity lens where we provide support to the City Council in looking at things through the policy equity lens. I’ll give you an example of something that just came to our department. Councilmember Price asked us to look at how the City responds to incidents and how we remedy accidents that the City may be responsible for. That’s *may* be responsible for; that’s the City Attorney in me. When we compare the explosion that happened in South Los Angeles at 27th and San Pedro compared to the City’s response to the Hyperion Water Treatment’s spill that impacted residents from a more affluent community in Playa del Rey, we want to be uniform in our response to make sure there’s equity in how we provide support for families that are impacted when something goes wrong.

Overall, my favorite part of the department is that we look at upward mobility programming. It’s the heart of what we do. I stole the idea of upward mobility from my beloved *alma mater*, Cal State LA, which is number one in upward mobility for students in the country, I want to make sure that what happens to change the trajectory of people’s lives isn’t a one-off. I don’t want us to have a hit-and-miss approach with a bunch of outliers. I want us to create a Los Angeles where we can make a different pipeline to make sure that families from underserved communities have a one-way ticket to the middle class and beyond. We look at college and career readiness, financial literacy and home ownership opportunities. We want to create programming to level the playing field because we know that you can’t only stop hate and discrimination and think your job is done; we need to lean in to make sure that a rising tide lifts all boats. We want to talk to our corporate partners on corporate diversity. The Office of Racial Equity is a part of our operation that’s being formed now. We have great leaders in our department. David Price is leading our Office of Racial Equity, and we have partnerships from all over really leaning in like folks from the Community Coalition, the Advancement Project and even FUSE Corporation. FUSE Corporation sent us a FUSE executive fellow to do analysis and research for us, and it is a gift to the City that is valued at \$150,000. Just to have another pair of hands to do research on the COVID-19 crisis, the mayor’s budget, the racial equity audit, the digital divide, food deserts, et cetera is just a gift beyond what we ever imagined.

You have time to sleep and everything, right? That is a ton.

Capri: That is something I have not mastered. I will sit here at this spot until one in the morning three to four times a week, and we are going nonstop. We want to do all we can while we can. Being that I’ve been with the City a long time, we know that people can get policy amnesia and concentrate only on whatever’s hot now. If we don’t drive home success and win and demonstrate the need and support for effective policies, they will oftentimes die on the trees of public policy. As a student of public policy, I want to be sure that when the window opens we push through and make sure that that window does not close prematurely until we’ve done as much as we can to make Los Angeles better.

Learning a Lot

In the year since you started, what have you learned?

Capri: I’ve learned that there’s an incredible need for this work. As someone who grew up in LA, I’ve seen how fast years of civil rights

CONTINUED ON WEB ALIVE!
alive.employeesclub.com

Dept. Staff

Alive! captured LA Civil Rights staff members as they began to move into their new office space on grand opening day.



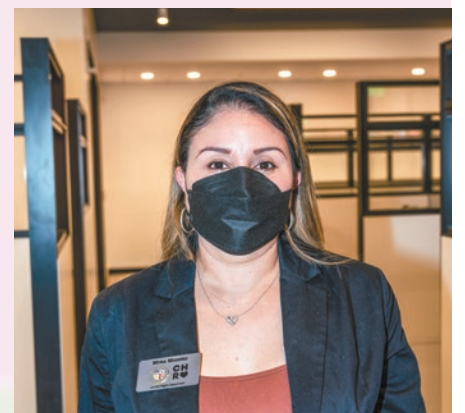
Nicole Bryant, Sr. Project Coordinator, on her first day inside the new LA Civil Rights office space. She has 16 years of City and County service.



From left: David Price, Director of Racial Equity, 3 years of City service; and Joey Garcia, Director of Strategic Initiatives, 1 year.



Joumana Silyan-Saba, Director of Policy and Discrimination Enforcement.



Myra Madero, Partnership Coordinator, on her first day with LA Civil Rights after serving 19 years with LAUSD.



Francisco Ortega, Sr. Program Manager, 15 years of City service.

Goodbye, Anna

Anna Burton retires from emergency management after 35 years of City service.

HARBOR: From lifeguard to emergency coordinator: Anna Burton has risen a long way in the City. And now, after 35 years, she retires.

A retirement reception was held for Anna Aug. 27. She retires as Emergency Management Coordinator II, having served in that position for the City's Emergency Management Dept., Airports and Harbor.

Special guests Carol Parks, Emergency Management Dept., and Dep. Chief Ronnie Villanueva, LAFD South.

Congratulations, Anna! Enjoy your retirement from the Club. ■

Information courtesy Harbor



Anna Burton receives a Certificate of Recognition from LAFD Dep. Chief Ronnie Villanueva.

At Anna's retirement reception.



Information courtesy Capt. Alex Vargas

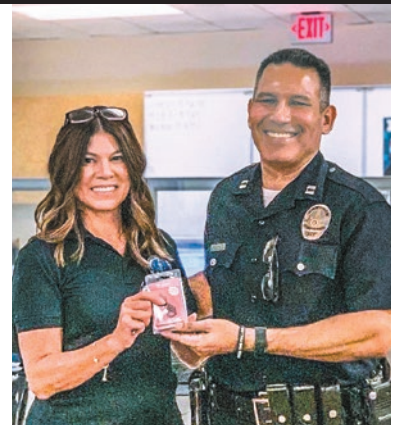
Debbie and Angie on the Rise

911 Operators are promoted into senior leadership.

LAPD: On Sept. 2, Deborah Ramsey and Angelica Hano became LAPD/Communication's newest Sr. PSR IIs.

Debbie has 25 years of City service, and Angie has 26. Angie Hano was Supervisor of the Year for 2020.

Congratulations to Debbie and Angie! ■



Debbie Ramsey with Capt. Alex Vargas.



Angie Hano with Capt. Alex Vargas.

LIBRARY

Read All About It: It's Halloween!

