



CEO EMPLOYEE RECOGNITION PROGRAM

AWARDS CEREMONY

The Employee Recognition Program (ERP) Committee hosted an awards reception on Thursday, October 29. William T Fujioka, Chief Executive Officer, presented commendation certificates to employees nominated in three award categories: Employee Excellence, Outstanding Leadership, and Exceptional Teamwork.

The CEO announced the award winners at the department meeting. Each nominee was evaluated on their adaptability, ability to respond to customer needs in an exemplary, timely, and courteous manner. They were also evaluated on their initiative and creative ability in developing new methods or procedures, and their capability to willingly step in and help others. All nominees typify the highest standards of the CEO and contribute significantly to the Department's mission and goals.

Congratulations to all the nominees and award winners!

Nominee – Employee Excellence



James Hazlett – Operations Cluster/Strategic Planning and Special Projects/Strategic Initiatives

James is the epitome of the dedicated, professional CEO employee. He oversees countywide contracting and monitoring policies, Delegated Authority Agreements, and Business License Appeals. These assignments need expert contracting knowledge that James had to learn. His determination, resourcefulness and motivation, led to quick learning from in-house experts, senior managers at County Counsel, and contracting masters at Internal Services. His ability to complete difficult assignments such as responses to Board Orders is impressive, especially when multidepartment coordination is needed.



Nominee – Employee Excellence

Karen Herberts – Children and Families Cluster/Service Integration Branch

Karen provides exceptional service to the Branch as well as public and private contractors that rely on her skills to

successfully negotiate contract agreements. Her successful management of the large and complex 211 *Information and Referral* contract made her the number one choice to step up and assume the duties as Branch Contract Manager. Karen quickly became familiar with many contracts and for developing new agreements that were on quick turnarounds. She did this at the same time she managed the 211 contract. Karen is a people person and has developed strong working relationships with the departments and the contractors she serves.

Nominee – Employee Excellence



Judi Siskind – Intergovernmental Relations and External Affairs – Public Affairs/Graphic Arts

Judi brings a distinctive, stylish elegance to her work and produces beautiful lettering even though her workload is heavy. Her volume of hand-lettered scrolls produced over the past twelve months (894 of the large #10 Board scrolls and 1,974 of the medium sized #17) far surpasses that of any of her colleagues. She does the work while maintaining an efficient, on-time line of production of work that is always praised by Board offices.

Nominee – Employee Excellence



Mark Tajima – Intergovernmental Relations

Mark is the County's lead staff on Federal policy development and analysis. He is a creative self-starter who takes the initiative to develop and pursue State and Federal legislative and administrative proposals which benefit the County. Mark initiated a proposal to increase the Federal match rate for Title IV-E foster care and adoption assistance funding, and used his contacts to mobilize support for the proposal. Last year, he worked on a letter to Congressional leaders urging that Federal IV-E funding be increased in a Federal economic stimulus package that was signed by 110 organizations. Mark secured the support of most of the California-based organizations including the County Welfare Directors Association and California State Association of

Counties, as well as the support of national organizations. The County will realize tens of millions of dollars in increased Federal revenue from a IV-E match rate increase that ultimately was included in the Federal economic stimulus bill enacted this year.

Nominee – Outstanding Leadership

Dorothea Park – Community and Municipal Services/Unincorporated Area Services



Dorothea Park is a disciplined, resourceful and effective leader and manager who works on highly visible and complex projects. She has an exceptional ability to hone in on the key elements of complex issues, dissect how the elements interact as well as develop the questions to be addressed, and define the research and problem solving to be done in order to respond to the issue. She was responsible for leading the Sunshine Canyon Joint Powers Agreement between the County and the City of Los Angeles for the combined operation of the City and County sides of the Landfill. She also coordinated, analyzed, and developed input to the Initial Fiscal Analysis and the Annexation Fiscal Analysis for the Castaic/Val Verde/Tesoro communities in the Santa Clarita Valley. In each of these examples, there have been multiple departments involved as well as Board deputies, other public agencies and private interest parties. Each project required significant analytical evaluation, number crunching and excessive collaboration with interest parties to develop as much consensus as possible.

