



THE BOARD OF SUPERVISORS

BOARD MEETING TRANSCRIPT

EXECUTIVE OFFICE



BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES



THE BOARD OF
SUPERVISORS

THE LOS ANGELES COUNTY BOARD OF SUPERVISORS

TUESDAY, SEPTEMBER 23RD, 2025

>> SUP. KATHRYN BARGER, CHAIR: GOOD MORNING, EVERYONE, WELCOME TO OUR PUBLIC HEARING MEETING OF THE LOS ANGELES COUNTY BOARD OF SUPERVISORS. TODAY IS TUESDAY, SEPTEMBER 23, 2025. WE TAKE NOTE THAT A QUORUM OF THE BOARD IS PRESENT, THE CHIEF EXECUTIVE OFFICER, COUNTY COUNSEL, EXECUTIVE OFFICER, AND THE SERGEANT AT ARMS ARE ALL HERE TO ASSIST. WE WILL BEGIN TODAY'S BOARD MEETING WITH THE COUNTY'S LAND ACKNOWLEDGEMENT. THE COUNTY OF LOS ANGELES RECOGNIZES THAT WE OCCUPY LAND ORIGINALLY AND STILL INHABITED AND CARED FOR BY THE TONGVA, TATAVIAM, SERRANO, KIZH, AND CHUMASH PEOPLES. WE HONOR AND PAY RESPECT TO THEIR ELDERS AND DESCENDANTS PAST, PRESENT, AND EMERGING AS THEY CONTINUE THEIR STEWARDSHIP OF THESE LANDS AND WATERS. WE ACKNOWLEDGE THAT SETTLER COLONIZATION RESULTED IN LAND SEIZURE, DISEASE, SUBJUGATION, SLAVERY, RELOCATION, BROKEN PROMISES, GENOCIDE, AND MULTIGENERATIONAL TRAUMA. THIS ACKNOWLEDGMENT DEMONSTRATES OUR RESPONSIBILITY AND COMMITMENT TO TRUTH, HEALING, AND RECONCILIATION AND TO ELEVATING THE STORIES, CULTURE, AND COMMUNITY OF THE ORIGINAL INHABITANTS OF LOS ANGELES COUNTY. WE ARE GRATEFUL TO HAVE THE OPPORTUNITY TO LIVE AND WORK ON THESE ANCESTRAL LANDS. WE ARE DEDICATED TO GROWING AND SUSTAINING RELATIONSHIPS WITH NATIVE PEOPLES AND LOCAL TRIBAL GOVERNMENTS, INCLUDING (IN NO PARTICULAR ORDER) THE FERNANDEÑO TATAVIAM BAND OF MISSION INDIANS, GABRIELINO



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1 TONGVA INDIANS OF CALIFORNIA TRIBAL COUNCIL, GABRIELENO/TONGVA
2 SAN GABRIEL BAND OF MISSION INDIANS, GABRIELEÑO BAND OF
3 MISSION INDIANS KIZH NATION, SAN MANUEL BAND OF MISSION
4 INDIANS, SAN FERNANDO BAND OF MISSION INDIANS. TO LEARN MORE
5 ABOUT THE FIRST PEOPLES OF LOS ANGELES COUNTY PLEASE VISIT THE
6 LOS ANGELES CITY, COUNTY, NATIVE AMERICAN INDIAN COMMISSION
7 WEBSITE AT LANAIC.LACOUNTY.GOV.

8
9 >> SUP. KATHRYN BARGER, CHAIR: WE WILL NOW HAVE SCROLL
10 PRESENTATIONS BEGINNING WITH THE THIRD DISTRICT, SUPERVISOR
11 HORVATH? I SKIPPED A VERY IMPORTANT THING THAT WE NEED TO
12 START OUR MEETING. I APOLOGIZE, SUPERVISOR HORVATH. I
13 APOLOGIZE TO YOU. WE NEED YOU RIGHT NOW MORE THAN EVER. WE ARE
14 GOING TO HAVE -- I KNOW, I KNOW. I APOLOGIZE, WE ARE GOING TO
15 HAVE THE INVOCATION LED BY FATHER ROBLES, ST. JOHN BAPTIST
16 WHICH YOU ARE FROM THE FIRST DISTRICT FOLLOWED BY THE PLEDGE
17 OF ALLEGIANCE LED BY TANISHA ROGERS FROM THE SECOND DISTRICT.
18 FATHER, THANK YOU.

19
20 >> FATHER ROBLES: THANK YOU FOR THE INVITATION FOR THE
21 INVOCATION, LET US PRAY. IF YOU DON'T MIND STANDING. NAME OF
22 THE FATHER, THE SON, AND THE HOLY SPIRIT AMEN. HEAVENLY
23 FATHER, WE THANK YOU FOR THIS DAY, WE THANK YOU FOR ALL THE
24 BLESSINGS THAT YOU GIVE US, WE THANK YOU LORD FOR THE GIFT OF
25 OUR JOURNEY IN LIFE. WE THANK YOU FOR ALL OF THE LITTLE THINGS



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1 SOMETIMES GO UNNOTICED. THANK YOU FOR THE GIFT OF FAITH AND WE
2 THANK YOU FOR THE GIFT OF OUR COMMUNITY HERE IN LOS ANGELES. I
3 PRAY THIS MORNING FOR ALL OF THE SUPERVISORS AND FOR EVERYONE
4 INVOLVED IN MAKING DECISIONS FOR OUR COUNTY. I PRAY LORD THAT
5 YOU BLESS THEM, I PRAY LORD THAT YOU SEND YOUR HOLY SPIRIT
6 UPON THEM. I PRAY THAT YOU GIVE THEM WISDOM, THAT IT GIVE THEM
7 STRENGTH. I PRAY LORD THAT YOU GIVE DISCERNMENT TO MAKE THE
8 RIGHT DECISIONS FOR THE BETTER OF YOUR PEOPLE. I PRAY THAT YOU
9 MAKE THEM MINDFUL OF THOSE WHO ARE IN NEED, THE IMMIGRANT, THE
10 POOR, THE MARGINALIZED, THE VOICELESS. I PRAY LORD THROUGH
11 THEIR DECISIONS AND THEIR WORK THEY CAN GLORIFY YOUR NAME AND
12 HELP YOUR PEOPLE, OUR COMMUNITY. I WANT TO END WITH A PRAYER
13 OF ST. FRANCIS OF ASSISI, ONE OF THE GREATEST SAINTS AND
14 MODELED FOR OUR FAITH, THE PRAYER OF PEACE. LORD, MAKE ME AN
15 INSTRUMENT OF YOUR PEACE. WHERE THERE IS HATRED, LET ME SEW
16 LOVE. WHERE THERE IS INJURY, PARDON. WHERE THERE IS DOUBT,
17 FAITH. WHEN THERE IS DESPAIR, HOPE. WHEN THERE IS DARKNESS,
18 LIGHT. WHEN THERE IS SADNESS, JOY. DIVINE MASTER GRANT THAT I
19 MAY NOT SO MUCH SEEK TO BE CONSOLED AS TO CONSOLE. TO BE
20 UNDERSTOOD AS TO UNDERSTAND. TO BE LOVED AS TO LOVE. FOR IT IS
21 GIVEN THAT WE RECEIVE. IT IS IN PARDONING THAT WE ARE PARDONED
22 N DYING WE ARE BORN INTO ETERNAL LIFE. MAY THE BLESSING OF ALL
23 MIGHTY GOD, TODAY IN THE NAME OF THE FATHER, THE SON, AND THE
24 HOLY SPIRIT, AMEN.

25



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SUPERVISORS

1 >> TANISHA ROGERS: GOOD MORNING, PLEASE FACE THE FLAG, PLACE
2 YOUR RIGHT HAND OVER YOUR HEART, IF YOU ARE A VETERAN YOU MAY
3 RENDER A HAND SALUTE AND JOIN ME IN THE PLEDGE OF ALLEGIANCE.
4 I PLEDGE ALLEGIANCE TO THE FLAG OF THE UNITED STATES OF
5 AMERICA, AND TO THE REPUBLIC FOR WHICH IT STANDS, ONE NATION
6 UNDER GOD, INDIVISIBLE, WITH LIBERTY AND JUSTICE FOR ALL.
7 THANK YOU.

8

9 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU. SUPERVISOR SOLIS?

10

11 >> SUP. HILDA SOLIS: THANK YOU AND GOOD MORNING. THANK YOU,
12 FATHER ISMAEL ROBLES FOR LEADING US IN THE INVOCATION. FATHER
13 ISMAEL ROBLES WAS BORN IN MEXICO AND RAISED HERE IN
14 LOS ANGELES. HE RECEIVED HIS THEOLOGICAL FORMATION AT
15 ST. JOHN'S SEMINARY IN SAM RIO AND WAS ORDAINED JUNE 1, 2013
16 FOR THE ARCHDIOCESE OF LOS ANGELES. HE HAS BEEN A PRIEST FOR
17 12 YEARS AND IS CURRENTLY THE PASTOR OF ST. JOHN THE BAPTIST
18 CHURCH IN BALDWIN PARK IN THE FIRST DISTRICT. HE IS ONE OF
19 THE -- I'M SORRY, IT IS ONE OF THE LARGEST ON MULTI CULTURAL,
20 TRI-LINGUAL CATHOLIC COMMUNITIES IN LOS ANGELES WITH OVER
21 10,000 MEMBERS. HE HAS FAITHFULLY SERVED HIS PARISH AND THE
22 WIDER COMMUNITY WITH DEVOTION, HUMILITY AND STEADFAST
23 LEADERSHIP. UNDER HIS GUIDANCE ST. JOHN THE BAPTIST HAS
24 CONTINUED TO BE NOT ONLY A PLACE OF WORSHIP BUT A PILLAR OF
25 SUPPORT AND UNITY FOR THE PEOPLE OF BALDWIN PARK AND THE



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1 SAN GABRIEL VALLEY. ST. JOHN THE BAPTIST CHURCH HAS A ZEAL FOR
2 EVANGELISM AND HELPING THE LESS FORTUNATE THROUGH ITS SOCIAL
3 SERVICE MINISTRY. FATHER ISMAEL SERVES AS LIAISON AND BOARD
4 MEMBER OF THE SCRC SOUTHERN CALIFORNIA CATHOLIC CHARISMATIC
5 COMMUNITIES. WE ARE HONORED TO RECOGNIZE FATHER ISMAEL FOR HIS
6 TIRELESSNESS COMMITMENT TO UPLIFTING OTHERS, STRENGTHENING OUR
7 FAMILIES, AND FOSTERING A SPIRIT OF FAITH AND COMPASSION THAT
8 EXTENDS WELL BEYOND THE WALLS OF HIS PARISH. HIS WORK
9 EXEMPLIFIES THE VALUE OF SERVICE, DEDICATION, THAT WE STRIVE
10 TO UPHOLD IN OUR COMMUNITY. PLEASE JOIN ME IN THANKING FATHER
11 ISMAEL ROBLES AS WE PRESENT HIM WITH THIS CERTIFICATE IN
12 RECOGNITION OF HIS OUTSTANDING SERVICE AND CONTRIBUTIONS.
13 SIGNED BY ALL OF THE MEMBERS OF THE BOARD. WE WANT TO THANK
14 YOU AND CONGRATULATIONS. [APPLAUSE]

15
16 >> FATHER ROBLES: THANK YOU.

17
18 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU. SUPERVISOR MITCHELL?

19
20 >> SUP. HOLLY J. MITCHELL: GOOD MORNING, LOS ANGELES. IT'S MY
21 HONOR TO INTRODUCE TODAY'S PLEDGE VETERAN, MISS TANISHA
22 ROGERS. SHE SERVES IN THE UNITED STATES ARMY FROM 1992 TO 1995
23 AND FINAL ASSIGNMENT AS SUPPLY SPECIALIST IN VIRGINIA. SHE
24 ALSO SERVED IN GUANTANAMO BAY IN SUPPORT OF J.T. UPHOLD
25 DEMOCRACY" AND RELATED PEACEKEEPING MISSES IN THE CARIBBEAN



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1 REGION. SHE EARNED SEVERAL COMMENDATIONS INCLUDING ARMY
2 ACHIEVEMENT MEDAL, NATIONAL DEFENSE SERVICE MEDAL, ARMY
3 SERVICE RIBBON, AND OVERSEAS SERVICE RIBBON. FOR THE PAST NINE
4 YEARS, SHE'S BEEN A VALUED MEMBER OF OUR COUNTY FAMILY,
5 SERVING AS VETERAN SERVICE OFFICER 3 WITH THE DEPARTMENT OF
6 MILITARY AND VETERANS AFFAIRS. IN THIS ROLE SHE HELPS UNHOUSED
7 VETERANS IN THE SECOND DISTRICT SECURE HOUSING AND ASSIST
8 VETERANS AND THEIR FAMILIES COUNTYWIDE WITH ACCESSING BENEFITS
9 AND FILING CLAIMS. IN ADDITION TO HER WORK WITH VETERANS
10 AFFAIRS MS. ROGERS IS THE COUNTER AND EXECUTIVE DIRECTOR OF
11 THE STAR STATUS CARES FOUNDATION A NONPROFIT ORGANIZATION DEAD
12 KITED TO SERVING AT RISK AND UNDERSERVED YOUTH. THE FOUNDATION
13 ALSO PROVIDES VITAL SUPPORT TO CAREGIVERS OF CHILDREN WITH
14 DEVELOPMENTAL DISABILITIES. HER ADVOCACY EXTENDS TO ADVANCING
15 MATERNAL AND CHILD HEALTH WITH A STRONG FOCUS ON ADDRESSING
16 THE DISPARITIES THAT CONTRIBUTE TO HIGHER RATES OF BLACK,
17 MATERNAL, AND INFANT MORTALITY AND MORBIDITY PROMOTING
18 FATHERHOOD ENGAGEMENT. SHOE HOLDS A BACHELOR'S DEGREE FROM
19 DOMINGUEZ HILLS AND MASTERS DEGREE FROM CAPEL. SHE'S THE PROUD
20 RESIDENT OF WILLOW BROOK AND THE PARENT OF MARQUISE AND THE
21 PROUD MOTHER. PLEASE JOIN ME IN THANKING MS. ROGERS FOR HER
22 SERVICE TO OUR COUNTRY, AND OUR COUNTY, AND ONGOING COMMITMENT
23 TO OUR COMMUNITIES AND FOR LEADING US IN TODAY'S PLEDGE. GIVE
24 HER A ROUND OF APPLAUSE. [APPLAUSE]



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SUPERVISORS

1 >> TANISHA ROGERS: THANK YOU SO MUCH.

2

3 >> SUP. HOLLY J. MITCHELL: THANK YOU! I APPRECIATE YOU.

4

5 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU. NOW SUPERVISOR
6 HORVATH WE ARE GOING TO HAVE SCROLL PRESENTATIONS BEGINNING
7 WITH THIRD DISTRICT.

8

9 >> SUP. LINDSEY HORVATH: THANK YOU MADAM CHAIR. WELCOME TO OUR
10 HONOREES. BEFORE WE BEGIN OUR PRESENTATION I WANT TO SAY.
11 SHANA TOVAH TO ALL WHO CELEBRATE. TODAY IS ROSH HASHANAH, MANY
12 PRAY FOR PEACE AND SWEETNESS IN A NEW YEAR. MAY THAT BE THEIR
13 PRAYER AND OUR INTENTION. GOOD MORNING. IT IS AN ABSOLUTE
14 HONOR TO BE WITH YOU TODAY TO RECOGNIZE THE FIERCE,
15 COMPASSIONATE LEADERS AND THE ORGANIZATIONS WHO HAVE STEPPED
16 UP IN EXTRAORDINARY WAYS TO DEFEND AND TO UPLIFT OUR IMMIGRANT
17 COMMUNITIES. SINCE THE FEDERAL GOVERNMENT'S TARGETED ATTACKS
18 BEGAN ON JUNE 6, YOU HAVE BEEN ON THE FRONT LINES NOT WITH
19 FEAR BUT WITH FIGHT. IT STARTED WHEN DAVID HUERTA, PRESIDENT
20 OF SEIU USWW STOOD ALONGSIDE GARMENT WORKERS AT AMBIENCE
21 APPAREL. FOR THAT HE WAS TACKLED, ASSAULTED, AND INJURED. BUT
22 DAVID DIDN'T BACK DOWN. AND NEITHER DID ANYONE ELSE UP HERE
23 TODAY. IN THE DAYS THAT FOLLOWED, CHIRLA AMIGO L.A. AND OTHERS
24 ROSE TO MEET THE MOMENT, ORGANIZING, PROTECTING AND FIGHTING
25 FOR IMMIGRANT ANGELINOS WITH UNWAVERING COURAGE AND



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1 COMPASSION. YOU HAVE BUILT LIFE LINES WHERE OTHERS WOULD BUILD
2 WALLS. YOU HAVE MOBILIZED LEGAL AID, PROVIDED SHELTER, FED
3 FAMILIES AND TURNED TRAUMA INTO POWER. THIS LATINO HERITAGE
4 MONTH WE DO MORE THAN CELEBRATE HERITAGE, WE CELEBRATE
5 RESISTANCE. BECAUSE LET'S BE CLEAR, THE ATTACKS WE'RE SEEING
6 ARE NOT JUST POLICY, THEY ARE RACIAL PROFILING, THEY ARE
7 VIOLENCE, AND IN SOME CASE THERE HAS BEEN DEATH. YOU HAVE
8 NEVER LET OUR COMMUNITIES FACE THOSE CHALLENGES ALONE. THANKS
9 TO EACH AND EVERY ONE OF YOU IMMIGRANT ANGELINOS KNOW THEY ARE
10 NOT INVISIBLE AND THEY ARE NOT ALONE. AND THAT WE WILL NEVER
11 BE SIGH LENGTH ALONGSIDE THEM. LOS ANGELES COUNTY IS NOT JUST
12 HOME TO IMMIGRANTS, WE ARE IMMIGRANTS. EVERY PART OF OUR
13 ECONOMY, EVERY CORNER OF OUR CULTURE IS BUILT BY IMMIGRANT
14 HANDS, IMMIGRANT FAMILIES, AND IMMIGRANT DREAMS. TODAY WE SAY
15 WITH ONE VOICE WE SEE YOU, WE THANK YOU, AND WE STAND WITH YOU
16 WITH EVERYTHING WE'VE GOT. NOW IT IS MY PLEASURE TO INTRODUCE
17 FIRST UP DAVID HUERTA FROM SEIU USWW. [APPLAUSE]

18
19 >> DAVID HUERTA: THANK YOU SUPERVISOR HORVATH. AND THE ENTIRE
20 BOARD OF SUPERVISORS FOR THE RECOGNITION. I ACCEPT THIS AWARD
21 ON BEHALF OF SEIU MEMBERS WHO KEEP THIS COUNTY RUNNING AND
22 FIGHT FOR DIGNITY AND RESPECT AT WORK. THE LATINO HERITAGE
23 MONTH IS A REMINDER OF THE GREAT THINGS WE CAN ACHIEVE WHEN WE
24 WORK TOGETHER. LAST YEAR THE BOARD FULFILLED A PROMISE TO DHS
25 WORKERS AND APPROVED LIFE CHANGING HEALTHCARE BENEFITS. THOSE



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1 BENEFITS ARE ALSO UNDER THREAT. RIGHT NOW TOMB OF OUR MEMBERS
2 FIND THEMSELVES FIGHTING BROKEN SYSTEMS THAT SEEKS TO EXPLOIT
3 WORKERS. [READING NAMES] LET'S USE THIS HERITAGE MONTH TO
4 RECOGNIZE THOSE WORKERS WITH WORDS AND SUPPORT THEM AS THEY
5 FIGHT FOR GOOD UNION JOBS. THANK YOU. [APPLAUSE]

6

7 >> SUP. LINDSEY HORVATH: NEXT UP, CHIRLA.