We asked Librarians to recommend some scary Halloween stories. You loved their recommendations. Here are some more. You are warned!

Last year as the pandemic took hold, *Alive!* reached out to Librarians at our favorite library, Los Angeles Public Library, for their recommendations for awesomely scary Halloween reads and watches. We decided to ask again, and here are fresh recommendations for you and your family this Halloween,

traditionally the first event of the holiday season. Thanks to the Librarians for their suggestions. Enjoy these spooky stories, everyone! (Some are available via digital download; some are physical books available for curbside pickup. Search at lapl.org)



For Adults



Fright Favorites: 31 Movies to Haunt Your Halloween and Beyond

David J. Skal, a scholar who has written numerous books about the macabre, presents a list of 31 essential Halloween-time films. Grab the popcorn, hold on to your liquid refreshment and get ready to be scared out of your mind.

The Ghosts of Sherwood

Carrie Vaughn

A chilling spinoff on the legend of Robin Hood, known as Robin of Locksley, and his wife Marion and their two children. The Locksley children are kidnapped and Robin needs all the help he can get to find out who did the heinous crime, which might include the ghosts deeply hidden in Sherwood Forest.

Marion Lane and the Midnight Murder

T.A. Willberg

A modern version of the classic locked-room murder mystery. In his review for LAPL Reads, Librarian Daryl Maxwell said, "A chilling murder, a secret detective agency with offices located in a myriad of tunnels located beneath London, and a young apprentice are determined to find the killer to clear one of her closest friends of the murder."



The Devil and the Dark Water

Stuart Turton

There is nothing like a locked-room crime. This one is set in the 17th century and will be very difficult for readers to solve. The characters are complex and encompass almost every type of passenger aboard the Saardam sailing ship, and include nobles, passengers, crew, and the

Musketeers assigned to protect the investment represented by the East India Trading Company on the voyage.

Ring

Koji Suzuki

The mysterious and simultaneous death of four teenagers sends reporter Kazuyuki Asakawa on a doomed investigation to find the cause. When he discovers an unmarked videotape that warns of the impending death of any who watch it, Asakawa must find a way to break the curse. Suzuki's horrifying tale has spawned more than a dozen film adaptations. You can check out the original Japanese film adaptation Ringu or the 2002 American adaptation with your library card today!



Horns

Joe Hill

Though officially free and clear of the crime, Ig Perrish will always be considered the main suspect in the murder of his high school sweetheart. Ever since, he has spent his days in an alcoholic daze, futilely attempting to drown out the memory of Merrin and the terrible things that happened to her. But one morning, Ig wakes up to find horns sprouting from his temples, and life gets a whole lot more interesting. This book just might give you a little sympathy for the devil. The 2013 film *Horns* starring Daniel Radcliffe is a direct adaptation of Hill's darkly comic novel.

Invasion of the Body Snatchers

Jack Finney

Jack Finney's eerie science fiction novel has inspired five cinematic adaptations. After strange seeds fall to Earth from space, odd plantlike pods begin to grow, harboring a dangerous and terrifying life force. As friends and neighbors begin to act strangely, Dr. Miles Bennel discovers a horrifying scheme. You can stream the 1978 film adaptation on Hoopla or get the DVD of the 1998 film *The Faculty*, which was inspired by Finney's tale.

Youngest Readers

(Baby to Pre-K)

Eenie Meenie Halloweenie

Susan Eaddy. Illustrated by Lucy Fleming

A wide-eyed girl ponders her costume possibilities for the upcoming holiday in this delightful rhyming story. Inspired by her stuffed animals, she considers various ways she could use items she has at home to become a penguin, an elephant or even a fuzzy, pink polar bear. Check out the book to find out what costume she wears on Halloween!



Herbert's First Halloween

Cynthia Rylant. Illustrated by Steven Henry

Herbert and his dad share some quality time preparing for Herbert's first time trick or treating in their neighborhood. Dad shares memories of his boyhood adventures, carves a pumpkin, and creates Herbert's costume. Though Herbert isn't quite sure about the whole thing at first, it turns out to be a night of fun!

Pick a Pumpkin

Patricia Toht. Illustrated by Jarvis

A multiracial family visits the pumpkin patch in this rhyming picture book, which goes step by step through the process as they each make their own special jack-o-lantern.

Mother Ghost: Nursery Rhymes for Little Monsters

Rachel Kolar. Illustrated by Roland Garrigue

Classic nursery rhymes are given a spooky twist for Halloween in this fun poetry collection.



Young Readers

(Third to Fifth Grade-Plus)

The Halloween Hoax

Carolyn Keene

Nancy Drew and the Clue Crew are in the audience for a special Halloween taping of their favorite TV show. It starts out as fun, but then creepy things begin to happen. Is the TV studio haunted?



Ghost Squad

Claribel A. Ortega

Lucely Luna lives in St. Augustine, Fla. with her dad, who runs a ghost tour. She has the ability to see the spirits of her deceased family members, who take the form of fireflies. When their spirits start to dim, Lucely and her best friend, Syd, have to figure out how to protect them, and their town, from a magical menace!

The Okay Witch

Emma Steinkellner

On Halloween, Moth Hush finds out a shocking family secret – she's descended from witches, who have a long history in her hometown of Founder's Bluff, Mass.

The House in Poplar Wood

K.E. Ormsbee

An agreement keeps a pair of twins separated, with Lee working with his mother and Felix serving his father. This is the story of a group of tweens who, joined by an unlikely ally, try to solve a murder while on a mission to outwit Death and Memory.

The Haunted House Next Door

Andres Miedoso

Desmond Cole lives in a spooky town filled with ghosts and spirits. When kids are being haunted, they call Desmond Cole Ghost Patrol!

PART 19

Scenes From a Pandemic

Alive! continues its documentation of City employees as they take a multitude of measures to combat the COVID-19 pandemic. Here are entries from the Club and the City Twitter feeds about City Employees and Club Members at work during this trying time.