Nominee – Exceptional Teamwork

ITS and Compensation Policy Division



Steve Masterson
Yusef Khoransee
Denny Sunabe
Edwin Issakhanian

Compensation Policy Division needed a computerized Job Evaluation System. When a search was done of available systems for purchase, the unit

determined that vendors with their own version would charge the County in excess of \$500,000 per year for copyrights and support plus annual maintenance fees. This team then gathered information from outside the County to develop a computerized *Job Evaluation System* for over 2, 500 classes. The information used to populate the system was obtained from Federal sources at no cost to the County and then customized to meet our needs.

Nominee – Exceptional Teamwork



Research and Evaluation Services – Service Integration Branch

Manuel Moreno
 Duc Doan
 Adrineh Melkonian
 Nancy Salem
 Max Stevens
 Halil Toros

This team produces award-winning research and evaluation studies and

reports. The MacArthur Foundation recognized their efforts as one of the ten initiatives in the United States to develop integrated technology systems for the evaluation of social policies and programs serving vulnerable populations. The Department of Public Social Services reports that the findings reported by the team in their *General Relief Rental Subsidy and Case Management Study* and the *Adult Linkages Program* study were instrumental in securing unanimous approval by the BOS for the General Relief Restructuring Initiative. This initiative will revolutionize the County’s GR Program.

Nominee – Exceptional Teamwork



Office of Emergency Management – Public Safety Cluster

Fernando Angell
 Khalil Bholat
 Rich Blackburn
 Linda Boeshart
 Margaret Carlin
 Yvette Countee
 John Fernandes

Keith Harrison
Mike Hooper
Mathew Jackson
Ken Kondo
Janet Lowe
Lorraine Morales
Jeanne O'Donnell
Ashu Palta
Ann Maria Tafoya
Jeff Terry
Kim-Vui Tran
Ron Wade

The extraordinary work performed by the Office of Emergency Management (OEM) during the Morris and Station fires demonstrates the level of professionalism and thoroughness deserving commendation. The OEM team established leadership by taking charge of a multi-layered government coalition. The team led over 30 Federal, State and County departments and agencies and non-profit organizations critical in the County's efforts to keep the public informed and engaged in each emergency situation. The team's ability to communicate with the Fire Department and the State Forestry unit was key to receiving current information leading to a seamless emergency relief response.

AND THE AWARDS GO TO --



Mark Tajima – Intergovernmental Relations receiving the *Employee Excellence Award* from William T Fujioka

Dorothea Park - Community and Municipal Services/Unincorporated Area Services receiving the *Outstanding Leadership Award* from William T Fujioka



Research and Evaluation Services – Service Integration Branch receiving the Exceptional Teamwork Award from William T Fujioka

Employee of the Year Award 2009

Four individuals who won individual Employee Recognition Program awards during 2009 competed for Employee of the Year:

- Dorothea Park – Community and Municipal Services Cluster
- Mark Tajima – Legislative Affairs, Intergovernmental Relations Branch
- Jeff Terry – Public Safety Cluster, Office of Emergency Management
- Cheryl Turkal, Operations Cluster, Risk Management Branch

On December 16th during the Holiday luncheon, William T Fujioka presented the Employee of the Year Award to Cheryl Turkal. Cheryl is a master trainer and subject matter expert on return-to-work and leave management. She expertly led a long-term leave management project at Martin Luther King, Jr. Harbor Hospital. She's also been instrumental in developing and implementing standardized leave management reports and policies for handling all long-term leave cases for the Department of Human Resources. Her upbeat attitude and sensitivity have helped break down barriers and improve operations throughout the County.



Cheryl Turkal – (Operational Effectiveness Cluster, Risk Management Branch) receiving the Employee of the Year Award – 2009 from William T Fujioka.