8

9 >> SPEAKER: GOOD MORNING EVERYBODY, THANK YOU SUPERVISOR
10 HORVATH FOR THIS RECOGNITION. I ACCEPT THIS RECOGNITION ON
11 BEHALF OF OVER 51,000 MEMBERS OF CHIRLA. OUR MISSION IS TO
12 CREATE A JUST SOCIETY FOR IMMIGRANTS TO ADVANCE THE HUMAN AND
13 CIVIL RIGHTS OF IMMIGRANTS AND REFUGEES. IT IS SO IMPORTANT
14 THAT AS WE CELEBRATE LATINO HERITAGE MONTH WE ACTUALLY
15 RECOGNIZE THE CONTRIBUTIONS OF LATINOS AND IMMIGRANTS IN THIS
16 COMMUNITY. WE TAKE CARE OF YOUR HOMES, WE BUILD NEIGHBORHOODS,
17 WE LOVE OUR COUNTY, AND ALL WE'RE ASKING IS TO BE LOVED BACK.
18 THAT LOVE IS REPRESENTED BY A RESPECT FOR OUR HUMAN,
19 CONSTITUTION, AND OUR LABOR RIGHTS. AS CHIRLA WE'LL CONTINUE
20 TO FIGHT FOR THESE RIGHTS, TO FIGHT FOR OUR RIGHTS AND THE
21 DIGNITY OF THE PEOPLE WHO MAKE LOS ANGELES MOVE FORWARD. EVEN
22 IF IT MEANS IN ESPANOL (SPEAKING SPANISH). [APPLAUSE]

23

24 >> SUP. LINDSEY HORVATH: NEXT I'D LIKE TO WELCOME MAGGIEBET
25 FROM AMIGO L.A..



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1

2 >> SPEAKER: SPEAKER WE ARE AMIGO L.A., AMIGO PROVIDES
3 IMMIGRATION SERVICES, RESOURCES AND EDUCATION TO IMMIGRANT
4 COMMUNITIES. WE SAY YES TO CONSTITUTIONAL RIGHTS FOR EVERYONE.
5 WE NEED TO PROCESS FOR ALL. IT IS INCREDIBLE HONOR TO ACCEPT
6 THIS RECOGNITION ON BEHALF OF IMMIGRANT FAMILIES WHOSE
7 STRENGTH, COURAGE AND RESILIENCE INSPIRE THE WORK WE DO.
8 (SPEAKING SPANISH). [APPLAUSE]

9

10 >> SUP. LINDSEY HORVATH: NEXT WE'D LIKE TO WELCOME RUBEN
11 RODRIGUEZ FROM PUEBLO Y SALUD.

12

13 >> SPEAKER: GOOD MORNING, I'M HERE ON BEHALF OF PUEBLO SALUD
14 AND NORTHEAST VALLEY RAPID RESPONSE GROUP THAT WAS FORMED WHEN
15 THE RAIDS STARTED AS A RESPONSE TO EVERYTHING THAT WAS GOING
16 ON AND TRYING TO FIGURE OUT WAYS TO HELP OURSELVES, HELP OUR
17 COMMUNITY. (SPEAKING SPANISH.) THE GROUP WAS FORMED AS A
18 SPOONS TO THE CRISIS -- RESPONSE TO THE CRISIS WE ARE FACING
19 AND IN A COMMUNITY WE KNOW THAT THE WORKING CLASS, THE
20 LATINOS, MEXICAN OWES, THE CENTRAL AMERICANS, SOUTH AMERICANS
21 COMPRISE A GREAT PART OF THIS LABOR FORCE, AS WE HAVE DONE FOR
22 HUNDREDS OF YEARS. JUST A LITTLE REMINDER FOR SOME OF US THAT
23 HAVEN'T GONE THROUGH THESE RAIDS, SOME OF US DID AS CHILDREN.
24 BUT YOU KNOW WE WERE ALWAYS HERE. LAWS ARE CREATED, BOUNDARIES
25 ARE CREATED BUT MIGRATION IS A NATURAL PROCESS. MIGRATION, YOU



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1 FOLLOW THE GAME IN THE OLD DAYS, YOU FOLLOW THE HARVEST, YOU
2 MOVE AWAY FROM THE WINTER, YOU GO WHERE THERE'S FOOD. IT'S
3 NATURAL THROUGHOUT THE WORLD. IT IS ONLY THESE LAWS,
4 REPRESSIVE LAWS THAT MAKE LIFE DIFFICULT FOR POLITICAL GAIN,
5 POLITICAL PURPOSE, WHICH IS INHUMANE. LET ME JUST SAY WHEN WE
6 DO THE PLEDGE REALLY REMEMBER WHAT IT SAYS AND I WOULD HOPE
7 THE FEDERAL GOVERNMENT WOULD KIND OF TAKE THE PLEDGE,
8 ESPECIALLY THE LAST LINE, THAT SAYS LIFE, LIBERTY, AND JUSTICE
9 FOR ALL. IT DOESN'T SAY CITIZENS, IT DOESN'T MEAN
10 UNDOCUMENTED. LIFE, LIBERTY AND JUSTICE FOR ALL. THAT IS WHAT
11 HUMANITY SHOULD ADHERE TO AND THAT SHOULD BE THE PLEDGE. THANK
12 YOU. [APPLAUSE]

13

14 >> SUP. LINDSEY HORVATH: FINALLY I'D LIKE TO WELCOME KEVIN
15 PÉREZ FROM SOMOS FAMILIA.

16

17 >> SPEAKER: I'M KEVIN PÉREZ, PRESIDENT, CO-FOUNDER WITH SOMOS
18 FAMILIA VALLE, LGBTQ FAMILIES, IMMIGRANT FAMILIES IN THE
19 VALLEY AND PROVIDING SPACE REALLY FOR OUR COMMUNITIES TO BE
20 LEADERS, LGBTQ COMMUNITIES TO BE LEADERS NOT JUST PEOPLE WE
21 SERVE. REALLY AS A YOUNG ORGANIZATION, 1 YEARS -- 11 YEARS
22 PROVIDING SPACE FOR ADOPT A CORNER, TO MEET UP, PEOPLE IN THE
23 EAST VALLEY TO MEET UP AND ORGANIZE ON THE GROUND. WE'RE
24 REALLY SEEING A LOT OF I.C.E. IN SAN FERNANDO VALLEY. WE'RE
25 HERE WITH FOLKS HERE ALSO JUST WORKING TOGETHER TO FIGHT



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1 AGAINST I.C.E. AND THESE SYSTEMS. JUST WANT TO BRING AND
2 UPLIFT OUR TRANS AND YEAR IMMIGRANTS WHO WE -- TRANS AND QUEER
3 IMMIGRANTS WHO ARE OUR CHOSEN FAMILIES. THANK YOU. [APPLAUSE]

4
5 >> SUP. LINDSEY HORVATH: AT THE TIME SUCH AS THIS I OFTEN HEAR
6 WHAT CAN I DO, WHAT CAN ONE PERSON DO. WELL ONE PERSON AND ALL
7 OF US CAN SUPPORT THE WONDERFUL LEADERS AND ORGANIZATIONS
8 REPRESENTED UP HERE TO MAKE SURE THAT THE WORK IS BEING DONE
9 IN OUR COMMUNITIES TO PROTECT OUR RESIDENTS AND OUR
10 COMMUNITIES AT A TIME SUCH AS THIS. THANK YOU ALL, AND HAPPY
11 LATINO HERITAGE MONTH. [APPLAUSE]

12
13 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU. WE'LL HAVE A
14 PRESENTATION NOW BY SUPERVISOR JANICE HAHN OF THE FOURTH
15 DISTRICT. SUPERVISOR HAHN?

16
17 >> SUP. JANICE HAHN: I AM PLEASED TO HONOR A WOMAN TODAY WHO
18 HAS DONE SO MUCH IN HER LIFE, IN HER CAREER, IN HER PASSIONS,
19 IN HER INTERESTS. I REALLY FELT IT WAS APPROPRIATE THAT WE
20 HONOR BEA DERINGER. BEA RETIRED AS A LOS ANGELES COUNTY DEPUTY
21 DISTRICT ATTORNEY AFTER 44 YEARS OF DISTINGUISHED SERVICE.
22 [APPLAUSE] THAT SHOULD GET A ROUND OF APPLAUSE. BEA WAS
23 APPOINTED AS DEPUTY DISTRICT ATTORNEY ON DECEMBER 29, 1980,
24 AFTER SERVING FOR TWO YEARS AS TRIAL ATTORNEY FOR THE U.S.
25 DEPARTMENT OF JUSTICE ANTITRUST DIVISION. SHE TRIED MORE THAN



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1 150 JURY TRIALS AND NEARLY 570 COURT TRIALS WITH MILEY
2 SUCCESSFUL RESULTS -- HIGHLY SUCCESSFUL RESULTS, INCLUDING
3 SOME OF THE MOST DIFFICULT CASES INVOLVING MURDER, SEXUAL
4 ASSAULT, CHILD ABUSE, DOMESTIC VIOLENCE AND STALKING. SHE
5 CONSISTENTLY RECEIVED OUTSTANDING PERFORMANCE EVALUATIONS IN
6 HER TIRELESS PURSUIT OF JUSTICE. BEA SERVED IN LEADERSHIP
7 POSITIONS IN VARIOUS BAR ASSOCIATIONS INCLUDING CHAIR OF THE
8 CRIMINAL JUSTICE SECTION AND BOARD OF TRUSTEES MEMBER FOR THE
9 LOS ANGELES COUNTY BAR ASSOCIATION. SHE'S ALSO SERVED AS
10 PRESIDENT OF THE LOS ANGELES COUNTY DIVISION OF THE LEAGUE OF
11 CALIFORNIA CITIES, PRESIDENT OF THE CALIFORNIA CITIES WOMEN'S
12 CAUCUS, AND SERVES ON THE BOARD OF THE SOUTH BAY CITIES
13 COUNCIL OF GOVERNMENTS. BEA HAS RECEIVED MANY COMMENDATIONS
14 AND AWARDS INCLUDING THE LOS ANGELES COUNTY BAR ASSOCIATION
15 OUTSTANDING TRUSTEE AWARD, AND WAS NAMED D.A. OF THE MONTH FOR
16 A HEINOUS SEXUAL ASSAULT CASE INVOLVING 862 YEAR SENTENCE ON
17 100 COUNTS. I HAVE REALLY COME TO BE AWARE OF BEA AND HER
18 INCREDIBLE INFLUENCE AS I BEGAN TO KNOW HER AS A FELLOW
19 ELECTED OFFICIAL, SHE SERVED ON THE ROLAND HILLS CITY COUNCIL
20 AS COUNCILMEMBER, I'M SURE AS MAYOR OVER THE YEARS. AND I'VE
21 HAD THE PLEASURE OF WORKING WITH BEA DIRECTLY. SHE WAS FIRST
22 ELECTED IN MARCH OF 2013, SHE'S CURRENTLY SERVING AS MAYOR PRO
23 TEM OF THE CITY, AND BEA AND I KNOW YOU HAVE YOUR DAUGHTER
24 DOREEN HERE WITH YOU, THANK YOU FOR COMING TO HONOR YOUR
25 MOTHER. WE ALWAYS LIKE OUR KIDS TO KNOW THAT WE ACTUALLY DO



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1 SOMETHING. YOUR 44 YEARS OF SERVICE TO THE RESIDENTS OF
2 LOS ANGELES AS A DEPUTY D.A. IS SO COMMENDABLE. IT IS YOUR
3 WORK AS WELL WITH OUR OTHER CITIES, IN OUR REGION AND OUR
4 STATE THAT YOU HAVE SET YOURSELF UP AS A ROLE MODEL FOR OTHER
5 WOMEN BOTH IN YOUR LAW PROFESSION AND AS YOUR CIVIC DUTY. I
6 KNOW THAT IT'S IMPORTANT, I THINK GROWING UP, WE PROBABLY, YOU
7 AND I BOTH, PROBABLY DIDN'T HAVE AS MANY WOMEN ROLE MODELS,
8 PROBABLY IN YOUR PROFESSION BUT IN POLITICS. I THINK IT'S
9 IMPORTANT THAT YOUNG WOMEN SEE PEOPLE LIKE YOU, BEA, AND KNOW
10 HOW MUCH YOU HAVE DONE TO IMPROVE THE LIVES OF REALLY NOT JUST
11 OUR REGION IN THE SOUTH BAY BUT CLEARLY ALL OF LOS ANGELES
12 COUNTY AND STATE OF CALIFORNIA. SO THANK YOU AND I WILL
13 PRESENT YOU WITH SOMETHING. BUT WHY DON'T YOU SAY A FEW WORDS
14 FIRST.