Public Works/StreetsLA



"Big thanks to our StreetsLA crews 254 & 259 for showing @LACityDPW Commissioner Villegas @teresav320 paving a failed street – Quartz Ave in #cd3 & paving Chase St in #cd12 and demonstrating other heavy equipment. StreetsLA making our streets safe and mobile for all."

Aug. 24

LAPD Mental Evaluation Unit



"Detective Paul Scire Memorial Co-Responder Team of the Year Award. Clinician Daniel Mansfield and Officer Daniel Jones. Giving a voice to the voiceless. @LACDMH @LAPDHQ @NAMIGLAC @LaAutism @LAPDBBixler @LizR44785776"

Aug. 20

Airports/Cultural Affairs



"Our incredible maintenance and art program teams came together this week to clean and shine 'Recovering Equilibrium,' a 9/11 memorial at the base of the Theme Building by artists BJ Krivanek and Joel Breaux. #WeRemember911"

Sept. 10

LAPD Pacific Area (HQ)



"Labor Day Weekend in LA ... sunny skies, families strolling the Venice Boardwalk, and LAPD Reserves on a foot beat – a formula for success. We hope you are having a fun and safe holiday weekend, and we will be here to protect and to serve."

Sept. 6

Public Works/Engineering



"The arches on the Sixth Street Viaduct Replacement Project take a lot of prep work before the concrete pour."

Sept. 2

Celebrate With Cheryl!

Popular Club Counselor Cheryl Martin is turning 63 next year and celebrating in Greece. Sign up now to join the fun!

IMPORTANT INFORMATION:

- Travel dates: Oct. 13-21, 2022 (nine days)
- Starting price: \$4,069, double occupancy, including air and hotel
- Deposit: \$99 down with monthly payment arrangement, or \$500 down per person at the time of reservation.
- Final payment date: Aug. 4, 2022
- Important notes: Travelers must have their passport information at time of booking. First-come, first-served basis. Seats are limited.

Mykonos ... Santorini ... and mainland Greece! Head with Cheryl Martin for a once-in-a-lifetime trip to the Aegean in October 2022.

"Celebrate my 63rd with me in Greece!"

cmartin@employeesclub.com, (213) 819-0794



To register and for more information, go to:
www.grouptoursite.com/cherylmartin
Reservation tour number 70295428



Information courtesy Capt. III Lillian Carranza

Ryan Retires

Capt. III Maureen Ryan retires after 33 years of City service.



From left: Capt. III Maureen Ryan and Capt. III Lillian Carranza.

LAPD: Capt. III Maureen Ryan retires after 33 years of City service.

A retirement reception was held Sept. 12 for Capt. III Maureen Ryan, LAPD/Topanga Area, who retired after 33 years of City service.

The Club wishes Capt. Ryan a long and enjoyable retirement. ■



Capt. III Maureen Ryan, then and now.



Retired Los Angeles City Employees, Inc.

RLACEI

For Retired Club Members

CONTACT INFORMATION

Retired Los Angeles City Employees, Inc. (RLACEI)
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 Terminal Annex
 P.O. Box 86264
 Los Angeles, CA 90086
 PHONE: (800) 678-4145, ext. 717
 EMAIL: Ruth.Perry@RLACEI.org
 ON THE WEB: www.RLACEI.org



2021 Executive Board of Directors
 Ruth B. Perry, *President*
 Beverly J. Clark, *First Vice President*
 Loucin (Lucy) Artinian, *Treasurer*
 Verkin (Vicki) Keoseian, *Secretary*

RLACEI DIRECTORS
 Dial (800) 678-4145 plus extension

Beverly Anderson, Director	Ext. 702
Loucin (Lucy) Artinian, <i>Treasurer</i>	Ext. 718
Mark Blunk, Director	Ext. 704
Beverly J. Clark, <i>Publicity Director</i>	Ext. 716
Dennis Harding, <i>Entertainment Director</i>	Ext. 706
Verkin (Vicki) Keoseian, <i>Secretary</i>	Ext. 719
Tom Moutes, <i>Health & Legislative Director</i>	Ext. 710
Mike Perez, <i>Golf Director</i>	Ext. 705
Ruth B. Perry, <i>Membership Director</i>	Ext. 717
Elizabeth Torres, Director	Ext. 703

RLACEI RETIREE HELPLINE:
(800) 678-4145, Ext. 0
 For retirement assistance, call the Retiree Hotline and leave a message. A Director of RLACEI will return your call and assist you with your concerns.

RLACEI WEBSITE
 Visit the RLACEI website www.RLACEI.org to find the latest retirement news. Call (800) 678-4145 Ext. 0 to make suggestions.
 EMAIL: Contact@RLACEI.org

MAILING ADDRESS:
 Retired Los Angeles City Employees Inc.
 Terminal Annex
 P.O. Box 86264
 Los Angeles, CA 90086

Change of Address?
 Please notify Ruth B. Perry, Membership Chair, at (800) 678-4145 ext. 717 or Ruth.Perry@RLACEI.org for a change of address or to add or change your email address. Also notify LACERS, ACEBSA, LAPCU, and LAFUCU as applicable.

Send in your Interesting News Contributions!



Contact: **Beverly J. Clark**, Publicity Director
 Email: Beverly.Clark@RLACEI.org or
 Phone: (800) 678-4145 ext 716

RETIREE EVENTS

Dec. 2021 Annual Holiday Party
CANCELED

June 2, 2022 Tom Stenrock Annual Golf Tournament
 Alhambra Golf Course
 630 S. Almansor St.
 Alhambra

Look for future event dates to be announced soon!

LACERS BOARD UPDATE

LACERS Reports Big Surplus In Health, Dental Premiums

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



LACERS has recently reported its year end accounting to show how the premiums charged relate to the actual expenses for the last calendar year. The results show a stunning nearly \$5 million surplus of the premiums versus the claims costs and expenses for Anthem Blue Cross health and Delta Dental. The surplus will be returned to LACERS and will help to keep costs down if there are premium spikes in future years.

Here is how this works for each firm. Anthem has an experience-rated refunding contract with LACERS. At the end of each plan year, the surplus of the premiums over the claims and administration go back to LACERS after a deduction (if needed) to fund a Claim Stabilization Fund to cover times when the claims and expenses exceed the premiums.

For 2020, Anthem had a surplus of \$2.2 million after deducting for the Claim Stabilization Fund. The surplus will go back to two different LACERS accounts depending on whether they were paid by subsidy dollars or member deduction dollars. Either way this is good news since this is ready to pay down any premium spikes in the future.

Delta Dental has a different structure where the plan is completely self-funded. This means that LACERS administers the plan and takes on the prudent risk that the claims and administration do not exceed the premiums. If, on average, the claims and administration is less than the premium, LACERS comes out ahead with self-funding.

The experience with Delta shows that self-funding was a good decision. The self-funding began on Jan. 1, 2019 and the first-year surplus was nearly \$1.7 million. For 2020 the surplus was \$2.7 million. The two-year total is a surplus of \$4.4 million. Self-funding does not cost our members any extra money; in fact, it may help keep costs down.

Okay, why is any of this important to us as Retirees and users of our health and dental plans? Having a financially strong (86 percent funded on an actuarial basis) health, dental and vision plan and a healthy surplus in premiums means that we are less likely to face the “sticker shock” of high premiums since the reserves can be tapped when premiums go up. ●

Looking for a Board Member With Computer Skills

Computer savvy RLACEI Board Director needed! Experience and skills in Webpage maintenance, Facebook and extensive Microsoft Office experience particularly wanted. Other computer skills greatly appreciated.

If you enjoy working with and assisting City retirees, join us.
For more information on this position contact:
 Dennis Harding at: Tel: (800) 678-4145, ext. 706
 Email: Dennis.Harding@RLACEI.org or
 Beverly Clark at Email: Beverly.Clark@RLACEI.org

Become an RLACEI Member

RLACEI is dedicated to advocating for retiree interests. We are over 6,000 strong! Members of the Retired Los Angeles City Employees, Inc. enjoy all RLACEI events such as the golf tournament, member picnic and holiday party with FREE membership to the Employees Club with access to all group benefits (insurance, discounts, etc.).

Call (800) 678-4145 x717, or visit our website at RLACEI.ORG and join today!

MEET YOUR BOARD

A look at RLACEI Board Members

Elizabeth Torres RLACEI Board Member

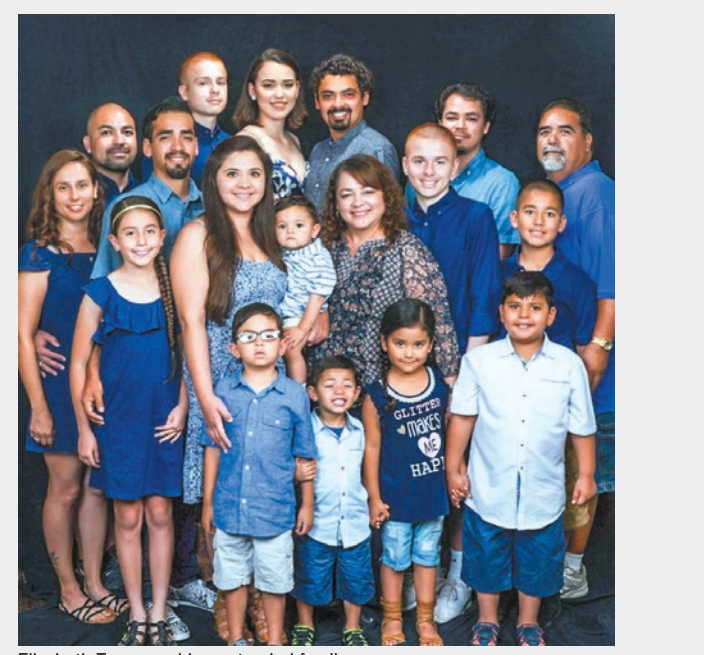
By Beverly J. Clark, Publicity Director



The RLACEI Board is happy to welcome Elizabeth (Liz) Torres as our newest Board Director, who joined the Board in May. Liz retired in October 2020 after having worked for the City of Los Angeles for a little more than 30 years.

Liz began her City career in June 1990 as a Clerk Typist (Administrative Clerk) with Public Works/Contract Administration (BCA). In July 1992, she was promoted to Sr. Clerk Typist (Sr. Administrative Clerk) within the same department. She then transferred in October 1998 to Rec and Parks where she was first exposed to personnel-related work. She transferred back to Contract Administration, and later to City Planning.

Within a year, she was promoted to Personnel Records Supervisor at Community Development. “I really enjoyed



Elizabeth Torres and her extended family.

working in the Human Resources Division and gained so much personnel-related knowledge and experience,” she says. In May 2006, she transferred to Personnel and was appointed as a Management Aide in January 2007 with the LAFD. Liz then was promoted to Personnel Analyst I, advanced to Personnel Analyst II and was promoted again to Sr. Personnel Analyst I. She completed her City career with LACERS.

Liz reminisces, “Although I worked at LACERS for only a little over two years, it became a home away from home for me. I was blessed to have worked with such a dedicated and hardworking staff. I truly miss my co-workers and boss.”

Liz has been married to her husband, Gilbert, for more than 33 years. They have four sons, one daughter and ten grandchildren, who live in San Gabriel, Sacramento and Tennessee. She loves various musical genres and owns hundreds of CDs. Her hobbies include scrapbooking, card making, and making paper banners and other crafty items. She has sold many home-crafted greeting cards in the past and hopes to begin a home-based cardmaking business. She is a stay-at-home Mimi (grandma) and is raising a rambunctious seven-year-old. Keeping him home for independent study has been challenging, but as a retired grandmother, she feels lucky to have this option. She also serves as team parent for his soccer team.