15
16 >> BEA DIERINGER: ALL RIGHT. THANK YOU SO MUCH SUPERVISOR
17 HAHN. SHE IS AWESOME, ISN'T SHE? YOU CAN CLAP FOR HER.
18 [APPLAUSE] SHE TALKS ABOUT ME BEING A ROLE MODEL BUT SHE CAME
19 BACK FROM HER VACATION, WELL DESERVED VACATION, TO SPEAK TO
20 WOMEN WHO WERE BROUGHT IN BY THE WOMEN'S CAUCUS BY THE LEAGUE
21 OF CALIFORNIA CITIES TO HELP THEM AND BRING WONDERFUL TIPS
22 THAT ENCOURAGE THEM. SHE DOES A LOT. I REALLY APPRECIATE YOU
23 AS WELL. I JUST WANT TO SAY A FEW WORDS, BECAUSE IT HAS BEEN
24 44 YEARS, I THINK I HAVE SHORT THINGS TO SAY. BUT I WANTED TO
25 SHARE FIRST OF ALL, GET THE RIGHT PAGE HERE, IT IS AN HONOR



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1 AND A PRIVILEGE TO BE ABLE TO RECEIVE THIS COMMENDATION FROM
2 MY SUPERVISOR JANICE HAHN AND TO HAVE IT BESTOWED ON ME HERE,
3 PUBLICLY, AT THE BOARD OF SUPERVISORS MEETING WHICH IS BEING
4 PRO SIDED OVER BY FIVE AMAZING TRAIL BLAZING WOMEN LEADERS OF
5 LOS ANGELES COUNTY. [APPLAUSE] A COUNTY OF 9.5 MILLION PEOPLE.
6 THIS IS HISTORIC MOMENT FOR ME. BECAUSE REALLY AS JANICE
7 ALLUDED TO -- SORRY, I CALL HER JANICE, SUPERVISOR HAHN WHEN I
8 WAS HIRED AS A D.A. BACK IN DECEMBER 1980, THERE WERE NO WOMEN
9 ON THE BOARD OF SUPERVISORS. SUPERVISOR HAHN'S FATHER WAS
10 THERE AND HE WAS GREAT BUT HE WAS MALE. SO THIS WAS UNHEARD OF
11 FOR ME TO BE HERE WHEN I JOIN THE D.A.'S OFFICE, THERE WERE
12 VERY FEW WOMEN D.A.s, MAYBE ONE WOMAN SUPERVISOR. THERE WERE
13 VERY FEW FEMALE JUDGES AS WELL. IN ADDITION TO THE EVERYDAY
14 CHALLENGES BEING A DEPUTY DISTRICT ATTORNEY WITH THE CRIME WE
15 HAVE IN LOS ANGELES COUNTY, THERE WERE IN FACT CHALLENGES AS
16 WELL, PERSONALLY AND PROFESSIONALLY BECAUSE OF THESE FACTORS.
17 I HAVE TO GIVE CREDIT TO GOD, HE HELPED ME THROUGH ALL OF
18 THOSE THINGS AND OVERCOME THEM AND TO NOT GET DEFEATED. I WAS
19 SERVING THE VICTIMS. SO THAT GAVE ME A GREATER PURPOSE, IT
20 WASN'T ABOUT ME, IT WAS ABOUT THEM. DESPITE ALL OF THAT, BEING
21 A D.A. WAS THE BEST JOB EVER. SO I ENCOURAGE YOU, THINKING
22 ABOUT IT, CHECK IT OUT. IT IS REWARDING TO HELP CRIME VICTIMS
23 WHO ARE VERY SCARED, THEY'VE BEEN ROBBED, ASSAULTED,
24 DISTRUSTFUL OF THE CRIMINAL JUSTICE SYSTEM. AND IT IS
25 ESPECIALLY TRUE THE VICTIMS I HANDLE, I SPECIALIZE IN WITH



THE BOARD OF
SUPERVISORS

1 CHILD VICTIMS, SEX ABUSE WOMEN WHO HAVE BEEN SEXUALLY
2 ASSAULTED INCLUDING THAT 100 COUNT CASE THAT SUPERVISOR HAHN
3 MENTIONED. DOMESTIC VIOLENCE, STALKING VICTIMS, THEY WERE
4 ESPECIALLY DIFFICULT BECAUSE THEY'VE BEEN INJURED SO MUCH. IT
5 WAS HARD FOR THEM TO EVEN SHARE WHAT HAPPENED TO THEM, TO
6 ANYONE, NO LESS A ROOMFUL, COURTROOMFUL OF STRANGERS. THEY
7 WERE OFTEN TIMES, LIKE 99% OF THE CASES, THE ONLY WITH IT TO
8 THE CRIME. SO THAT MADE IT DIFFICULT. YOU HAD TO BE A
9 THERAPIST AS WELL AS A D.A. BUT IT IS FULFILLING TO KNOW THAT
10 YOU MAKE A VICTIM'S LIFE DIFFERENT BECAUSE OF THE WORK YOU DO,
11 THAT YOU HELP THEM OVERCOME THEIR TRAGIC CIRCUMSTANCES AND
12 EXPERIENCE, AND THAT THEY HAD A D.A. BY THEIR SIDE TO FIGHT
13 FOR THEM IN AN EFFORT TO HOLD THE PEOPLE WHO HURT THEM
14 ACCOUNTABLE. IT WAS ESPECIALLY TRUE FOR MY SPANISH SPEAKING
15 VICTIMS BECAUSE IN ADDITION TO SUFFERING ALL OF THAT, THEY
16 DIDN'T UNDERSTAND WHAT WAS GOING ON. IT WAS TAKING PLACE IN A
17 LANGUAGE THEY DIDN'T UNDERSTAND. AS A LA TINA WHO DOESN'T LOOK
18 LIKE LATINA, IT WAS A COMFORT TO SPEAK TO THEM IN THEIR
19 LANGUAGE AND COMFORT THEIR FEARS. AND TO GUIDE THEM THROUGH
20 THE PROCESS. I THINK YOU FIGURED OUT THAT I REALLY LIKED MY
21 JOB. MAYBE IT WAS THE FACT I STAYED 44 YEARS, THAT COULD HAVE
22 BEEN A CLUE. THAT'S MY DAUGHTER. WHICH BY THE WAY, I AM SO
23 PROUD, SHE IS NOT A MORNING PERSON BUT SHE GOT UP FOR ME FOR
24 HER MAMA. GIVE HER A ROUND OF APPLAUSE, YEAH. [APPLAUSE] SO
25 SHE HAD, YOU KNOW AS A MOTHER D.A., SHE SAID TO SAY MOMMY IS



THE BOARD OF
SUPERVISORS

1 TIRED AFTER I PULLED HOW MANY ALL-NIGHTERS DURING JURY TRIALS,
2 AND TIMES AS A TEENAGER WHEN I WOULD WARN HER ABOUT THINGS.
3 SHE WOULD SAY MOM YOU READ TOO MANY POLICE REPORTS. I'M LIKE
4 THAT'S MY JOB. I JUST WANTED TO THANK YOU ALL SO MUCH FOR THIS
5 HONOR, AND I'M STILL NOT DONE YET, I'M STILL ON CITY COUNCIL,
6 AND I'M GOING TO CONTINUE TO SERVE AS THE NEW CHAPTER IN MY
7 LIFE THAT I KNOW THE LORD WILL LEAD ME WITH THE PASSION HE'S
8 GIVEN ME TO SEEK JUSTICE AND HELP PEOPLE. THAT'S WHAT I LIKE
9 TO DO. THANK YOU.

10

11 >> SUP. JANICE HAHN: THANK YOU. [APPLAUSE]

12

13 >> SUP. JANICE HAHN: THANK YOU, BEA, AND ON BEHALF OF THE FIVE
14 WOMEN BOARD OF SUPERVISORS WE WANTED TO PRESENT YOU WITH THIS
15 PROCLAMATION COMMEMORATING YOU, YOUR LIFE, YOUR CAREER, AND
16 EVERYTHING YOU WILL BE DOING FROM NOW ON.

17

18 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU, BEA, THANK YOU. WE
19 HAVE AN AMAZING GROUP COMING UP, I'LL LET EVERYONE GET UP
20 HERE, EVERYONE IT IS EQUALLY AS IMPORTANT. GOOD TO SEE YOU. I
21 THINK ALL OF ALTADENA IS HERE. GOOD MORNING EVERYBODY, GOOD
22 MORNING. PASTOR McCALL YOU GET UP HERE. FANTASTIC. THIS YEAR
23 MARKS THE 20th ANNIVERSARY OF THE CLERGY COMMUNITY COALITION
24 WORK TO SERVE, SUPPORT, AND ADVOCATE FOR RESIDENTS OF
25 PASADENA, ALTADENA AND BEYOND. TOGETHER THIS MULTI ETHNIC



THE BOARD OF
SUPERVISORS

1 GROUP OF CLERGY, CIVIC AND NONPROFIT LEADERS MOBILIZED TO HELP
2 THE COMMUNITY WHEN IT NEEDED THEM MOST. THOUGH USED THEIR
3 COLLECTIVE VOICE TO SPEAK OUT AND WORK TOWARD JUSTICE ON
4 PRESSING ISSUES LIKE HOUSING, PUBLIC SAFETY, IMMIGRATION,
5 EDUCATION, AND SO MUCH MORE. IN THE AFTERMATH OF THE EATON
6 FIRE WHEN RESIDENTS LOST THEIR HOMES, CHURCHES OR BOTH, THEY
7 RALLIED AROUND THEM TO EXTEND A HELPING HAND. AS THEY --
8 HELPING HAND. MEMBERS OF THE CCC JUMPED KNEE ACTION MEETING
9 BOTH THE TANGIBLE NEEDS AND THE SPIRITUAL NEEDS WHICH WE ALL
10 NEEDED AT THAT TIME FOR THEIR COMMUNITY. THEY ENSURED
11 RESIDENTS HAD IMMEDIATE SUPPORT WITH FOOD AND WATER, CLOTHING,
12 AIR PURIFIERS AND SAFETY EQUIPMENT AS WELL AS LARGER
13 NECESSITIES INCLUDING EMERGENCY HOUSING, DIRECT CASH
14 ASSISTANCE, CASE MANAGEMENT, SMALL BUSINESS SUPPORT, AND EVEN
15 TRANSPORTATION. WHILE THESE FAITH LEADERS WERE HELPING THEIR
16 CONGREGANTS AND NEIGHBORS, THEY WERE GRIEVING THE LOSSES OF
17 THEIR OWN. WHEN TRAGEDY STRIKES, WHO HELPED THE HELPERS?
18 THAT'S WHERE MR. ED LEWIS CAME IN. MR. LEWIS FOUNDER OF
19 ESSENCE MAGAZINE KNEW HE WANTED TO LEND A HAND TO THE
20 COMMUNITY AFTER THE EATON FIRE. HE CALLED HIS LONG-TIME
21 FRIEND, CONGRESSWOMAN MAXINE WATERS BEHIND ME, ASKING WHERE
22 SHE THOUGHT HIS SUPPORT WOULD HAVE THE MOST IMPACT. KNOWING
23 HOW DEEPLY EMBEDDED FAITH IS IN THE FABRIC OF THE COMMUNITY,
24 SHE IMMEDIATELY THOUGHT OF THE CLERGY COMMUNITY COALITION.
25 MR. LEWIS WAS SO MOVED TO LEARN ABOUT THE CCC'S WORK, HE



THE BOARD OF
SUPERVISORS

1 CALLED THE CONGRESSWOMAN BACK THE NEXT DAY AND SAID HE WANTED
2 TO MAKE A PERSONAL CONTRIBUTION OF \$100,000 TO SUPPORT THESE
3 REMARKABLE FAITH LEADERS. THE COALITION DISBURSED THE FUNDS
4 INTO 10,000 GRANTS FOR 10 FAITH LEADERS WHO LOST THEIR HOMES
5 AND THEIR CHURCHES. THESE FUNDS PROVIDED TIMELY HELP AND
6 ENCOURAGEMENT ALLOWING THE RECIPIENTS THE BREATHING ROOM TO
7 CONTINUE TO SERVE THEIR COMMUNITY AND BEGIN THE REBUILD OF
8 THEIR OWN LIVES. THE CCC CONTINUES TO UPLIFT AND EQUIP THE
9 ALTADENA, PASADENA AND SIERRA MADRE COMMUNITIES WITH HOLISTIC
10 SUPPORT, ENCOURAGEMENT, FINANCIAL ASSISTANCE, AND PRAYER AS
11 THEY RECOVER AND REBUILD. THEIR EFFORTS EVOLVE WITH THE
12 GROWING NEEDS OF THE COMMUNITY AND ESPECIALLY THOSE AT THE
13 INTERSECTION OF FIRE RECOVERY AND THE IMMIGRATION ISSUES THAT
14 ARE HITTING OUR COUNTY. THEY ARE WORKING CLOSELY WITH
15 IMMIGRANT RIGHTS ORGANIZATIONS TO OFFER THEIR SUPPORT. NO
16 MATTER WHAT ISSUES AROSE DURING THE LAST 20 YEARS, A GLOBAL
17 PANDEMIC, CIVIL UNREST, HOUSING AND ECONOMIC INSECURITY, OR A
18 DEVASTATING WILDFIRE THE COALITION HAS CONTINUED TO SHOW UP
19 HAND IN HAND READY TO HELP. THEIR UNITY IS A POWERFUL REMINDER
20 TO ALL OF US OF THE IMPACT COMING TOGETHER FOR THE COMMON
21 GOOD. THEY'RE COMMITTED TO STICKING AROUND FOR THE LONG HAUL,
22 CONTINUING TO PUT JUSTICE, RECOVERY, AND OUR FAITH INTO
23 ACTION. I'D LIKE TO ACKNOWLEDGE THE INCREDIBLE PEOPLE BEHIND
24 ME HERE TODAY. PASTOR NOLAN EXECUTIVE DIRECTOR OF THE CLERGY
25 COMMUNITY COALITION. AND A MEMBER OF THE EATON FIRE



THE BOARD OF
SUPERVISORS

1 COLLABORATIVE LEADERSHIP COUNCIL. MANY MEMBERS OF THE CCC WHO
2 CONTINUE TO PUSH FORWARD ITS MISSION IN THEIR CONGREGATIONS
3 AND COMMUNITIES EVERY DAY INCLUDING PASTOR BURRELL ABOUNDING
4 GRACE MINISTRIES, PASTOR ANTHONY MCFARLAND AND DR. MICHELLEINE
5 MCFARLAND, PASTORS KENNENBLOW, AND SUPERVISOR HARRIS, HILLSIDE
6 TABERNACLE CITY OF FAITH, PASTOR JOHN MCCALL BETHEL CHURCH
7 PASADENA AND BISHOP CHARLES DORSEY AND DR. LISA DORSEY,
8 LIFELINE FELLOWSHIP CHRISTIAN CENTER. LET ME TELL YOU, THESE
9 PEOPLE BEHIND ME HAVE BEEN THE STRENGTH OF A COMMUNITY THAT
10 WAS GIVING UP HOPE. BUT EACH AND EVERY DAY YOU ALL REMINDED
11 THEM THAT THERE IS MUCH HOPE AND MUCH IN FRONT OF US TO RE
12 REJOICE IN. I THANK YOU FOR THE STRENGTH YOU HAVE GIVEN ME AND
13 MY STAFF TO FIGHT THIS FIGHT. THEN ALSO CONGRESSWOMAN MAXINE
14 WATERS, WHO FOSTERED THIS CONNECTION AND MADE THIS PARTNERSHIP
15 POSSIBLE. THANK YOU FOR MAKING THAT CALL AND SAYING TO ME THAT
16 THIS IS SOMETHING THAT YOU HOLD NEAR AND DEAR TO YOUR HEART.
17 NOT EVEN IN YOUR DISTRICT BUT YOU UNDERSTAND HOW IMPORTANT
18 THIS COMMUNITY IS. AND THEN OF COURSE MR. ED LEWIS, JOINED BY
19 HIS LOVELY FAMILY, WHOSE GENEROSITY SUSTAINED AND FURTHERED
20 THE IMPORTANT WORK OF THIS COALITION BEHIND ME. THANK YOU,
21 THANK YOU, THANK YOU. WITH THAT, I WOULD LOVE TO HEAR A FEW
22 WORDS FROM YOU MR. LEWIS AND THEN OF COURSE OUR INCREDIBLE
23 CONGRESSWOMAN WATERS THEN PASTOR NOLAN. YES, YES.

24
25 >> SPEAKER: GOOD MORNING EVERYONE. THANK YOU FOR BEING HERE,



THE BOARD OF
SUPERVISORS

1 IN SUPPORT OF MY FAMILY, MY WIFE, MY DAUGHTERS, SON-IN-LAW,
2 THIS IS A FAMILY AFFAIR IN REGARD TO MAKING THIS DECISION TO
3 BE SUPPORTIVE IN ALTADENA. I WAS VERY MOVED, HURT BY WHAT I
4 SAW. I WAS GUIDED BY ONE OF THE COMMANDMENTS THAT WE MOTHER
5 SAID TO ME, I WANT YOU TO DO AND TRY TO DO THE RIGHT THING.
6 THIS WAS THE RIGHT THING TO DO. THIS IS WHY I REACHED OUT TO
7 CONGRESSWOMAN MAXINE WATERS TO SEE IF I CAN BE HELPFUL AND
8 SAID TO HER I WANTED TO BRING OTHERS TOGETHER BUT THEN I MADE
9 A DECISION ON BEHALF OF MY FAMILY TO MAKE A CONTRIBUTION TO
10 THIS COMMUNITY. SO YOU DID NOT NEED TO HONOR ME, THIS IS
11 SOMETHING THAT NEEDED TO BE DONE. SO I THANK YOU, THANK YOU,
12 THANK YOU.

13

14 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU. [APPLAUSE]

15

16 >> SPEAKER: GOOD MORNING EVERYONE. I AM SO DELIGHTED AND SO
17 PLEASED TO BE HERE FOR THIS VERY SPECIAL MOMENT, FOR SO MANY
18 REASONS. FIRST OF ALL, LET ME SAY TOTS ENTIRE BOARD OF
19 SUPERVISORS MANY OF WHOM I'VE WORKED WITH OVER THE YEARS,
20 THANK YOU FOR YOUR LEADERSHIP, THANK YOU FOR THE WORK THAT YOU
21 ARE DOING, BUT ESPECIALLY AT THIS TIME IN OUR OVERALL
22 COMMUNITY WHERE LEADERSHIP IS ABSOLUTELY NEEDED AND VALUED,
23 SUPERVISOR BARGER I WANT YOU TO KNOW THAT I THANK YOU FOR THE
24 LEADERSHIP THAT YOU ARE PROVIDING BASED ON THE DEVASTATION
25 THAT TOOK PLACE IN PART OF YOUR DISTRICT. I WANT YOU TO KNOW



THE BOARD OF
SUPERVISORS

1 THAT WHEN MANY WERE TALKING ABOUT OTHER AREAS SOMETIMES THEY
2 DIDN'T TALK ABOUT ALTADENA. BUT I WANT YOU TO KNOW SUPERVISOR
3 BARGER TALKED ABOUT ALTADENA. SHE PROVIDED THE LEADERSHIP.
4 [APPLAUSE] SHE DID SOME EXTRAORDINARY WORK IN DEALING WITH ALL
5 OF THE LOCAL COMMUNITY THERE. THESE PASTORS, THESE LEADERS
6 FROM ALTADENA, PASADENA, THAT YOU SEE ARE HERE TODAY BECAUSE
7 SHE WORKS WITH THEM. SHE WORKS WITH THEM, SHE CONTINUES THE
8 WORK THAT SHE STARTED WITH WHEN THE FIRES FIRST BECAME KNOWN.
9 AND SO I THANK YOU FOR THE APPLAUSE THAT YOU JUST GAVE HER BUT
10 COULD YOU GIVE HER ANOTHER APPLAUSE PLEASE. [APPLAUSE] I WANT
11 YOU TO KNOW WHEN I CALLED HER, I COULDN'T GET THE WORDS OUT OF
12 MY MOUTH BEFORE SHE SAID YES, YES, YES BY ALL MEANS, I WOULD
13 LOVE TO HAVE MR. ED LEWIS HERE AND TO PRESENT HIM WITH THIS
14 RECOGNITION FOR THE CONTRIBUTION THAT HE HAS MADE. THAT'S WHY
15 HE'S HERE TODAY, SUPERVISOR BARGER SAID HE NEEDS TO BE HERE,
16 HE DESERVES TO BE HERE, AND SHE MADE SURE THAT HE'S HERE WITH
17 HIS FAMILY, HIS WIFE, CAROLYN, HILLS DAUGHTERS, MINISTERS FROM
18 THE AREA, THE LEADERSHIP FROM THE COMMUNITY CLERGY COALITION.
19 AND LET ME JUST REITERATE SOME OF WHAT SHE'S ALREADY SAID.
20 LADIES AND GENTLEMEN, WHEN I WAS ON THE AIRPLANE COMING FROM
21 WASHINGTON, D.C., AND READING AND LISTENING ABOUT WHAT WAS
22 GOING ON IN ALTADENA, PACIFIC PALISADES, ETCETERA, ETCETERA I
23 READ THAT THERE WAS A PRAYER MEETING GOING ON THAT SOMEONE HAD
24 GOTTEN TOGETHER MINISTERS, AND LED BY THE COMMUNITY CLERGY
25 COALITION. DESPITE THE FACT I HAD NOT BEEN TO CHURCH FOR A



THE BOARD OF
SUPERVISORS

1 WHILE I DECIDED TO GO TO THE PRAYER MEETING. I WENT TO THE
2 PRAYER MEETING AND I FOUND MY WAY INTO THE ROOM WHERE THEY
3 WERE PRAYING. I LET THEM KNOW THAT I HAD COME TO SEE WHAT I
4 COULD DO TO BE OF ASSISTANCE. SO THAT'S WHERE I MET MINISTERS
5 WHO HAD LOST THEIR CHURCH AND THEIR HOME. I TELL YOU, THE
6 EMOTIONS THAT I EXPERIENCED THAT EVENING WITH THEM IN THIS
7 PRAYER MEETING WAS SUCH THAT I WAS DETERMINED I HAD TO DO
8 SOMETHING. MY DISTRICT IS FAR AWAY BUT IT'S ALL RIGHT TO
9 MEDDLE SOMETIMES, TO JUST GET INVOLVED. EVEN THOUGH IT'S NOT
10 YOUR GEOGRAPHICAL LOCATION. AS THE LORD WOULD HAVE IT, I GOT A
11 CALL FROM A VERY SPECIAL MAN, SOMEONE THAT I'VE KNOWN FOR 40,
12 50 YEARS NOW. I WANT YOU TO KNOW ABOUT HIS HISTORY. I WAS
13 ASKED TO SERVE ON THE BOARD OF ESSENCE MAGAZINE. AND THE
14 FOUNDER OF ESSENCE MAGAZINE, ED LEWIS. HE IS A PIONEER BECAUSE
15 HE CREATED A MAGAZINE ESPECIALLY TO UPLIFT BLACK WOMEN AND TO
16 HELP SHOW OUR CREATIVITY AND OUR GLAMOUR AND OUR BEAUTY AND
17 ALL OF THAT. IT TURNED OUT TO BE THE MOST SUCCESSFUL MAGAZINE,
18 CERTAINLY, EVER DEDICATED TO BLACK WOMEN THAT EVER EXISTED. I
19 WANT YOU TO KNOW HAVING SERVED ON THAT BOARD HELPED ME TO
20 UNDERSTAND WHAT BOARDS ARE ALL ABOUT, WHAT THEY SHOULD REALLY
21 BE DOING. AND BECAUSE OF MY WORK IN THE CONGRESS OF THE UNITED
22 STATES OF AMERICA YOU TOOK WHAT I LEARNED ON THAT BOARD TO THE
23 HOUSE OF REPRESENTATIVES WHERE I WAS ABLE TO WORK WITH SO MANY
24 BUSINESS ENTITIES IN WAYS THAT I HAD LEARNED FROM ESSENCE. LET
25 ME SAY WHEN HE CALLED ME, HE SAID I WANT TO HELP. I WANT TO DO



THE BOARD OF
SUPERVISORS

1 SOMETHING. FIRST HE SAID I HAVE FRIENDS ON BOARDS I SIT ON
2 BOARDS, LET ME SEE WHAT I CAN DO THAT I CAN GET THEM INVOLVED
3 IN SOME WAY. I GUESS 24 HOURS HE CALLED BACK AND SAID NO,
4 CAROLYN AND I ARE GOING TO DO WHAT WE KNOW WE CAN DO AND WE'RE
5 NOT GOING TO WAIT EVEN THOUGH I WILL BE, YOU KNOW, TALKING
6 WITH THEM ABOUT IT. MAXINE, WHAT I WANT TO DO IS I WANT TO
7 GIVE \$100,000 OF MY OWN MONEY TO ALTADENA IN SOME WAY.
8 [APPLAUSE] THAT'S WHAT HE DID. WE HAD A CEREMONY THERE WHERE
9 THE MINISTERS CAME, BUT IT WAS TEN MINISTERS. SOME WHO WERE
10 THERE JUST WITH CLOTHES ON THEIR BACKS. DO YOU KNOW THAT
11 \$100,000 DIVIDED UP FOR 10 MINISTERS GAVE THEM \$10,000 EACH TO
12 BEGIN THEIR LIVES AGAIN. I WANT YOU TO KNOW I'M SO
13 APPRECIATIVE OF HIM, SO GRATEFUL TO HIM. HE'S A GENEROUS MAN.
14 BUT HE ALWAYS HAS BEEN. HE DOES NOT TAKE CREDIT. THAT'S WHY
15 I'M TAKING TIME TO GIVE HIM ALL THE CREDIT THAT I CAN GIVE TO
16 HIM. AND TO CAROLYN, AND TO THE ENTIRE FAMILY. [APPLAUSE]
17 SUPERVISOR BARGER, THANK YOU SO MUCH FOR HAVING US HERE. THANK
18 YOU FOR RESPONDING IN THE WAY THAT YOU HAVE DONE. THANK YOU
19 FOR THE RECOGNITION. WE ALL APPRECIATE YOU SO MUCH.

20

21 >> SPEAKER: I HAVE THE PRIVILEGE OF SERVING AS EXECUTIVE
22 DIRECTOR OF THE CLERGY COMMUNITY COALITION. WE'VE BEEN AROUND
23 FOR 20 YEARS, THIS IS OUR BIRTHDAY, WE WERE PLANING A BIG
24 CELEBRATION. THEN ON JANUARY 7, THE EATON FIRE STRUCK OUR
25 COMMUNITY AND DEVASTATED THOUSANDS AND THOUSANDS OF PEOPLE'S



THE BOARD OF
SUPERVISORS

1 LIVES. SO WE ARE SO GRATEFUL TO BE HERE TODAY TO BE HONORED BY
2 SUPERVISOR BARGER. BUT I HAVE TO TELL YOU, WHEN THIS HAPPENS
3 IN YOUR COMMUNITY, ALL OF THE PHONE CALLS MATTER. ALL OF THE
4 PHONE CALLS MATTER, ALL OF THE VISITS MATTER. SO MR. LEWIS AND
5 CONGRESSWOMAN WATERS, WHEN YOUR CALL CAME IT JUST MEANT
6 EVERYTHING TO US. BECAUSE IT WAS A CHECK AND IT WAS A CHECK
7 FOR PASTORS WHO WERE ALREADY WEARY. BECAUSE I SAW THEM, OUT
8 THERE SERVING WHEN THEY DIDN'T HAVE A HOME OR WHEN THEIR
9 CHURCH WAS GONE. IT JUST HAS MEANT SO MUCH TO HAVE YOU, THE
10 SUPPORT OF THE COUNTY, AND COUNTLESS OTHER PEOPLE WHO COME
11 ALONGSIDE AND WALKED WITH US DURING THIS TIME. IT IS IMPORTANT
12 RIGHT NOW BECAUSE WE'RE STILL IN IT. PLEASE DO NOT FORGET OUR
13 COMMUNITY. THE CAMERAS GO AWAY AND THEN WE'RE STILL THERE
14 TRYING TO FIGURE OUT HOW TO DO THIS. THE REBUILD IS MASSIVE.
15 I'M GRATEFUL TO BE HONORED TODAY ALONGSIDE A LOT OF LATINO
16 ORGANIZATIONS, BECAUSE LET'S BE HONEST, THE REBUILD ALL OVER
17 L.A. COUNTY IS NOT GOING TO HAPPEN WITHOUT IMMIGRANT LABOR. SO
18 THIS IS FOR ALL OF US TO DO TOGETHER. THANK YOU FROM THE
19 BOTTOM OF MY HEART. THE CCC IS A NAME, A BANNER ORGANIZATION,
20 BUT IT IS REALLY ALL OF THESE PEOPLE HERE BEHIND ME. THE 250
21 OTHER FAITH COMMUNITIES IN THE GREATER PASADENA AREA OF
22 ALTADENA, PASADENA, SIERRA MADRE MAKING THE DIFFERENCE IN OUR
23 COMMUNITY.

24
25 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU. [APPLAUSE] THANK



THE BOARD OF
SUPERVISORS

1 YOU. GIVE THEM ANOTHER ROUND OF APPLAUSE THEN WE'LL DO A
2 PICTURE, THANK YOU. [APPLAUSE].

3
4 >> SPEAKER: THANK YOU.

5
6 >> SUP. KATHRYN BARGER, CHAIR: SUPERVISOR SOLIS.

7
8 >> SUP. HILDA SOLIS: ALL RIGHT, WE'RE READY, BIG PARTY HERE.
9 BUENAS DIAS. GOOD MORNING EVERYONE. IT IS AN HONOR TO BE HERE
10 TODAY TO RECOGNIZE THE VARIOUS CONSULATES REPRESENTING THE
11 WONDERFUL CULTURAL ART AND HISTORY OF LOS ANGELES COUNTY. THEY
12 ARE THE CONSULATES OF MEXICO, GUATEMALA, HONDURAS, CHILE,
13 COSTA RICA. WHOSE RICH CONTRIBUTIONS ARE CELEBRATED DURING
14 HISPANIC HERITAGE MONTH. GUATEMALA, S HONDURAS AND COSTA RICA
15 CELEBRATE INDEPENDENCE SEPTEMBER 15. ON THIS DATE IN 1821,
16 THESE COUNTRIES DECLARED INDEPENDENCE FROM SPAIN, JOINING
17 TOGETHER UNDER THE FEDERAL REPUBLIC OF CENTRAL AMERICA BEFORE
18 EVENTUALLY BECOMING INDEPENDENT NATIONS. MEXICO COMMEMORATES
19 ITS INDEPENDENCE ON SEPTEMBER 16. THIS DATE MARKS THE
20 BEGINNING OF THE MEXICAN WAR OF INDEPENDENCE IN 1810 WHEN
21 MIGUEL HIDALGO CALLED FOR A RE BILLION AGAINST THE SPANISH
22 EMPIRE. AND CHILE COMMEMORATES INDEPENDENCE ON SEPTEMBER 18.
23 SO TODAY, THE CULTURES OF THESE COUNTRIES ARE INTEGRALLY
24 INTERTWINED IN THE FABRIC OF LOS ANGELES COUNTY. LATIINOS MAKE
25 UP NEARLY 50% AND IMMIGRANTS MAKE UP ABOUT 35% OF LOS ANGELES



THE BOARD OF
SUPERVISORS

COUNTY. FOR MORE THAN DECADES POLITICAL AND ECONOMIC
INSTABILITY, VIOLENCE AND ENVIRONMENTAL DISASTERS HAVE
PROMPTED MIGRATION TO THE UNITED STATES FROM CENTRAL AND SOUTH
AMERICA. AND OF COURSE AS OUR NEIGHBORS TO THE SOUTH, MEXICAN
MIGRATION TO THE UNITED STATES HAS A LONG HISTORY AS WORKERS
FROM MEXICO HAVE BOLSTERED OUR WORKFORCE AND OUR ECONOMY.
PEOPLE HAVE COME TO THIS COUNTRY IN SEARCH OF SAFETY,
OPPORTUNITY, AND THE PROMISE OF A BETTER LIFE. I, TOO, AM A
PROUD DAUGHTER OF IMMIGRANTS WHOSE PARENTS IMMIGRATED FROM
MEXICO AND CENTRAL AMERICA, NICARAGUA. IMMIGRANT COMMUNITIES
HAVE TRANSFORMED OUR REGION, AND TODAY LOS ANGELES COUNTY HAS
THE LARGEST POPULATION OF SALVADORIAN, GUATEMALAN AND MEXICAN
IMMIGRANTS IN THE UNITED STATES BRINGING ENTREPRENEURSHIP,
TALENT, FOOD, AND A BIT OF WHAT WE CALL SAVOR TO OUR REGION.
IT IS THE MELDING OF CULTURES THAT MAKES LOS ANGELES SO
BEAUTIFULLY UNIQUE AND HELPS OUR ECONOMY THRIVE. YOUR
CONSULATES ARE THE HEART OF THE STORY, THE CONSULATES ARE AN
ESSENTIAL RESOURCE FOR NATIONALS WHO LIVE HERE PROVIDING THEM
WITH ADMINISTRATIVE SERVICES, EMERGENCY ASSISTANCE, SUPPORT
FOR CULTURAL AND BUSINESS AFFAIRS. DURING THIS TIME WHEN
IMMIGRANTS ARE BEING DISAPPEARED FROM OUR STREETS, MANY OF THE
CONSULATES ARE PLAYING A SIGNIFICANT ROLE IN SUPPORTING
DEPORTATION. A FEW WEEKS AGO IN FACT I MET WITH THE CONSUL
GENERAL OF MEXICO WHO SHARED HOW HIS TEAM IS MOBILIZING TO
SUPPORT DETAINED MEXICAN NATIONALS INCLUDING PROVIDING MEDICAL



THE BOARD OF
SUPERVISORS

CARE, FOOD, AND EVEN LEGAL ASSISTANCE. AND I KNOW THAT THE
OTHER CONSULATES ARE STEPPING UP TO DO THE SAME. I'M GRATEFUL
FOR YOUR PARTNERSHIP DURING THESE UNPRECEDENTED TIMES AND FOR
CONTINUING TO PROVIDE OPPORTUNITIES TO SHOWCASE AND CELEBRATE
THE CULTURES AND DIASPORAS THAT MAKE LOS ANGELES GREAT. I WANT
TO TAKE A MOMENT TO THANK THE COUNTY OFFICE OF PROTOCOL FOR
HER IMPORTANT WORK AND LIAISON IN HELPING OUR CONSULATE CORPS.
GIVE HER A BIG ROUND OF APPLAUSE. [APPLAUSE] WHILE THOUGH
WEREN'T ALL ABLE TO JOIN US I'D LIKE TO ACKNOWLEDGE EL
SALVADOR AND NICARAGUA WHO CELEBRATE THEIR INDEPENDENCE THIS
MONTH. WITH THAT, I'M HONORED TO HAVE EACH OF THEM COME AND
GIVE YOU GREETINGS AND WELCOME AND HAVE THEM SHARE A FEW
WORDS. I WOULD LIKE TO ASK CONSULATE OF GUATEMALA AND THEN
CONSULATE OF CHILE, MEXICO, AND CONSULATE OF COSTA RICA AND
CONSULATE OF HONDURAS TO SAY A FEW WORDS. THANK YOU.

>> SPEAKER: (SPEAKING SPANISH).

>> INTERPRETER: DEAR HONORABLE HILDA SOLIS, THE CULTURE BOARD
OF SUPERVISORS, HONORABLE MEMBERS OF THE CONSULATES, GOOD
MORNING EVERYONE, HAPPY LATINO HERITAGE MONTH.

>> SPEAKER: (SPEAKING SPANISH).