Liz reflects, “Retirement is a whole new life! Because of COVID, retirement wasn’t what I expected – no celebrations, get-togethers or traveling. Although I am beginning to venture out, I think this is what has been the hardest part for me. Like many of you, I’ve remained close to home during this pandemic. Joining RLACEI was not only one more venture to keep busy, but as a Retiree, it’s important to keep informed of possible changes that can impact our retirement benefits. An added plus is that I’m getting to meet my fellow Retirees.” ●

RETIREES UPDATE

Thanks, Lita and Alex, for Overseeing Retiree Benefits

by Tom Moutes, RLACEI Legislative Director
Email: Tom.Moutes@RLACEI.org



Tom Moutes

For those of you who have attended RLACEI events over the past many years, you probably are used to hearing LACERS updates from Lita Payne and Alex Rabrenovich.

Lita recently retired as LACERS Assistant General Manager after many years working to oversee the provision of retirement benefits and has expansive knowledge of Retiree health benefits.

Alex, who has headed up LACERS Health Benefits and Wellness Division for many years, is threatening to retire later this year!

LACERS has administered Retiree health plans for more than 20 years. Prior to that, the City's Personnel Dept. administered the Retiree health benefits in addition to the active employee benefits. For most of the time that LACERS has been administering the benefits, Lita and Alex have been leading the way to help ensure retirees and their dependents have access to great and reasonably priced health benefits.

Under Lita and Alex's leadership, LACERS developed a year-long process that has been very beneficial in making smart additions and changes to health benefits. They also have worked extremely hard to ensure that insurance premium increases stay under actuarial trend rates so that our subsidies produce greater buying power.

The process that Lita and Alex have overseen starts almost immediately after open enrollment and includes tasks such as reviewing general usage data to determine how existing benefits are working; assessing the current insurance offerings; receiving bids from the carriers; negotiating for better rates and additional benefits; getting the rates passed by the LACERS Board; and conducting open enrollment. After which, they get to start all over again!

Lita and Alex also have been instrumental in bringing you the LACERS Well program, which promotes healthy lifestyles so we all can make the most of our retirement years.

While I'm confident LACERS will continue to work hard to provide us with great insurance plans at very reasonable rates, Lita and Alex have had a special and long run of doing just that. They deserve our recognition and gratitude.

Happy retirement Lita and (perhaps) Alex! ■

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OTHER CITY RETIREES:

- Join RLACEI and like us on Facebook

August Winners:

New RLACEI Members – Welcome!

- | | |
|-----------------|----------------|
| Earl Brown | Federico Vale |
| Mario Diaz | Gary Wallace |
| Augusto Parcero | Rowena Workman |

Alive! AROUND THE WORLD



Budapest

"This photo was just made at the River Danube in Budapest with the uniquely beautiful Hungarian Parliament Building in the background. Greetings to Everyone, Club staff and City fellows."

– Robbie Horvath, Retired, Public Works/Sanitation



Lone Pine, Calif.

"Accomplished climbing Mt. Whitney at 62 years old after being Retired for seven years. Third attempt; first two failed due to altitude sickness. What an accomplishment. Man what a view!"

– Vahn Bozoian, Retired, LADWP

Puerto Vallarta Letter, Part 3

Capt. Michael Barnes, Retired, Harbor, traveled to Mexico post-vaccination.



Agave fields next to the Hacienda Don Lalin raicilla distillery.

Silver, Spaniards and Raicilla: As we set out to explore a small mining village called San Sebastián del Oeste in the Sierra Madre mountains, we came across Carmen's panadería and garden, set on the only road into the village over the Progreso Bridge; it's approximately 65 miles (1 hour, 40-minute drive) northeast from Puerto Vallarta. It is an oasis, providing the perfect place to take a break after the drive. Options for refreshments included an organic coffee along with delicious and freshly baked goods, with gluten-free options available. The garden is interesting and full of tropical plants, a comfortable swing, and clean restroom nearby.

Beside the panadería there's a great-lookout point, with views toward the Progreso single-span bridge and the Hacienda Don Lalin raicilla distillery on the other side of the canyon.

The raicilla distillery was our next stop. Upon arrival, we were met by the owner, who explained the time-consuming and intricate process of making raicilla. It was taught to him by his grandfather, a successful mezcal maker.

Raicilla, like tequila and mezcal, is made from the agave plant and is roasted like mezcal, not steamed like tequila. He also told us that, unlike tequila, it is made from two varieties of agave—lechuguilla and puta de mula. Raicilla is sweeter with a smoky flavor and is richer in taste than most other mezcals, but he said that it takes 22 pounds of agave to make a quart of raicilla. To obtain the agave needed to make the raicilla, he said that he had to plant the agave by hand in rows amongst all the oak trees at about 1,500 meters of elevation, and wait at least seven years until it matures, at which point he removes the center and bakes it for three days on charcoal made from local oak trees. Once it reaches a molasses-like texture, he smashes the agave like grapes, and then slow-cooks the mash, with the steam passing through copper pipe cone, which is cooled by spring water. The juice goes into wood containers.

We said goodbye after our raicilla lesson and having enjoyed the home brew, and set off on the five-mile drive off the main highway, up a winding, rough and uphill road to visit the organic coffee plantation called La Quinta Café de Altura, just outside of San Sebastián del Oeste.

Because the coffee plantation is set high in the mountains (4,500 feet in a cloud forest), the altitude and climate make it the place to grow coffee beans. La Quinta Café de Altura is a small family-run organic coffee plantation owned by the Sanchez family for generations. As it was not a very busy day, we took a leisurely stroll around the grounds and under the fruit trees, looking at the coffee bushes and checking out their collection of caged noisy colorful blue and green macaws that constantly say "hola!" Watch out as they eat the coffee fruit! Keep your hands out of their cages! We saw the large area where the beans are dried under the sun, and an interesting collection of old coffee manufacturing machinery. Visitors can purchase the local pottery that includes coffee mugs of course, and fresh bags of coffee.

Our next stop was the 400-year-old town of San Sebastian Del Oeste that once served as an outpost and home base for Spanish colonial miners during the early Spanish Vice-Royalty days. Gold, silver and lead were mined in the area from more than 25 mines, and a number of foundries were established by 1785.

San Sebastian del Oeste was formally established as a city in 1812 and all but abandoned by 1921. These days it is a sleepy tourist attraction in the Sierra Madre Mountains with narrow, cobblestone streets ending in the main plaza where visitors will find a large tourist map posted highlighting the local points of interest. There is an ATV rental for daytrippers to take a drive up to La Bufa above the clouds where there are great views of the town below on clear days. But according to our Canadian



A statue of a miner in the village of San Sebastian del Oeste.

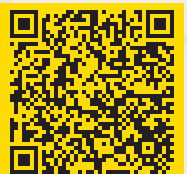


The entrance to the village of San Sebastian del Oeste in the Sierra Madre

friend, this could be dangerous, especially if you don't know the trails, as the mountainside has no guardrails. If it has been raining, the trail in place becomes very dodgy.

We decided to check out the church of San Sebastián Martir and some of the local silver

The adventures of Michael Barnes continue on Web Alive!



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Photos courtesy @lapdhollenbeck

Capt. Rick Retires

Capt. III Rick Stabile retires after 33 years of City service.



Capt. III Rick Stabile

LAPD: On Sept. 13, one day after marking his 33rd year of City service, Capt. III Rick Stabile retired from the LAPD.

He completed three tours at Hollenbeck Division. The first was as a probationer in 1988, then in 2014 as a Capt. I, then in 2019 as a Capt. III.

"It's time for a new adventure," Capt. Stabile wrote on Twitter. It's been my privilege to serve the citizens of Los Angeles.

"To the men and women of law enforcement, it's been an honor to work with you. Please continue to 'hold the line,' no matter what!"

"Capt. Stabile, Godspeed Sir. Take care of yourself," said the Hollenbeck Twitter account. "Enjoy your retirement! You will be missed."

Congratulations, Capt. Stabile, on your long LAPD career. ■



At Capt. Stabile's retirement event.



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Kudos to Gene

Port's Gene Seroka honored with national shipping award.



Gene Seroka

HARBOR: Ship another honor to Port Executive Director Gene Seroka.

He's this year's winner of the Containerization and Intermodal Institute (CII)'s Connie Award, considered one of the most coveted honors in the maritime industry. The award recognizes industry leaders who have made significant contributions to containerization, world trade and the transportation field, as well as for their innovative spirit.

"Gene Seroka embodies all the leadership qualities we look for in a Connie Award recipient," said Steve Blust, CII President. "His strength of character and resilience as well as his innovative approach to solutions have been demonstrated throughout his career, but never more so than over the last year and a half as the world struggled to navigate the challenges presented by Covid-19. Gene's action-oriented leadership has impacted our entire industry — not just on a national level, but

on a global scale as well."

Seroka has distinguished himself as a leader throughout his 33-year career in shipping, global logistics and executive management. As Executive Director of the Port of Los Angeles since 2014, he oversees the busiest container port in North America, which has experienced record-breaking performances since his appointment. He concurrently serves as Chief Logistics Officer for the City of Los Angeles, leading the citywide effort Logistics Victory Los Angeles, which links organizations in need of Personal Protective Equipment with available supplies.

In July, he was also honored by a SoCal economic partnership.

Also, Logistics Victory LA, a part of the Port which manages and redistributes emergency pandemic materials and which Gene leads in his role as Chief Logistics Officer, reports that it has distributed more than 10.2 million units of PPE, including N95 masks, gloves face shields and other items, to nearly 250 organizations. ■

Congratulations, Gene, on your latest honor!

City and State Seal
Face Masks
SEE PAGE 2

Alive!

HARBOR **In Gear**

As it delivers its one millionth piece of medical gear, the Logistics Victory LA program continues supplying hospitals with the equipment they need during the pandemic.
SEE PAGE 5

Logistics Victory LA leads from left: Gene Seroka, Port of Los Angeles Director of West Coast Operations; and Gene Seroka, Chief Logistics Officer, City of Los Angeles; and Gene Seroka, Chief Logistics Officer, City of Los Angeles.

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Our September 2020 cover story highlighted the Port's logistics program to distribute badly needed gear to fight COVID-19.

Get Your Scare On

at Knott's Scary Farm.

See page 4.

Images from the City career of Jackie Koci Tamayo.



Adios; Now to Alameda

Honored safety expert Jackie Koci Tamayo, Club Ambassador, leaves for Alameda County after 22 years of City service.

EMERGENCY MANAGEMENT: Jackie Koci Tamayo, Emergency Management Coordinator, Emergency Management, has left her longtime City employment to become an Emergency Services Coordinator for the County of Alameda.

She left her City position July 3, and carries her Club Ambassador title with her to her new position in Northern California.

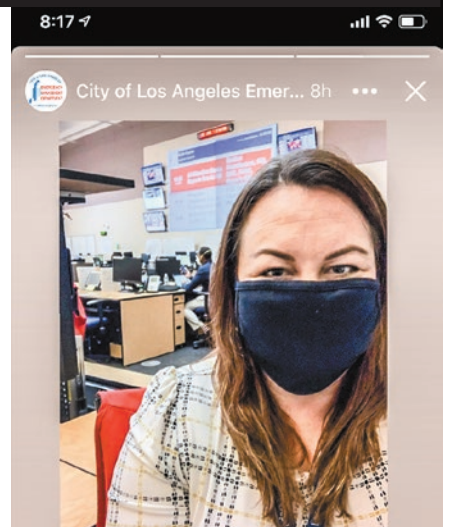
"It is with mixed emotions that I let you know that I will be leaving the City service and starting a new adventure," she wrote to colleagues in early July.