>> INTERPRETER: THIS IS A GREAT HONOR FOR ME AS A CONSULATE



THE BOARD OF
SUPERVISORS

1 GENERAL OF GUATEMALA TO EXPRESS GRATITUDE ON BEHALF OF THE
2 GUATEMALAN GOVERNMENT AND COMMUNITY LIVING IN THE LOS ANGELES
3 DISTRICT CONNECTION DURING THIS SIGNIFICANT LATINO HERITAGE
4 MONTH. [SPEAKING SPANISH] IT IS EXCITING TO BE ABLE TO EXTEND
5 ON BEHALF OF MY FELLOW COUNTRYMEN AND WOULD AMERICAN IN THE
6 GUATEMALAN COMMUNITY. THEY BEGAN TO HAVE A PRESENCE IN THE
7 UNITED STATES OF AMERICA IN THE MIDDLE OF THE LAST CENTURY.
8 PRIMARY IN THIS CITY OF LOS ANGELES WHERE THE LARGEST
9 PROPORTION LIES. NOT ONLY WITH WORK AND ECONOMIC CONTRIBUTIONS
10 BUT WITH THEIR CULTURE, BUILDING A STRONGER AND DIVERSE
11 NATION. [SPEAKING SPANISH] GUATEMALAN AND LOS ANGELES ARE
12 KNOWN FOR WORKING MEN AND WOMEN PROCESSING A BLEND OF HERITAGE
13 THAT CAN BE KNOWN WITH THE COLORS AND BEAUTY OF THE TEXTILES
14 FOR ANCESTRAL MAYAN PORTION ON THEIR FESTIVAL. [SPEAKING
15 SPANISH] THANK YOU, THANK YOU VERY MUCH HONORABLE SUPERVISOR
16 SOLIS FOR THIS CONSIDERATION IN THIS DIFFICULT TIME THAT
17 PEOPLE ARE LIVING IN. IT IS ESSENTIAL TO COME WITH THE SUPPORT
18 OF THE AUTHORITIES OF THIS GREAT COUNTRY. SINCERELY WE ARE
19 VERY EXCITED AND PROUD TO REPRESENT THE GUATEMALAN COMMUNITY
20 TODAY BEFORE LOS ANGELES COUNTY BOARD OF SUPERVISORS. GOD
21 BLESS THE LATIN COMMUNITY AND GOD BLESS THE UNITED STATES OF
22 AMERICA. [APPLAUSE]

23
24 >> SPEAKER: (SPEAKING SPANISH).
25



THE BOARD OF
SUPERVISORS

1 >> SPEAKER: (SPEAKING SPANISH) BRIEFLY THANK YOU SUPERVISOR
2 HILDA SOLIS ON BEHALF OF THE CONSULATE GENERAL OF MEXICO IN
3 LOS ANGELES AND CARLOS GUTIERREZ, THANK YOU FOR RECOGNIZING
4 THE WORK THAT CONSULATES OF LATIN AMERICAN COUNTRIES
5 REPRESENTING VARIOUS IMMIGRANT COUNTRIES IN LOS ANGELES COUNTY
6 TO PROTECT THE RIGHTS, PROMOTE OUR CULTURE, AND PROMOTE
7 FRIENDSHIP AND CORPORATION TIES WITH LOS ANGELES. IT IS VERY
8 IMPORTANT AMIDST THIS TIME OF UNCERTAINTY AND DIFFICULTY TO
9 PROMOTE THE MANY WAYS IN WHICH OUR COMMUNITIES CONTRIBUTE TO
10 THE SHARED PROSPERITY OF THE UNITED STATES AND OF LOS ANGELES
11 COUNTY WHILE AT THE SAME TIME FEELING PROUD OF THEIR ORIGINS.
12 THANK YOU VERY MUCH. [APPLAUSE]

13

14 >> SPEAKER: GOOD MORNING. OH BEHALF OF THE CONSULATE GENERAL
15 OF COSTA RICA I WANT TO EXPRESS OUR SINCERE GRATITUDE FOR THIS
16 RECOGNITION IN HONOR OF THE HISPANIC HERITAGE MONTH. THIS
17 ACKNOWLEDGEMENT HIGHLIGHTS NOT ONLY THE COSTA RICAN COMMUNITY
18 BUT ALSO THE MANY COMMUNITIES THAT TOGETHER WE ENRICH IN
19 LOS ANGELES COUNTY. WE ARE PROUD TO SHARE OUR VALUES, OUR
20 CULTURES, AND FRIENDSHIP WITH THIS GREAT COMMUNITY AND WE LOOK
21 FORWARD TO CONTINUING STRENGTHENING OUR TIES. THANK YOU
22 SUPERVISOR, THANK YOU. [APPLAUSE]

23

24 >> SPEAKER: GOOD MORNING ON BEHALF OF THE CONSULATE GENERAL OF
25 HONDURAS IN LOS ANGELES I EXTEND OUR DEEPEST GRATITUDE TO THE



THE BOARD OF
SUPERVISORS

1 HONORABLE SUPERVISOR HILDA SOLIS FOR THIS RECOGNITION DURING
2 HISPANIC HERITAGE MONTH. THIS HONOR REFLECTS NOT ONLY THE WORK
3 OF OUR CONSULAR TEAM BUT ALSO THE EFFORT AND DEDICATION OF THE
4 HONDURAN COMMUNITY THAT CONTRIBUTES EVERY DAY TO THE GROWTH
5 AND DEVELOPMENT TO THIS GREAT CITY. WE RECEIVED THIS
6 RECOGNITION WITH HUMILITY AND COMMITMENT. WE ARE AFFIRMING OUR
7 MISSION TO SERVE OUR NATIONALS AND TO CONTINUE STRENGTHENING
8 THE COOPERATION AND FRIENDSHIP BETWEEN HONDURAS AND THE UNITED
9 STATES. THANK YOU SUPERVISOR SOLIS FOR YOUR SUPPORT AND FOR
10 BEING THE VOICE THAT UPLIFTS AND HONORS THE CONTRIBUTIONS
11 TO OUR COMMUNITIES. AND REPRESENT OUR COMMUNITIES IN HONDURAS,
12 THANK YOU SO MUCH. [APPLAUSE]

13
14 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU. RAISE YOUR HAND,
15 THIS IS OUR CHIEF PROTOCOL OFFICER, THANK YOU FOR THE WORK YOU
16 ARE DOING. WITH THAT SUPERVISOR MITCHELL?

17
18 >> SUP. HOLLY J. MITCHELL: GOOD MORNING, GOOD MORNING. WELL,
19 LOS ANGELES, WE WITNESSED HISTORY HERE TODAY FROM FIVE CONSULS
20 GENERAL TO BUSINESS, FAITH, AND COMMUNITY LEADERS. I WANT TO
21 START BY THANKING MY COLLEAGUE SUPERVISOR SOLIS FOR A HISTORY
22 LESSON AND FOR GROUNDING TODAY'S CEREMONY IN IMPORTANT
23 HISTORY, HISTORY THAT I BELIEVE WE COLLECTIVELY ARE COMMITTING
24 TO NOT ALLOW BE ERASED. HISTORY THAT IS GOING TO REMIND US
25 THAT WE ARE STRONGER WORKING TOGETHER. AND THAT WE ARE NOT



THE BOARD OF
SUPERVISORS

1 GOING TO LET ACTIONS BY OUR CURRENT FEDERAL ADMINISTRATION
2 ERASE US. WE'RE NOT GOING TO LET THAT HAPPEN. I THINK ANGELICA
3 SAID IT BEAUTIFULLY, ALL WE ASK IS TO BE LOVED BACK. FOR ME,
4 THAT IS WHAT HISPANIC HERITAGE MONTH SHOULD AND IS ABOUT. SO,
5 AGAIN, GOOD MORNING. I HAVE THE PRIVILEGE OF RECOGNIZING AN
6 OUTSTANDING GROUP OF INDIVIDUALS IN HONOR OF 2025 HISPANIC
7 HERITAGE MONTH. LEADERS WHO HAVE BEEN NOMINATED BY MEMBERS OF
8 TEAM MITCHELL, THANK YOU, THEIR PEERS AND THE COMMUNITY FOR
9 THE INCREDIBLE IMPACT THEY HAVE MADE ACROSS THE SECOND
10 DISTRICT. LET ME JUST SAY, I'M PROUD TO SHARE THE BEAUTIFUL
11 FABRIC THAT COMPRISES THE SECOND DISTRICT IS OUTLINED IN A
12 CURRENT COMMUNITY PROFILE PROVIDED BY OUR OWN DEPARTMENT OF
13 PUBLIC WORKS THAT REMINDS US THAT AS OF 2023, 48% OF THE
14 PEOPLE WHO CALL THE SECOND DISTRICT HOME ARE OF HISPANIC OR
15 LATINX DESCENT. WE'RE HONORED TO RECOGNIZE A NUMBER OF
16 COMMUNITY LEADERS IN A VARIETY OF DIFFERENT SECTORS.
17 COMMUNITY, BUSINESS, YOU WILL HEAR ABOUT ALL OF THEM. WE'RE
18 HONORED TO RECOGNIZE OWE DELIA ROMERO WITH OUR COMMUNITY
19 ENGAGEMENT AWARD. A PROUD ZAPOTEC WOMAN FROM OAXACA. SHE HAS
20 SPENT OVER 20 YEARS ADVOCATING FOR INDIGENOUS MIGRANT
21 COMMUNITIES IN CALIFORNIA AND BEYOND AND CO-FOUNDER AND
22 EXECUTIVE DIRECTOR OF COMMUNITY INDIGENOUS AND CELO, SHE HAS
23 LED GROUNDBREAKING WORK IN LANGUAGE JUSTICE, WOMEN'S
24 LEADERSHIP AND YOUTH EMPOWERMENT. WORK AS A TRI-LINGUAL
25 INTERPRETER HAS BEEN VITAL IN BRIDGING CULTURAL AND SYSTEMIC



THE BOARD OF
SUPERVISORS

1 GAPS FOR INDIGENOUS PEOPLE. PLEASE GIVE HER A ROUND OF
2 APPLAUSE. [APPLAUSE] I'M DEEPLY PROUD TO ALSO RECOGNIZE KAYA
3 DANTZLER WITH THE TRAIL BLAZER AWARD. A LATINX BLACK CULTURAL
4 ORGANIZER FROM SOUTH L.A., KAYA IS DEEPLY ROOTED IN THE LEGACY
5 AND FUTURE OF LEMURRAY PARK WHERE SHE CO-FOUNDED "WE LOVE
6 LEMERC" DEDICATED TO CULTURAL HERITAGE AND CREATING SPACES FOR
7 HEALING, JOY. SHE BLENDS ORGANIZING WITH ACTIVISM, FOSTERING
8 SOLIDARITY AMONG BUSINESS OWNERS AND CULTURAL LEADERS FROM
9 LEADING NATIONAL RACIAL JUSTICE CAMPAIGNS AT COLOR OF CHANGE
10 TO UNITING LOCAL STREET MERCHANTS, KAYA CENTERED COMMUNITY
11 CARE, EQUITY AND CULTURAL PRIDE. SHE ENVISIONS A LEMERC PARK
12 AS A GLOBAL MODEL FOR SHARED PROSPERITY AND LIBERATION THROUGH
13 HER LEADERSHIP, IS BECOMING JUST THAT. KAYA DANTZLER.
14 [APPLAUSE] AGAIN, WE ARE PROUD TO PRESENT SUSANA MEDINA WITH
15 THE PUBLIC SERVICE AWARD IN RECOGNITION OF HER DECADES OF
16 DEDICATED SERVICES TO BOTH PUBLIC SAFETY AND THE HISPANIC
17 COMMUNITY. SUSANA HELPED PIONEER ONE OF THE FIRST VOLUNTEER
18 PROGRAMS WITH THE L.A. COUNTY SHERIFF DEPARTMENT
19 FINGERPRINTING AND REPORTING SYSTEMS THAT SINCE WERE ADOPTED
20 NATIONWIDE TO IMPROVE COMMUNITY SAFETY. BEYOND HER
21 CONTRIBUTIONS TO PUBLIC SAFETY, SUSANA HAS BEEN A PROMINENT
22 LEADER SERVING AS PRESIDENT OF THE MEXICAN LIVE AMERICAN
23 DEMOCRATIC CLUB, ADVOCATING FOR GREATER REPRESENTATION AND
24 RESOURCES AND LEADING THE CINCO DE MAYO FESTIVAL AND
25 SCHOLARSHIP PROGRAM FOR NEARLY 40 YEARS. THROUGH HER TIRELESS



THE BOARD OF
SUPERVISORS

1 ADVOCACY, LEADERSHIP AND COMMITMENT TO COMMUNITY BUILDING
2 SHE'S MADE A LASTING IMPACT FOR THE CITY OF GARDENA. GIVE HER
3 A ROUND OF APPLAUSE. WE ARE HONORED TO RECOGNIZE AARON DIAZ AS
4 YOUNG LEADER RECIPIENT AWARD. ALL RIGHT, ALL RIGHT. A PROUD
5 QUEER MEXICAN-AMERICAN FROM COMPTON, AARON'S LEADERSHIP IS
6 ROOTED IN ADVOCACY, EDUCATION AND ORGANIZING IN SERVICE OF THE
7 HISPANIC COMMUNITY. AS POLICY AND GRASSROOTS ORGANIZER WITH
8 KNOW YOUR NINE, AARON EMPOWERS STUDENTS FROM MARGINALIZED
9 BACKGROUNDS BY EXTENDING AWARENESS OF TITLE IX, RIGHTS AND
10 PROTECTIONS AGAINST SEXUAL VIOLENCE. OVER THE SUMMER, AARON
11 ADVANCED REPRODUCTIVE JUSTICE ACROSS L.A. COUNTY THROUGH HIS
12 WORK WITH CALIFORNIA'S LATINAS FOR REPRODUCTIVE JUSTICE.
13 SUPPORTING THEIR 20th ANNIVERSARY AND ADVOCATING FOR STRONGER
14 ABORTION SHIELD LAWS THAT DIRECTLY IMPACT LATINA AND IMMIGRANT
15 COMMUNITIES. AARON HAS ALSO LED CIVIC ENGAGEMENT EFFORTS
16 THROUGH "MY SCHOOL VOTES" AS CHAIR OF THE METRO YOUTH COUNCIL,
17 GO METRO, HAS PUSHED FOR LANGUAGE ACCESS AND IMMIGRANT RIGHTS
18 TO BETTER SERVE LATINX YOUTH ON AND FAMILIES. HE CONTINUES TO
19 BE A POWERFUL VOICE FOR EQUITY, INCLUSION, AND COLLECTIVE
20 ACTION, UPLIFTING AND INSPIRING THE NEXT GENERATION OF LATINX
21 LEADERS. GIVE AROUND OF APPLAUSE. [APPLAUSE] AND TO ROUND OUT
22 OUR RECOGNITION TODAY FOR THE SECOND DISTRICT, WE'RE PROUD TO
23 RECOGNIZE LAURA HERNANDEZ AND NUNA BEHAVIORAL HEALTH AS SMALL
24 BUSINESS HONOREE. FOUNDED BY LAURA A PROUD SALVADORIAN-KOREAN
25 MENTAL HEALTH PROFESSIONAL, IT IS A CULTURALLY AFFIRMING



THE BOARD OF
SUPERVISORS

1 PSYCHO THERAPY INDIGENOUS, LATIN, NEURODIVERGENT AND QUEER
2 ADULTS ROOTED IN LIBERATION, IDENTITY, AND COLLECTIVE CARE.
3 NUNA OFFERS BILINGUAL THERAPY FROM PROVIDERS WHO SHARE LIVED
4 EXPERIENCES WITH THE COMMUNITIES THEY SERVE. INSPIRED BY HER
5 OWN JOURNEY TO HE WILL INTERGENERATIONAL TRAUMA, LAURA BUILT
6 NUNA HEALTH TO CENTER CULTURE, VALUES, AND SOCIAL JUSTICE IN
7 MENTAL HEALTH CARE ESPECIALLY FOR WOMEN OF COLOR. AFTER YEARS
8 OF PROVIDING SERVICES VIA TELEHEALTH LAURA RECENTLY OPENED
9 NUNA'S FIRST BRICK AND MORTON CLINIC BRINGING VITAL IN-PERSON
10 SERVICES AND COMMUNITY BUILDING EVENTS LIKE ZUMBA AND SALSA
11 NIGHTS TO OUR DISTRICT. A PROUD PARTICIPANT IN THE COUNTY'S
12 ECONOMIC MOBILITY INITIATIVE, LA YOU ARE A CONTINUES TO GROW
13 HER VISION FOR A TRAUMA INFORMED INCLUSIVE PRACTICE THAT
14 NURTURES RESILIENCE AND HEALING. SO I ASK THAT YOU ALL PLEASE
15 JOIN ME IN HONORING THE SECOND DISTRICT HISPANIC HERITAGE
16 MONTH HONOREES WHOSE VISION, DEDICATION, AND SHALL I SAY
17 COURAGE AS WELL AS THEIR LASTING CONTRIBUTIONS CONTINUE TO
18 MAKE THE SECOND DISTRICT A MORE VIBRANT, INCLUSIVE, AND
19 EMPOWERED COMMUNITY. GIVE THEM ALL A ROUND OF APPLAUSE, I
20 APPRECIATE THAT. [APPLAUSE] THANK YOU. STEP FORWARD, PLEASE.

21
22 >> SUP. HOLLY J. MITCHELL: THANK YOU MADAM CHAIR, APPRECIATE
23 IT. [APPLAUSE]

24
25 >> SUP. KATHRYN BARGER, CHAIR: ALL RIGHT, NOW WE WILL BEGIN



THE BOARD OF
SUPERVISORS

1 OUR BOARD MEETING FOR PUBLIC HEARINGS. EXECUTIVE OFFICER WILL
2 YOU PLEASE CALL THE AGENDA.

3

4 >> EXECUTIVE OFFICER: WE WILL BEGIN ON PAGE 3, PUBLIC
5 HEARINGS, ITEMS 1 THROUGH 5. ITEM 3, THE DIRECTOR OF REGIONAL
6 PLANNING REQUESTS THIS ITEM BE CONTINUED TO OCTOBER 28, 2025.
7 THE REMAINING EYE TELLS WILL BE HELD FOR HEARING. PAGE 6,
8 ADMINISTRATIVE MATTERS, ITEM 6, PAGE 7, NOTICES OF CLOSED
9 SESSION. ITEM CS1 THROUGH CS3. ITEM CS3 THIS IS AN ADDITION AS
10 INDICATED ON THE SUPPLEMENTAL AGENDA. ALSO THE DIRECTOR OF
11 PERSONNEL REQUESTS THIS ITEM BE CONTINUED TWO WEEKS TO OCTOBER
12 7, 2025. THE REQUEST FOR CONTINUANCES THROUGH CS3 ARE BEFORE
13 YOU. THAT COMPLETES THE READING OF THE AGENDA, MADAM CHAIR.