"It has been a beautiful journey of 22 years. Who would have thought that the seven-year-old timid little girl running around at Penmar Park would become a career recreation professional for 20 years for Recreation and Parks? From Venice to Echo Park, Encino to Cheviot Hills, recreation is truly in my spirit and core. I will forever be #ParkProudLA

"In the last two years, I have had the memorable opportunity to work with the City's Emergency Management Department. It has been a great experience serving Angelenos during emergency response and recovery, and aiding in preparedness. Emergency management became my passion."

"I bid you all a fond farewell and until we meet again."

The Club congratulates Jackie on her new position in Alameda County and congratulates her on her excellent City career. ■



BIOGRAPHY

Jackie Koci Tamayo is now the Emergency Services Coordinator for the Superior Court of California – County of Alameda. In her current leadership role, Jackie oversees the planning, training, response, coordination and development of the Emergency Services Unit for all 10 courthouses in the County of Alameda, which include 86 judges, approximately 800 employees, numerous jurors, and members of the public.

Prior to her Bay Area arrival, Jackie worked for than 20 years with LA's Rec and Parks and Emergency Management departments. She began working part time with Rec and Parks in 1996 and became full time in 2005. In 2006, at 25, Jackie became one of the youngest leaders of Rec and Parks as she became acting Recreation Facility Director, which led her to later be promoted and become a Sr. Recreation Director. She was instrumental in creating the department's Citywide Training Task Force and was also responsible for leading equality and diversity training, Summer Camp training, employee team building events and developing the Recreation Coordinator Academy for incoming Recreation Professionals. She worked alongside the PIO creating department social media content, and coordinating the Annual Lotus Festival at Echo Park Lake. Jackie served as a member of the Emergency Response Action Team and was one of the five pioneers in the development of the department's Emergency Management Division, which leads the City's Mass Care needs.

In 2019, Jackie transferred to LA's Emergency Management Department. Jackie liaised for the Los Angeles Police and Fire Departments' Operations West

Bureau; trained and exercised senior staff and EOC responders; and due to her expertise in working with nonprofits, corporations, and high-profile clientele, she was assigned as the designated Emergency Management Coordinator for the private/public sector (Business Operations Center). At the same time was the coordinator and liaison for the A Gathering of Faiths Community and Government and for Higher Education. As member of the training and exercise subcommittee, she trained, EOC responders and senior officials in various emergency management tactics.



Jackie Koci Tamayo

She is an alumna of Woodbury University and the University of La Verne, was certified in public safety leadership by the University of Southern California, in crisis and executive leadership by the Harvard University Kennedy School of Executive Education, and is currently obtaining her certificate in emergency management and homeland security from UCLA. Jackie has held board member positions in several organizations, including Women in Leisure Services, Women in Homeland Security, Emergency Network Los Angeles, and the International Association of Emergency Management. She advocates for the children of Mustard Seed Communities, where she not only served as a missionary, but also as a Board Member for the Southern California Region. She has also received several commendations and awards, which also include the 2021 Ripple Effect Award from WHS So Cal.

This past August, Jackie was honored with the Ripple Effect Award from Women in Homeland Security, Southern California.

An LA native, Jackie is passionate about building and strengthening relationships that lead to resilient and developed communities across the Golden State. Her motto: "Lead with a servant's heart" – Brock Long.



BY ROBERT LARIOS, CHIEF OPERATING OFFICER

Club COO Robert Larios continues honoring retiring Club Members by presenting the Club's coveted retiree plaque.

Larios in the City

Gaynell McPherson,
Transportation,
Retired after 21 years
of City service.





CLUB MEMBER APPRECIATION

JEWELRY GIVEAWAY CONTEST

Thank You FOR BEING A CLUB MEMBER!



Contest #1 : Oct 5th – 18th

VALUED AT \$1,185

GOLD EARRINGS

ER189491P

Rose Gold Swirl Diamond Dangle Earrings in 10K Gold with 1/5 carat total weight.



Contest #2 : Oct 19th – Nov 1st

VALUED AT \$1,350

DIAMOND EARRINGS

ER194674W

Triple Halo Round Diamond Cluster Earrings in 10K White Gold with 1/3 carat total weight.



Contest #3 : Nov 2nd – 15th

VALUED AT \$1,485

DIAMOND PENDANT

AP117Y

Hexagon Shaped Diamond Pendant in 10K Yellow Gold with 1/5 carat total weight.



Contest #4 : Nov 16th – 29th

VALUED AT \$1,785

DIAMOND PENDANT

AP165866P

Three Graduated Chocolate Diamond Halo Pendant 10K Rose Gold with 1/2 carat total weight.

CONTEST INSTRUCTIONS

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The *Alive!* Interview — CONTINUED FROM PAGE 13

LA for All

and advocacy work can be unwound. There are situations where women from the API community are afraid to send their mothers to the supermarket because of safety concerns. I just never thought that Los Angeles would have these challenges. I've learned that we are a message center and we are the City of Angels – how we treat our African American, Latino, transgender, Jewish, and LGBTQ residents matters. It is easy to say that things are easy, but everything you do in this City is hard. When you're starting a new department, there are so many things you don't think of, and you're building the plane while you're flying it. There are so many day-to-day issues like setting up payroll or getting City badges or building the new office space. I never knew the process of how to create a city badge until now.