14

15 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU. MOVED BY SUPERVISOR
16 HAHN, SECONDED BY SUPERVISOR HORVATH TO APPROVE THE ITEM,
17 EXECUTIVE OFFICER PLEASE CALL THE ROLL.

18

19 >> EXECUTIVE OFFICER: SUPERVISOR SOLIS.

20

21 >> SUP. HILDA SOLIS: AYE.

22

23 >> EXECUTIVE OFFICER: SUPERVISOR MITCHELL.

24

25 >> SUP. HOLLY J. MITCHELL: AYE.



THE BOARD OF
SUPERVISORS

1

2 >> EXECUTIVE OFFICER: SUPERVISOR HORVATH.

3

4 >> SUP. LINDSEY HORVATH: AYE.

5

6 >> EXECUTIVE OFFICER: SUPERVISOR HAHN.

7

8 >> SUP. JANICE HAHN: AYE.

9

10 >> EXECUTIVE OFFICER: SUPERVISOR BARGER.

11

12 >> SUP. KATHRYN BARGER, CHAIR: AYE.

13

14 >> EXECUTIVE OFFICER: MOTION CARRIES 5-0.

15

16 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU. EXECUTIVE OFFICER
17 PLEASE PLAY THE CODE OF CONDUCT.

18

19 >> EXECUTIVE OFFICER: LADIES AND GENTLEMEN MAY I PLEASE HAVE
20 YOUR ATTENTION. THE MEETING OF THE LOS ANGELES COUNTY BOARD OF
21 SUPERVISORS IS ABOUT TO COMMENCE. A CODE OF CONDUCT WILL NOW
22 BE READ AND WE REQUEST THAT YOU COMPLY WITH IT TO ENSURE THE
23 EFFICIENT ADMINISTRATION OF THE MEETING. MEMBERS OF THE
24 PUBLIC, IT IS YOUR RIGHT TO PARTICIPATE IN TODAY'S BOARD
25 HEARING AND THE BOARD ENCOURAGES SUCH PARTICIPATION. HOWEVER,



THE BOARD OF
SUPERVISORS

THE RIGHT OF THE PUBLIC TO ADDRESS THE BOARD MUST BE BALANCED WITH THE NEED TO ENSURE THAT PUBLIC COMMENT DOES NOT INTERFERE WITH THE ORDERLY COURSE OF THE BOARD'S BUSINESS. ALL ARE REMINDED TO ABIDE BY THE FOLLOWING RULES. SPEAKERS MUST CEASE SPEAKING IMMEDIATELY WHEN THEIR TIME HAS ENDED. PUBLIC COMMENT ON AGENDA ITEMS MUST RELATE TO THE SUBJECT MATTER OF THAT ITEM. GENERAL PUBLIC COMMENT IS LIMITED TO SUBJECTS WITHIN THE JURISDICTION OF THE BOARD. PUBLIC COMMENT DOES NOT INCLUDE THE RIGHT TO ENGAGE IN A DIALOGUE WITH BOARD MEMBERS OR STAFF. PLEASE REMAIN RESPECTFUL OF THE FORUM AND REFRAIN FROM UTTERING, WRITING, OR DISPLAYING PROFANE, PERSONAL, THREATENING, DEROGATORY, DEMEANING, OR OTHER ABUSIVE STATEMENTS TOWARD THE BOARD, ANY MEMBER THEREOF, STAFF, OR ANY OTHER PERSON. MEMBERS OF THE AUDIENCE SHOULD BE RESPECTFUL OF THE VIEWS EXPRESSED BY SPEAKERS, STAFF, AND BOARD MEMBERS, AND MAY NOT CLAP, CHEER, WHISTLE, OR OTHERWISE DISRUPT THE ORDERLY CONDUCT OF THE MEETING. ANY PERSON ENGAGING IN CONDUCT THAT DISRUPTS THE MEETING IS SUBJECT TO BEING REMOVED FROM THE BOARD MEETING. AND FINALLY, IF YOU WITNESS CONDUCT OR BEHAVIOR BY OTHER MEMBERS OF THE PUBLIC THAT DISRUPTS YOUR ABILITY TO REMAIN ENGAGED OR PARTICIPATE IN THIS MEETING, PLEASE NOTIFY THE SERGEANT AT ARMS OR OTHER COUNTY STAFF. THANK YOU FOR YOUR COOPERATION.

>> SUP. KATHRYN BARGER, CHAIR: TODAY'S MEETING ORDER WILL BE



THE BOARD OF
SUPERVISORS

1 PUBLIC HEARING ITEMS 5, 1, 2, 4 FOLLOWED BY PUBLIC COMMENT ON
2 ITEMS NOT HELD FOR DISCUSSION BY THE BOARD INCLUDING CLOSED
3 SESSION MATTERS AND GENERAL PUBLIC COMMENT. THEN FINISHING
4 WITH CLOSED SESSION. BEFORE WE BEGIN EXECUTIVE OFFICER PLEASE
5 READ THE CALL-IN INFORMATION AND EXPLAIN THE SPEAKING RULES.
6 EXECUTIVE OFFICER: GOOD MORNING MEMBERS OF THE PUBLIC, IF YOU
7 WISH TO PARTICIPATE IN PUBLIC COMMENT YOU MAY DO SO IN PERSON
8 OR REMOTELY AS INDICATED ON THE AGENDA. TO PARTICIPATE
9 REMOTELY, PLEASE VISIT OUR WEBSITE TO REGISTER AND JOIN THE
10 MEETING OR YOU MAY CALL 2133063065 AND USE ACCESS CODE
11 25350135169 AND MEETING PASSWORD 2672025. THAT'S PHONE NUMBER
12 213-306-3065 AND ACCESS CODE 25350135169 AND MEETING PASSWORD
13 2672025. YOU WILL HAVE THE OPPORTUNITY TO ADDRESS THE BOARD
14 THROUGHOUT THE MEETING. FOR ITEMS NOT HELD BY THE BOARD YOU
15 WILL RECEIVE ONE MINUTE FOR ONE ITEM AND UP TO TWO MINUTES FOR
16 TWO OR MORE ITEMS. FOR ITEMS HELD BY SUPERVISORS, YOU WILL
17 HAVE ONE MINUTE TO ADDRESS THE BOARD AND ONE MINUTE TO ADDRESS
18 GENERAL PUBLIC COMMENT FOR A TOTAL OF SIX MINUTES FOR THIS
19 MEETING. ONCE YOUR TIME HAS EXPIRED WE WILL MOVE TO THE NEXT
20 SPEAKER. WHEN IT IS YOUR TURN TO SPEAK, IF REGISTERED ON A
21 COMPUTER OR DEVICE YOU WILL HEAR A BEEP AND YOUR NAME CALLED.
22 IF JOINING BY TELEPHONE YOU WILL HEAR YOUR LINE IS IT THREE
23 DIGITS OF YOUR PHONE NUMBER CALLED. TO ENSURE WE HEAR FROM IN-
24 PERSON AND REMOTE SPEAKERS, WE WILL ALTERNATE BETWEEN THE TWO
25 SPEAKING QUEUES. MEMBERS OF THE PUBLIC IN ATTENDANCE WHEN YOU



THE BOARD OF
SUPERVISORS

1 HEAR OR SEE YOUR NAME DISPLAYED ON THE SCREEN COME DOWN TO THE
2 FRONT OF THE BOARD ROOM AND STAFF WILL ASSIST YOU. DO NOT
3 APPROACH THE PODIUM UNTIL DIRECTED TO DO SO.

4
5 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU. MORE?

6
7 >> EXECUTIVE OFFICER: MOVING ON TO PUBLIC HEARING ITEMS.
8 MEMBERS OF THE PUBLIC -- SWEARING IN MEMBERS OF THE PUBLIC.
9 INCLUDING IN-PERSON AND REMOTE SPEAKERS WHO ARE REQUESTING TO
10 ADDRESS THE BOARD ON THE PUBLIC HEARING ITEMS, PLEASE STAND
11 AND RAISE YOUR RIGHT HAND TO BE SWORN IN. OKAY. PLEASE NOTE IN
12 THE TESTIMONY THAT YOU GIVE BEFORE THIS BOARD, YOU SOLEMNLY
13 SWEAR TO TELL THE TRUTH, THE WHOLE TRUTH BUT NOTHING BUT THE
14 TRUTH, SO HELP YOU GOD. THANK YOU. YOU MAY BE SEATED.

15
16 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU.

17
18 >> EXECUTIVE OFFICER: WE WILL NOW MOVE ON TO ITEM 5. PUBLIC
19 HEARING, 2561 INCLUDING A PRESENTATION ON THE STATUS OF THE
20 COUNTY'S VACANCIES, RECRUIT MANY AND RETENTION EFFORTS. FOR
21 MEMBERS OF THE PUBLIC JOINING REMOTELY, TO COMMENT, PLEASE USE
22 THE RAISED HAND FEATURE IF ON-LINE OR STAR 3 ON TELEPHONE. NO
23 DEPARTMENTAL STATEMENT WAS SUBMIT AND NO CORRESPONDENCE WAS
24 RECEIVED. REPRESENTATIVES FROM THE CHIEF EXECUTIVE OFFICE AND
25 DEPARTMENT OF PERSONNEL WILL MAKE A PRESENTATION. PLEASE STATE



THE BOARD OF
SUPERVISORS

1 NAME WHEN YOU ADDRESS THE BOARD.

2

3 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU. WE'LL GO AHEAD AND
4 HAVE THE PRESENTATION. JOE, YOU WANT TO SET THE TABLE?

5

6 >> JOE NICCHITTA: MY NAME IS JOE NICCHITTA, CHIEF EXECUTIVE
7 AND CEO. PROVIDING BRIEF PRESENTATION ON RECRUITMENT AND
8 RETENTION EFFORTS. THIS PRESENTATION IS THE REQUIREMENT OF A
9 NEW LAW THAT TOOK EFFECT AT THE BEGINNING OF THE LAW ASSEMBLY
10 BILL 2561. I'LL GO INTO ASSEMBLY BILL 2561 BUT LEVEL SETTING
11 AT TOP BECAUSE THIS IS THE FIRST TIME THAT YOUR BOARD IS
12 HAVING THIS PRESENTATION. SO IN ADDITION, TO REQUIRING THAT
13 THE COUNTY MAKE THIS PRESENTATION, THE LAW ALSO ALLOWS OUR
14 COUNTY UNIONS TO MAKE A PRESENTATION. SO PURSUANT TO BOARD'S
15 MOTION LAST WEEK WE EXTENDED THE OPPORTUNITY TO PRESENT TO ALL
16 25 COUNTY UNIONS, WE ARE JOINED BY REPRESENTATIVES OF 12
17 UNIONS THAT RESPONDED AFFIRMATIVELY THAT THEY WOULD LIKE TO
18 MAKE PRESENTATION. SOME WITH POWERPOINT AND SOME VERBALLY
19 ONLY. THERE IS A LOT TO GET THROUGH THIS MORNING. AND WITH
20 THAT IN MIND, THE COUNTY'S PRESENTATION CONSIST OF A SHORT SET
21 OF SLIDE, SUMMARIZING THE FINDINGS OF A DETAILED AB2561 REPORT
22 WHICH WE FILED LAST WEEK AND IS LINKED TO THE BOARD AGENDA.

23

24 >> SUP. KATHRYN BARGER, CHAIR: HOLD ON. WE ARE GOING TO GET IT
25 ON THE SCREEN. IN FRONT OF US. YEAH, ON OUR COMPUTER SCREEN



THE BOARD OF
SUPERVISORS

1 PLEASE. SO I'M GOING TO RUN TO THE SLIDES AND HAND OVER TO THE
2 DEPARTMENT OF HUMAN RESOURCES TO CLOSE OUT THE PRESENTATION.
3 COUNTY'S PRESENTATION WILL BE FOLLOWED BY OUR UNION
4 REPRESENTATIVES AND CLOSE IT OUT WITH ANY CONCLUDING COMMENTS.
5 EACH UNION REPRESENTATIVE WILL HAVE UP TO FIVE MINUTES FOR
6 THEIR PRESENTATION. SO MOVING ON TO THE FIRST SLIDE, AS I
7 MENTIONED, AB2561 REQUIRES LA COUNTY AND OTHER PUBLIC AGENCIES
8 TO PROVIDE AN ANNUAL UPDATE ON OUR VACANCIES AND EFFORT TO
9 RECRUIT AND RETAIN EMPLOYEES. TO DO SO, BEFORE ADOPTING FINAL
10 BUDGET SET TO COME TO THE BOARD NEXT TUESDAY. TODAY'S UPDATE,
11 INCLUDE DETAIL DATA WITH BARGAINING UNITS WITH 20% OR MORE. A
12 LOOK AT ENHANCED RECRUIT MANY AND HIRING EFFORTS. AND
13 OPPORTUNITIES TO COLLABORATE WITH LABOR PARTNERS TO IMPROVE
14 OUR PROCESSES. NEXT SLIDE PLEASE. OKAY. A LOT GOING ON THE
15 SLIDE. WE'LL WALK YOU THROUGH IT. OVERALL RATE COUNTY-WIDE,
16 25.6%. IMPROVEMENT FROM 14.8% EVEN AS THE COUNTY'S TOLD
17 AUTHORIZED BUDGETED POSITIONS INCREASED BY 5% SINCE THAT TIME.
18 OUR RETENTION RATE IS JUST ABOVE 09%. A NUMBER THAT WE CAN BE
19 PROUD OF AND SPEAKS TO THE COMPETITIVE PAY AND BENEFITS ACROSS
20 MOST JOB CLASSIFICATIONS AND MOST COUNTY EMPLOYEES ALIGNED
21 WITH THE GOALS AND COUNTY MISSION SPECIFICALLY. I WANT YOU TO
22 REMEMBER, THAT VACANCY RATES AND RETENTION RATES ARE
23 FLUCTUATING AND THIS IS A SNAPSHOT IN TIME AND TOOK THIS DATA
24 AS OF SEPTEMBER 1. LET'S TAKE A CLOSER LOOK AT THE TABLE ON
25 THE SLIDE. SO THE FIRST THING YOU WILL NOTICE, THE CHART IS



THE BOARD OF
SUPERVISORS

1 ORGANIZED BY BARGAINING UNIT. WHILE WE TYPICALLY THINK IN
2 TERMS OF JOB CLASSIFICATIONS OR DEPARTMENTS TO UNDERSTAND
3 VACANCIES, AND HOW THE VACANCIES ARE IMPACTING SERVICE
4 DELIVERY, AB2561 SPECIFICALLY REQUIRES THAT WE IDENTIFY
5 VACANCIES BY BARGAINING UNIT. SO WHY DOES THIS MATTER? EACH
6 BARGAINING UNIT CONTAINS MULTIPLE CLASSIFICATIONS SO THE
7 VACANCY RATE DATA YOU SEE ON THIS TABLE IS ESSENTIALLY A ROLL-
8 UP SUMMARY OF MULTIPLE DIFFERENT CLASSIFICATIONS REPRESENTED
9 BY THAT BARGAINING UNIT. THOSE CLASSIFICATIONS MIGHT BE SPREAD
10 ACROSS DIFFERENT DEPARTMENTS AND PROGRAMS WITHIN THE
11 DEPARTMENTS. LET ME JUST REPEAT THAT. THE VACANCY RATES ARE
12 NOT TIED TO ANY ONE DEPARTMENT OR PROGRAM. THEY ARE TIED TO
13 BARGAINING UNIT. THAT SAID, THIS EXERCISE HAS BEEN HELPFUL
14 PARTICULARLY TO UNDERSTAND FROM A COUNTYWIDE PERSPECTIVE, TYPE
15 OF JOBS PERSISTENT VACANCIES ARE OCCURRING, COMMONALITIES
16 BETWEEN THE JOBS AND WHERE WE CAN WORK MORE CLOSELY WITH LABOR
17 TO HELP ADDRESS PERSISTENT VACANCIES. I'LL TALK ABOUT THE
18 COMMONALITIES A LITTLE BIT MORE ON A LATER SLIDE. BACK TO THE
19 CHART. THEY TALK ABOUT AS REQUIRED 2561 FIVE OF THEM SHOWN
20 VACANCY RATES IN EXCESS OF 20% AND UP TO 34%. I WON'T TICK
21 THROUGH ALL OF THE DATA GIVEN THE LIMITED TIME BEFORE TURNING
22 FLOOR OVER TO LABOR PARTNERS BUT YOU CAN SEE THE VACANT
23 POSITIONS, THE TOTAL APPLICATIONS AND DAYS TO HIRE FROM
24 APPLICATION TO FIRST DAY OF WORK. WE PRESENTED IT HERE AND IN
25 DETAIL IN THE REPORT. THE METRIC CAN BE MISLEADING. BECAUSE IT



THE BOARD OF
SUPERVISORS

1 CONSIDERING THE TIME FRAME FROM WHEN A BULLETIN IS POSTED TO
2 WHEN A PERSON IS HIRED. IT WILL INCLUDE A TIME THAT A PERSON
3 SPENDS WAITING ON A LIST EVEN IF THERE IS NO JOB OPENING. A
4 DIFFERENT METRIC THAT WE HAVE UP ON THE CHART AS WELL. WE CALL
5 IT PLACEMENT TIME. THIS IS THE TIME FROM WHEN A DEPARTMENT
6 DECIDES TO FILL A VACANCY TO THE FIRST DAY OF WORK AND IS A
7 MORE PRECISE MEASURE OF HIRING PERFORMANCE THAN AVERAGE TIME
8 TO HIRE. HOWEVER, WE HAVE BOTH METRICS HERE AND IN THE REPORT.
9 I ALSO WANT TO FLAG THAT THE VACANCY RATES ON THE SLIDE ARE AN
10 ADJUSTED VACANCY RATE. WHAT DOES THAT MEAN? SO WE HAVE REMOVED
11 FROM OUR VACANCY CALCULATIONS POSITIONS THAT ARE VACANT BUT
12 FROZEN MEANING THE COUNTY HAS DETERMINED THAT THE POSITION
13 CANNOT BE FILLED. SIMPLE EXAMPLE IF A POSITION IS FUNDED WITH
14 GRANT REVENUE AND THAT GRANT REVENUE GOES AWAY, OFTEN THE
15 POSITION IS FROZEN SO NO ONE HIRES ON IT WITHOUT REVENUE
16 BEHIND IT. ADDITIONALLY, OVER 900 POSITIONS CURRENTLY ON THE
17 BOOKS ARE SLATED TO ELIMINATE THROUGH CURTAILMENTS. WE ALSO
18 REMOVED TO BE CURTAILED POSITIONS FROM VACANCY FIGURES AND WE
19 REMOVED PENDING HIRES FROM TOTAL, FROM THE TOTAL AS WELL.
20 BECAUSE THOSE POSITIONS FILLED SHORTLY AND PENDING HIRE IS
21 WHERE WE HAVE EXTENDED AN OFFER, THE CANDIDATE HAS ACCEPTED IT
22 AND PRE-EMPLOYMENT PROCESS GOING THROUGH. NOW FOR TRANSPARENCY
23 AND REQUIRED BY AB2561 WRITTEN REPORT DOES PROVIDE BOTH THE
24 UNADJUSTED AND ADJUSTED VACANCY RATES. ALL AVAILABLE TO THE
25 BOARD AGENDA. SO LET ME SAY, BEFORE WE LEAVE THIS SLIDE, I



THE BOARD OF
SUPERVISORS

1 THINK WHAT WE ARE ALL THINKING, WHICH IS THESE VACANCY RATES
2 ARE NOT ACCEPTABLE. PERSISTENT VACANCIES AND CRITICAL JOB
3 AREAS ARE A DISSERVICE TO THE PUBLIC AND THE IMPACT THE STAFF
4 WITH OVERTIME PRESSURES AND CAN LOWER MORALE. MY OFFICE, DHR
5 AND COUNTY DEPARTMENTS ARE COMMITTED TO IMPROVING THE NUMBERS.
6 WE ARE COMMITTED TO WORKING WITH LABOR TO FIND SOLUTIONS TO
7 PERSISTENT VACANCIES THAT OFTEN HAVE COMPLEX CAUSES REQUIRING
8 A CONSTELLATION OF SOLUTIONS THAT INCLUDES WORKING WITH LABOR.
9 DHR WILL SHARE INFORMATION ON SPECIFIC EFFORTS TO CLOSE THESE
10 VACANCY GAPS LATER IN THE PRESENTATION AND RIGHT NOW I'LL TAKE
11 THE NEXT SLIDE PLEASE. SO THIS SLIDE UNDERSCORES THE SHEER
12 SCOPE OF THE COUNTY'S RECRUITING AND RETENTION EFFORTS. OVER
13 THE LAST YEAR, WE RECEIVED AND REVIEWED OVER 522,000
14 APPLICATIONS FOR COUNTY JOBS. WE HAVE HELD MORE THAN 210,000
15 CIVIL SERVICE EXAMS AND WE HAVE HIRED MORE THAN 19,000
16 EMPLOYEES. THAT IS IN THIS YEAR ALONE, SUPERVISORS, THAT IS
17 MORE EMPLOYEES THAN A SINGLE YEAR HIRED THAN MOST LOCAL
18 JURISDICTIONS HAVE ON THEIR ENTIRE BOOKS THROUGHOUT THE STATE
19 OF CALIFORNIA. WE HAVE RAMPED UP THE PARTICIPATION AND JOB
20 FAIRS. AND LAUNCHED STRATEGIC ADVERTISING CAMPAIGNS TO RAISE
21 AWARENESS OF COUNTY OPPORTUNITIES AND REACH PREVIOUSLY
22 UNTAPPED CANDIDACY POOLS THROUGH COUNTLESS SOCIAL MEDIA POSTS.
23 REVAMPED THE SYSTEMS TO HARD TO FILL VACANCIES WITH A RANGE OF
24 STRATEGIES INCLUDING BONUSES, ACADEMIC PARTNERSHIPS AND
25 OUTREACH LIKE JOB FAIRS AND COMMUNITY EVENTS. NEXT SLIDE



THE BOARD OF
SUPERVISORS

1 PLEASE. OKAY. LET'S TAKE A CLOSER LOOK AT OUR CHALLENGES. SO
2 WE CAN SEE THAT THE FIVE BARGAINING UNITS WITH HIGH VACANCIES
3 REPRESENT JOBS FALLING INTO THREE BROAD CATEGORY, HEALTHCARE,
4 INCLUDING BEHAVIORAL HEALTH, PROBATION AND INSTITUTIONAL
5 SUPPORT WHO HOLD A VARIETY OF JOBS IN OUR HOSPITALS AND JAILS
6 LIKE COOKS, LAUNDRY WORKERS AND MAINTENANCE STAFF. EACH OF
7 THESE THREE CATEGORIES HAS ITS OWN UNIQUE SET OF CHALLENGES.
8 THE STAFFING ISSUES PLAGUING THE PROBATION DEPARTMENT IS WELL-
9 KNOWN TO THE BOARD AND PUBLIC. WE HAVE HAD EXTENSIVE
10 DISCUSSION ON THAT LAST WEEK SO I WON'T DOUBLE BACK ON THAT
11 DISCUSSION. TURNING NEXT TO VACANCIES AND PSYCHIATRIC ROLES,
12 COMPETING WITH HIGHLY COMPETITIVE PAY RATES AND MORE FLEXIBLE
13 SCHEDULE FOR THE OFFICE SECTOR. THEY DO HELP US ATTRACT MORE
14 SEASON WORKERS THAT APPRECIATE THOSE BENEFITS. HOWEVER WE ARE
15 FIGHTING A TOUGH BATTLE ON THE FRONT EVEN THOUGH THAT THESE
16 JOBS ARE AMONG THE HIGHEST PAID COUNTY EMPLOYEES. AND THE
17 FINAL AREA OF 20% VACANCIES INSTITUTIONAL SUPPORT PERSONNEL,
18 THESE FOLKS ARE IMPACTED BY STATE WAGE INCREASES FOR
19 HEALTHCARE WORKERS THAT HAVE UNINTENTIONALLY COMPRESSED THE
20 SALARIES FOR THESE EMPLOYEES WORKING IN A HEALTHCARE
21 ENVIRONMENT BUT NOT DIRECTLY PROVIDING HEALTHCARE. HERE IS
22 WHAT IS GOING ON. WE CAN FILL THE FIRST LEVEL OF JOBS, HOWEVER
23 THE PAY DIFFERENTIAL IS SMALL ENOUGH BETWEEN PROMOTIONAL STEPS
24 THAT THERE IS LITTLE INCENTIVE TO TAKE ON NEW RESPONSIBILITIES
25 AND GET PROMOTED. SO WE HAVE PERSISTENT VACANCIES AND JOBS



THE BOARD OF
SUPERVISORS

1 WHERE THESE COMPRESSION ISSUES HAVE BEEN IDENTIFIED SUCH AS
2 COOKS AND LAUNDRY WORKERS WHEN THE LOWEST ITEM INCREASES IN
3 SALARY, YOU COMPRESS WITH THE HIGHER ITEM IF YOU INCREASE THAT
4 ONE, THE COMPRESSION INCREASES ALL THE WAY UP THE
5 CLASSIFICATION CHAIN. NEXT SLIDE PLEASE. OKAY. SO I DO WANT TO
6 TAKE A MOMENT TO HIGHLIGHT EXAMPLE TO SUCCESSFULLY WORK WITH
7 ATTACKING VACANCIES IN CORRECTIONAL HEALTH SERVICES. IT IS
8 MODEL HOW WE ARE TACKLING THE AREAS GOING FORWARD. A COUPLE
9 YEARS AKA VACANCY RATES FOR CHS, MENTAL HEALTH STAFFING
10 REPORTING AT 42%. THOSE RATES HAVE DECREASED ROUGHLY 16%
11 OVERTIME. WHAT WE FOUND TO BE MOST EFFECTIVE FOR CHS WAS
12 DEPLOYING A CONSTELLATION OF STRATEGIES. IT MIGHT HAVE BEEN
13 INSUFFICIENT ON ITS OWN, THE PACKAGE OF STRATEGIES HAVE BEEN
14 SUCCESS. PERSISTENT VACANCIES, A NARROW FOCUS ON THIS, CLOSING
15 THE VACANCY GAP, TOO OFTEN THE ONLY FOCUS. CONSTELLATION OF
16 STRATEGIES IS A BETTER APPROACH AND DEMONSTRATED BY OUR
17 SUCCESS AT CHS. NEXT SLIDE PLEASE. OKAY. SO STRATEGIES AND
18 OPPORTUNITIES, SO THE GAME CHANGER IN TERMS OF INCREASING
19 HIRING AND CLOSING MANY OF THE VACANCIES IS CIVIL SERVICE
20 REFORM. SOMETHING THAT OUR DEPARTMENT OF HUMAN RESOURCES HAS
21 BEEN TAKING THE LEAD IN CHAMPIONING. APPLICANT INTEREST IS
22 STRONG. VERY STRONG AS YOU CAN SEE FROM THE HALF MILLION
23 APPLICANTS THAT I MENTIONED EARLIER. BUT CLEARANCE AND EXAM
24 REQUIREMENTS EXTEND HIRING TIMELINES AND CAUSE US TO LOSE AM
25 CAPABILITIES TO OUTSIDE OFFERS. SOME OF THIS IS NECESSARY. WE



THE BOARD OF
SUPERVISORS

1 NEED TO MAKE SURE THAT PUBLIC SAFETY PERSONNEL OR EMPLOYEES
2 WHO WORK IN CHILD WELFARE FOR EXAMPLE RUN THROUGH ALL
3 APPROPRIATE BACKGROUND CHECKS AND PSYCHOLOGICAL EXAMS. WE
4 DEFINITELY NEED CHECKS IN PLACE BUT NOT EVERY ROLE NEEDS THAT
5 SAME LEVEL OF SCRUTINY AND CIVIL SERVICE ROLES AROUND RECRUIT
6 MANY AND EXAMS NEED UPDATING. DHR HAS BEEN IN DIALOGUE WITH
7 LABOR PARTNERS FOR NEARLY TWO YEARS WITH SPECIFIC PROPOSALS
8 AND ENGAGE IN HELPING AND EXPEDITING AND MEET THE NEEDS FOR
9 PROCESSES. MEANTIME, DHR HAS MADE CHANGES WITH OPEN AND
10 CONTINUOUS FILING EXAMS, DEVELOPING ELECTRONIC DASHBOARDS AND
11 GIVING DEPARTMENTS WITH VACANCIES EXCESS OF 17.5% EMERGENCY
12 HIRING AUTHORITY. NEXT SLIDE PLEASE. EARLIER, I EXPLAINED, THE
13 PERFORMANCE. FIVE CLASSIFICATIONS WITH ADJUSTED VACANCY RATES
14 OVER 20% FALL LARGELY WITHIN FOUR DEPARTMENTS. HEALTH
15 SERVICES, MENTAL HEALTH, SHERIFF AND PROBATION. FROM THIS
16 DEPARTMENTAL VIEW, WE WANTED TO TAKE A MOMENT TO COVER THE
17 MANY STRATEGIES ALREADY UNDER WAY TO IMPROVE HIRING IN THE
18 DEPARTMENTS. AND NOW I WILL TURN THE FLOOR OVER TO LISA
19 GARRETT, OUR DIRECTOR OF PERSONNEL TO WALK THROUGH THE
20 REMAINDER OF THE PRESENTATION.

21
22 >> LISA GARRETT: GOOD MORNING SUPERVISORS. LABOR PARTNERS AND
23 MEMBERS OF THE PUBLIC. I AM LISA GARRETT, DIRECTOR OF
24 PERSONNEL. I'M JOINED HERE BY DR. JOHAN JULIN. THE COUNTY HAS
25 EXPANDED AND OUT OF THE BOX RECRUITMENT EFFORTS WE HAVE. WE



THE BOARD OF
SUPERVISORS

1 HAVE TAKEN THE RECRUITMENT OUT OF THE FOUR WALLS OF THE COUNTY
2 AND THE COMMUNITY. I'M PLEASED THAT WE ARE DISCUSSING THE
3 COUNTY'S RETENTION RATES AND PROCESSES THAT HAVE BEEN AND ARE
4 BEING PUT IN PLACE TO SUPPORT A HEALTHY HIRING PROCESS. THE
5 CEO DID A GREAT JOB JOE ON SETTING OUT THE MANY COMPLICATED
6 LEVERS THAT MAKE UP THE HIRING AND STAFFING PROCESSES FROM
7 CLASSIFICATION TO COMPENSATION TO RECRUITMENT, ASSESSMENTS,
8 ONBOARDING AND ALSO RETENTION OF THE TALENT WE ARE BRINGING IN
9 TO THE COUNTY. THIS ORGANIZATION WITH 39 DIFFERENT DEPARTMENTS
10 REPRESENTED. THERE IS, I'M GOING TO ECHO JOE, BUT I WILL SAY
11 IT IN THIS MANNER, THERE IS NO SILVER BULLET, NO ONE SILVER
12 BULLET FOR STAFFING OF AN ORGANIZATION OF 114,000 INDIVIDUALS
13 WITH OVER 2200 CLASSIFICATIONS. THERE ARE MANY LEVERS,
14 REPRESENTING VARIOUS INNOVATIONS THAT THE COLLECTIVE, WHICH IS
15 THE COUNTY PARTNERS HAVE PUT IN PLACE TO SERVE THE PUBLIC.
16 THE DHR TEAM HAS BEEN WORKING WITH ALL DEPARTMENTS ON A
17 PLETHORA OF HIRING INNOVATIONS FROM CIVIL SERVICE, RULE
18 REFORM, TO STREAMLINING PROCESSES AND PROVIDING THE
19 DEPARTMENTS NECESSARY TO IMPROVE THEIR OWN HIRING PROCESSES.
20 WE CAN, CAN WE? I'M GOING TO SAY, CAN WE AND WILL WE MAKE
21 FURTHER IMPROVEMENTS? ABSOLUTELY. IN FACT, WE ARE ON A
22 CONTINUOUS IMPROVEMENT PLAN IN DHR. WE UNDERSTAND THAT BY
23 CREATING A SYSTEM THAT IS BOTH FASTER AND FAIRER, WE
24 STRENGTHEN THE ABILITY OF DEPARTMENTS TO MEET THEIR MISSIONS
25 AND IMPROVE THE DELIVERY OF SERVICES FOR THE RESIDENCE THAT WE



THE BOARD OF
SUPERVISORS

1 SERVE EVERY DAY. WE ARE THE COUNTY OF LOS ANGELES, THE SAFETY
2 NET OF OUR COMMUNITIES. REAL PROGRESS, WE HAVE SEEN, COMES
3 WHEN WE BRING THESE MULTIPLE STRATEGIES OR CONSTELLATION OF
4 PARTNERS TOGETHER, EACH ONE ADDRESSING A DIFFERENT PART OF THE
5 PROCESS AND COLLECTIVELY PRODUCING MEASURABLE RESULTS. AT DHR,
6 THIS WORK HAS ALWAYS BEEN GROUNDED IN PARTNERSHIPS WITH THE
7 DEPARTMENTS, THE COUNTY DEPARTMENTS, WITH THE BOARD OFFICES
8 AND WITH OUR LABOR PARTNERS. WE MEET DEPARTMENTS WHERE THEY
9 ARE. WE LISTEN TO THEIR CHALLENGES. WE DESIGN SOLUTIONS TO
10 HELP MAKE MEASURABLE IMPACT IN WHAT THEY ARE DOING. TODAY, DR.
11 JOHAN JULIN, CHIEF HIRING STRATEGIST IS WITH US, SHARING HOW
12 DHR HAS PARTNERED WITH VARIOUS DEPARTMENTS HANDS-ON ASSISTANCE
13 AND GOING TO HIGHLIGHT THE TARGETED STRATEGIES THAT ARE
14 ALREADY DELIVERING MEASURABLE RESULTS. AND WE CAN CONTINUE THE
15 CONVERSATION. JOHAN.

16
17 >> JOHAN JULIN: I'M THE CHIEF HIRING STRATEGIST WITH DHR. AS
18 LISA MENTIONED I WOULD LIKE TO BRIEFLY GO OVER SOME OF THE
19 INITIATIVES AT DEPARTMENTS THAT ARE OF QUITE A BIT OF INTEREST
20 TODAY. I WAS WONDERING IF IT MIGHT BE POSSIBLE TO PUT THESE
21 SLIDES BACK UP, SPECIFICALLY THE STRATEGIES AND OPPORTUNITY
22 SLIDE THAT IS THE LAST ONE BEFORE THE QUESTIONS.

23
24 >> SUP. KATHRYN BARGER, CHAIR: SLIDE 8.



THE BOARD OF
SUPERVISORS

1 >> DEPARTMENT SPEAKER: SLIDE 8. EXACTLY. THANK YOU. WHILE THAT
2 IS COMING -- GREAT. THANK YOU. I APPRECIATE THAT. ONE THING
3 THAT --

4

5 >> SUP. KATHRYN BARGER, CHAIR: UP ON OUR SCREEN AS WELL, THANK
6 YOU.