I've just discovered that so many things that happen in the City can be done in a more equitable way, whether it's how we respond to the COVID crisis to being intentional with our budget dollars to make things better. I've discovered incredible support from Mayor Garcetti, our philanthropic partners and the City as a whole. People on our City Council are intentional about equity in this time, and we want to lead and champion all things good in what we do.

Optimistic

Having said all that, are you optimistic about the future? Do you feel positive? Some days more than others?

Capri: Overall I do feel positive. As painful as it is, I think America had to see some things front and center to really get the gravity of hate and discrimination. I think there'll unfortunately be more things to see that will be painful, but I feel that we can overcome.

I'm the mother of someone who has been a high-schooler for one week, and he's already seen more hate and discrimination in his life than I've seen pretty much in mine. We're raising a generation of people who will be on point and ready to address and support equity and healing in Los Angeles. So I am optimistic that we're taking an active role in righting wrongs of the past, and some of these wrongs were actually done and designed unintentionally or otherwise by local leaders. Even when you think about the hiring process and the testing and how things happen in that space, we're just in a big moment in City history where we are taking on systemic racism, inequities and discrimination as a basic City service. This is a basic service and a basic need. I just am very grateful for all the people who are more engaged now in our City than ever before.

Signs of Success

What are your signs of success, that working until one in the morning makes you feel like you're already making a difference?

Capri: Sometimes it's a one-off of somebody calling me, saying, "I never thought I'd be a homeowner, but I'm in escrow in Southern California thanks to your programming." Or riding around the City and seeing a City bus or a bus shelter or a City banner or a Sanitation vehicle with the "LA for All" campaign, declaring that LA is for everyone. Just to see that live and in color, it being the largest multilingual anti-hate PSA [public service announcement] campaign in City government history ... to know that from this little barstool in my house we were able to lead this effort, and since 1781 when the City was founded, no one has ever done anything like that. To see our City stand up for COVID equity wins – and I really want to call out the mayor out for this – we had projections that we were going to lose about 40,000 residents during the first wave of the COVID crisis. And although we did lose approximately 20,000 souls, wonderful Angelenos, we took action to make sure that services were rolled out in an equitable way. I definitely want to give a shout-out to Kedren Community Health as an organization that under the leadership of Dr. Jerry Abraham really is a model of how when we want to be intentional, we can be in making sure we provide goods and services to all communities.

We have wins with COVID-19, we've reached thousands of people in our Webinars for immigrants, young people, re-entry, hate crime prevention, you name it ... and to know that we are developing an Office of Racial Equity here in Los Angeles, those are successes.

Are you seen as leaders?

Capri: Yes. We did another campaign, the "Art of Belonging" campaign that we did in conjunction with Cultural Affairs, Public Works, etc. There were people on a national stage tell us, "You all are the leaders here, and is it okay if we share your work with other major cities?" Or to have someone from the City of Chicago saying, "What are you guys doing on equity in the City of Los Angeles, and can we replicate some of the work that you've done?" is just a wonderful sign of success for us. We don't do this work alone. We have [Communications Director] Mark Pampanin, who helps us with the "LA for All" campaign; and Joumana Silyan-Saba, who leads the effort on hate crime prevention. We have Francisco Ortega, who works with the Human Relations Commission, the Transgender Advisory Council and the Commission on the Status of Women. We also have people who help us with our operations like Nicole Bryant, who served as a volunteer while she was in law school doing a lot of the legwork to help us set up this operation. She's now on staff with us. There were so many people who really leaned in – Vivica Rush and Brooke Helmick were UCLA students who were paid by UCLA to come and help us for a summer and stayed.

So many people have leaned in to lift this effort up, and I can't say enough about Candice Arnold, who actually reached out to you all to make sure that we spread the word about this work of justice and equity here in Los Angeles. Our staff is dedicated and passionate, and they work nonstop.

Also, we have a new Assistant General Manager who's supposed to start with us on Sept. 7 – Claudia Luna – and she's already been working for the last month expediting things for us. To quote John F. Kennedy Jr.: "Anyone can make a difference and everyone should try." I just can't thank our team for really stepping up to make a difference for LA. We've hit one success milestone after another. I'm really honored to be a part of this with the team that we are building out.

Excellent. What do you wish people knew about what your department does?

Capri: That we are intentional in dealing with systemic racism, hate and discrimination in Los Angeles, and that we're able to quantify our success with metrics and an accountability of how these services are provided to LA residents. That's most important to let them know what we do and that we do it in a measured approach so that people can feel comfortable with knowing our outcomes and or successes as we move toward making Los Angeles LA for All, an LA for All.

A Passion

What do you love about what you do? What gives you the greatest satisfaction?

Capri: Seeing a problem and being able to do something about it. Some people will watch the local news and say, "Oh that's all messed up. That's terrible," but then not do anything, or be able to do anything about it. But we can come to work and say, "How do we make that better? How do we fix that?" To see something that you know isn't right and to be able to do something about it. If we create an environment where more people can live to their highest and best potential, that's how Los Angeles wins. I learned this when I was at LAUSD – it's in our best interest to make sure that more Angelenos succeed and thrive to continue to invest in Los Angeles.

We're a highly motivated team. We've accomplished a lot in just one year, and we have fuel in the tank to do so much more for equity and justice. LA Civil Rights is here to make a difference, to make Los Angeles better. We're here to stay.

Capri, thank you so much for your precious time today.

Capri: Thank you. Keep the faith and keep the fight! ■



Capri Maddox, General Manager, LA Civil Rights, greets department USC Agents of Change interns Don Ward and Irene Franco Rubio inside LA Civil Rights' new John Lewis Conference Center.



Vaccine Drive for African Immigrant Diaspora at Kedren Health, from left: Executive Director of the Fulfillment Foundation Tsega Habte; Executive Director of African Communities Public Health Coalition Senait Admassu; LA Civil Rights FUSE Fellow Ronnell Hampton; and Program Director of the International Institution of Tolerance Athia Carrim.