7

8 >> JOHAN JULIN: ONE THING I WOULD LIKE TO NOTE, JOE MENTIONED
9 EARLIER, SOME OF WHAT WE HAVE BEEN FOCUSING ON HERE IN THE
10 PRIOR PART OF JOE'S PRESENTATION WAS AT THE BARGAINING UNIT
11 LEVEL. THAT IS NOT HOW WE GENERALLY RUN OUR RECRUITMENTS. OUR
12 RECRUITMENTS ARE RUN ON THE CLASSIFICATION LEVEL. WHEN
13 DEPARTMENTS HAVE REQUESTED ASSISTANCE FROM US, OR WHEN WE HAVE
14 GONE INTO INITIATE ASSISTANCE TO A DEPARTMENT, IT IS GENERALLY
15 DONE AT THE CLASSIFICATION LEVEL IN ORDER TO ASSIST THE
16 DEPARTMENT AND INSURING THAT THOSE VACANCIES GET FILLED. SO
17 SOME OF THE EXAMPLES THAT I'M GOING TO BE GIVING HERE TODAY
18 ARE REALLY ORIENTED AROUND THE CLASSIFICATION LEVEL. I'M NOT
19 GOING TO GO OVER EVERY INITIATIVE AND EVERY DEPARTMENT, YOU
20 CAN SEE THAT THERE ARE QUITE A FEW UP ON THE PAGE. BUT THERE
21 ARE A FEW THAT I WOULD LIKE TO HIGHLIGHT JUST SO THAT YOU ARE
22 AWARE OF SOME OF THE KINDS OF INITIATIVES THAT WE BROUGHT TO
23 DEPARTMENTS. SO WE CAN START WITH THE FIRST ONE IN THE UPPER
24 LEFT HAND CORNER THERE WITH ABBREVIATED APPLICATIONS. THAT IS
25 ONE THAT WE HAVE INITIATED WITH BOTH DHS AS WELL AS THE



THE BOARD OF
SUPERVISORS

1 SHERIFF'S DEPARTMENT. WE KNOW FROM TALKING TO OUR APPLICANTS
2 AS WELL AS TO OUR DEPARTMENTS THAT THE APPLICATION PROCESS TO
3 THE COUNTY CAN BE VIEWED AS LONG, TEDIOUS, WE UNDERSTAND THAT.
4 SO WHAT WE HAVE DONE, WE HAVE DONE, WE HAVE DEVELOPED A
5 TEMPLATE THAT IS MUCH, MUCH SHORTER. IT IS ABOUT 70% SHORTER
6 THAN THE REGULAR APPLICATION AND WHAT IT DOES, NOT TO GET TOO
7 FAR INTO THE WEEDS HERE, WHAT IT DOES, IS THAT IT TAKES THE
8 EXPERIENCE SECTION AND THE EDUCATION SECTION, TURNS THOSE INTO
9 MULTIPLE CHOICE SELECTIONS. YOU CAN DROP DOWN AND EXPERIENCE
10 IN CERTAIN ROLES. SAME THING FOR EDUCATION. THAT HAS
11 SIGNIFICANTLY REDUCED THE BURDEN ON THE APPLICANT TO GO
12 THROUGH OUR APPLICATION ON AVERAGE WE ESTIMATE THAT IT SAVES
13 EACH APPLICANT ABOUT 45 MINUTES. WHEN YOU THINK ABOUT THAT,
14 AND YOU MULTIPLY THAT ACROSS THE THOUSANDS, HUNDREDS OF
15 THOUSANDS OF APPLICATIONS THAT THE COUNTY GETS, THAT IS A
16 SIGNIFICANT IMPROVEMENT. SO WE ARE PROUD OF THAT ONE. WE ARE
17 HOPEFUL THAT HAS A POSITIVE IMPACT ON STAFFING THOSE
18 VACANCIES. I WOULD ALSO LIKE TO MENTION EMERGENCY HIRING. I'M
19 GRATEFUL TO BOARD MEMBERS WHO HAVE DECLARED VARIOUS
20 EMERGENCIES, WHICH HAS ENABLED US TO BE ABLE TO USE THE CIVIL
21 SERVICE RULE THAT IS RESERVED FOR EMERGENCY HIRING,
22 SIGNIFICANTLY SPEEDS UP THE PROCESS. SO TO THE EXTENT THAT
23 DEPARTMENTS ARE ABLE TO ESTABLISH A NEXUS BETWEEN A PARTICULAR
24 CLASSIFICATION AND ANY EMERGENCY, WE ARE ABLE TO AUTHORIZE
25 EMERGENCY HIRING. ON AVERAGE, YOU SAW SOME OF THE TIME TO HIRE



THE BOARD OF
SUPERVISORS

1 STATISTICS THAT JOE HAD UP EARLIER. ON AVERAGE, IF A
2 DEPARTMENT ELECTS TO USE EMERGENCY HIRING, WE ARE DOWN IN THE
3 70-80 DAY RANGE. AND THAT IS IN, I WOULD SAY STARK CONTRAST TO
4 THE 200 PLUS DAYS THAT YOU SEE FOR SOME OTHER CLASSIFICATIONS.
5 WE HAVE ALSO THOUGHT ABOUT HOW EXAMS ARE STRUCTURED AND HOW
6 THE EXAM PROCESS IS STRUCTURED. FOR EXAMPLE, WE HAVE BEEN
7 TRIALING WHAT WE CALL POST-TEST APPLICATION REVIEWS. WHAT
8 HAPPENS IS, MANY CLASSIFICATIONS WE WILL GET A LOT OF
9 APPLICANTS, SOMETIMES IN THE THOUSANDS. BUT THE TEST ITSELF IS
10 A RELATIVELY SIMPLE ONE. AND IT WILL REDUCE THE NUMBER OF
11 FOLKS WHO CAN CONTINUE IN THAT PROCESS. AND THE TEST IS,
12 ADMINISTERED TO THOUSANDS OF PEOPLE AT THE SAME TIME. BY
13 PUTTING THE TEST FIRST, YOU ARE ABLE TO REDUCE THAT APPLICANT
14 POOL AND THERE BY YOU HAVE FAR FEWER APPLICANT, APPLICATIONS
15 TO REVIEW. THE APPLICATION PROCESS WILL TAKE US WEEKS. AND WE
16 ARE WORKING, WE ARE WORKING WITH OUR, SOME VENDORS AND
17 INTERNAL OUR CIO TO FIND WAYS OF LEVERAGING AI TO TRY TO
18 REDUCE THAT AMOUNT OF TIME. OF COURSE, WE NEED TO DO THAT
19 WITH, THERE IS A LOT OF SAFEGUARDS IN PLACE THERE THAT WE
20 INSURE THAT WE ARE DOING THAT IN A WAY THAT RESPECTS
21 DIVERSITY, INSURES THAT WE ARE DOING IT IN A FAIR AND
22 EQUITABLE WAY. AT THE SAME TIME, WE NEED TO FIND WAYS TO
23 REDUCE THAT AMOUNT OF TIME THAT IT TAKES TO REVIEW THE
24 APPLICATIONS WHICH IS THE SINGLE LONGEST PHASE OF THE EXAM
25 PROCESS. SO AS A RESULT OF THAT, WE ARE REALLY FOCUSING OUR



THE BOARD OF
SUPERVISORS

1 EFFORTS ON HOW TO REDUCE THAT. ONE WAY OF DOING THAT, IS TO
2 PUT TEST FIRST. I CAN ADMINISTER A TEST VIA A LINK TO
3 THOUSANDS OF PEOPLE IN FIVE DAYS. THAT IS NOT A PROBLEM. IT IS
4 JUST THE REVIEW OF THOSE APPLICATIONS. IF I CAN REDUCE THAT
5 BURDEN AND THAT WORKS. ALSO ONE THING THAT HAS BEEN ENORMOUSLY
6 SUCCESSFUL FOR OUR HEALTH DEPARTMENTS IN PARTICULAR, HAS BEEN
7 SAME DAY HIRING FAIRS. SO WHAT HAPPENS THERE, IT IS, IF YOU
8 CAN IMAGINE, MAYBE A HIRING EVENT. AND I'M GRATEFUL TO THE
9 SUPERVISORS WHERE WE HAVE SOME SPACE TO BE ABLE TO DO THIS SO
10 THIS HAS BEEN REALLY, REALLY FABULOUS. WE WILL HAVE A
11 PAVILION, IF YOU WILL. WHERE PEOPLE CAN COME EXPRESS THEIR
12 INTEREST, COME OVER HERE, SIR OR MA'AM, YOU CAN APPLY TO OUR
13 JOB. OKAY. I SEE THAT YOU QUALIFY. WE QUALIFY THEM RIGHT THERE
14 ON THE SPOT. INVITE THEM TO TAKE THE TEST, RIGHT THERE ON THE
15 SPOT. IF THEY DO WELL ENOUGH ON THE TEST, WE INVITE THEM TO
16 INTERVIEW. RIGHT THERE ON THE SPOT. ASSUMING THAT WORKS OUT,
17 CONDITIONAL OFFER. WE CAN PUT THEM THROUGH THE LIVE SCAN
18 PROCESS AND GET THEM STARTED. WE HAVE BEEN ABLE TO REDUCE FOR
19 CERTAIN CLASSIFICATIONS, WE HAVE BEEN ABLE TO REDUCE THE TIME
20 TO HIRE TO AS LOW AS EIGHT DAYS. USING A PROCESS LIKE THAT.
21 WHERE IT IS VERY, VERY SIGNIFICANTLY FASTER THAN WHAT IT IS
22 FOR MOST CLASSIFICATIONS. I ALSO WANTED TO MENTION IT IS NOT
23 ALWAYS ABOUT TIME TO HIRE. OF COURSE, TIME TO HIRE IS AN
24 EXTREMELY SIGNIFICANT METRIC THAT I PERSONALLY PAY A LOT OF
25 ATTENTION TO. I KNOW IT IS ON YOUR RADARS. SO I'M GIVING IT



THE BOARD OF
SUPERVISORS

1 QUITE A LOT OF ATTENTION. SOMETIMES IT IS ALSO ABOUT OTHER
2 VALUES THAT WE HAVE FOR EXAMPLE, DIVERSITY, INCLUSIVITY, WHICH
3 IS SOMETHING THAT IS EXTREMELY IMPORTANT TO US, PART OF THE
4 MISSION AND VISION. SO CASTING A VERY WIDE NET IN OUR
5 RECRUITING EFFORTS IS CRITICAL. AS WE MOVE FORWARD. SO, FOR
6 EXAMPLE, ONE THING THAT WE ARE DOING ON THIS FRONT IS WE ARE
7 TRIALING DUAL LANGUAGE EXAMS. AND WHAT THAT MEANS IS THAT THE
8 JOB POSTING WILL BE POSTED IN ENGLISH AND, FOR EXAMPLE, IN
9 SPANISH AS WELL. THE APPLICATION WILL BE ACCEPTED IN EITHER
10 LANGUAGE. THE EXAM IS GIVEN IN BOTH LANGUAGES. AND FOLLOW-UP
11 SUPPORT IS THEN GIVEN IN BOTH LANGUAGES. WHAT THAT HAS DONE IS
12 IT HAS THE EFFECT OF DRAWING IN MANY, MANY MORE CANDIDATES.
13 NOW WE HAVE THIS UNTAPPED POOL OF FOLKS WHO WOULD NEVER HAVE
14 GIVEN THE COUNTY A SECOND THOUGHT AS A PLACE OF EMPLOYMENT.
15 BECAUSE THEY COULDN'T GET THROUGH THE APPLICATION PROCESS. OR
16 THEY COULDN'T READ THE JOB POSTING. BY USING THIS, NOW WE HAD
17 THIS UNTAPPED POOL OF TALENT THAT WE ARE ABLE TO TAP INTO. SO
18 JUST AS AN EXAMPLE, DHS RECENTLY DID A RECRUITMENT WITH OUR
19 HELP FOR CUSTODIAN, WHERE THEY WERE ABLE TO DOUBLE THE NUMBER
20 OF APPLICATIONS THAT THEY WOULD TYPICALLY GET FOR THIS JOB
21 WITH ENGLISH ONLY APPLICATION PROCESS. WE ARE VERY PROUD OF
22 THAT AS WELL. NOT ALWAYS ABOUT THIS. VERY IMPORTANT TO US.
23 VERY QUICK, VIDEO INTERVIEWS WHICH HAS ENABLED US TO CAST THAT
24 WIDER NET THAT I JUST MENTIONED. SO IF YOU THINK ABOUT VIDEO
25 INTERVIEWS AS A LINK, THAT SOMEONE CAN CLICK AND BRINGS UP THE



THE BOARD OF
SUPERVISORS

1 INTERVIEW ON YOUR SCREEN, YOU CAN DO THAT, I DON'T KNOW,
2 SATURDAY NIGHT AT 3 O'CLOCK IN THE MORNING IF YOU WOULD LIKE.
3 IF YOU THINK ABOUT FOLKS WHO HAVE JOBS, DURING THE DAY, AND
4 ARE NOT ABLE TO GET AWAY FROM THOSE JOBS, TO BE ABLE TO COME
5 TO AN INTERVIEW AT THE COUNTY, AT A SPECIFIED LOCATION, AT A
6 SPECIFIED TIME, THIS REALLY DOES ENABLE AND WE SEE THIS IN THE
7 TERMS OF THE NUMBER OF APPLICATIONS THAT WE GET FOR THE JOBS
8 THAT USE STRUCTURED INTERVIEWS. IN TERMS OF TIME TO HIRE, IT
9 IS ALSO A BOOM, WHERE WE SEE REDUCTION FROM 50-70 DAYS,
10 ROUGHLY, FOR A TRADITIONAL INTERVIEW TO JUST 5-8 DAYS WHEN WE
11 ARE USING VIDEO INTERVIEWS. I COULD GO ON ALL DAY ABOUT THESE
12 INITIATIVES. EACH OF THESE STRATEGIES ARE REALLY, REALLY
13 IMPORTANT AS LISA MENTIONED, A COMBINATION OF THESE THINGS
14 THAT REALLY MATTER IN ORDER FOR US TO MAKE SYSTEMIC CHANGE.
15 SO, BUT, ALL OF THESE THINGS TOGETHER ARE WHAT MOVE THE
16 NEEDLE. AND REALLY ENABLE THESE DEPARTMENTS.

17

18 >> SUP. KATHRYN BARGER, CHAIR: ONLY BECAUSE PEOPLE ARE
19 LOOKING, WHO IS UP AT 3 IN THE MORNING CONDUCTING AN
20 INTERVIEW? I THINK IT IS AI DRIVEN, IS THE POINT CORRECT? AI
21 DRIVEN ON THE INTERVIEWS?

22

23 >> JOHAN JULIN: THEY CAN BE AI DRIVEN. DEPARTMENTS HAVE THE
24 OPTION. IT IS RECORDS, WHAT IT IS. WE HAVE THE OPTION OF AI,
25 WHERE AI WILL SUMMARIZE SOMEONE'S RESPONSES IN INTERVIEW.



THE BOARD OF
SUPERVISORS

1 QUICK FOR HIRING MANAGER TO LOOK THROUGH. THANKS VERY MUCH.

2

3 >> EXECUTIVE OFFICER: OKAY SUPERVISOR, APPROPRIATE NOW TO MOVE
4 TO OUR UNION REPRESENTATIVES.

5

6 >> SUP. KATHRYN BARGER, CHAIR: CAN I ASK A COUPLE QUESTIONS ON
7 WHAT YOU SAID. I DON'T KNOW IF MY COLLEAGUES HAVE THEM AS
8 WELL. HOW DOES CIVIL SERVICE IMPACT THE CLASSIFICATION LEVELS?
9 IS THERE A CORRELATION BETWEEN CIVIL SERVICE RULES AND
10 CLASSIFICATION? IF SO, I HAVE HEARD FROM DEPARTMENTS, LOOKING
11 AT DEPARTMENT HEADS, THAT IS PROBABLY THE MOST FRUSTRATING
12 PART OF TRYING TO HIRE IS, RECLASSIFICATION, OR
13 CLASSIFICATION, YET IT IS GUIDED BY CIVIL SERVICE. DO WE HAVE
14 THE ABILITY TO ADDRESS FROM DEPARTMENT HEADS, WHAT THEY SEE AS
15 THE IMPEDIMENTS TO BEING ABLE TO GET THAT DONE IN A MORE
16 TIMELY FASHION?

17

18 >> JOHAN JULIN: CIVIL SERVICE RULES WILL APPLY TO CLASSIFIED
19 POSITIONS. AND THAT IS GOING TO BE THE VAST GREAT MAJORITY OF
20 JOBS THROUGHOUT THE COUNTY. WE ARE ALL WORKING ON CIVIL
21 SERVICE RULE REFORM THAT WE ARE HOPING TO BRING TO YOU IN THE
22 NEXT, COMING MONTHS. BUT THERE ARE SMALL SUBSET OF JOBS THAT
23 ARE CONSIDERED UNCLASSIFIED. THOSE ARE THE ONES THAT ARE
24 CLOSEST TO THE TOP IF YOU WILL.

25



THE BOARD OF
SUPERVISORS

>> SUP. KATHRYN BARGER, CHAIR: WHAT IS TURNAROUND? IF I'M
CREATING RECLASSIFICATION, WHAT IS THE TURN AND TO GET THAT
COMPLETED? HOW LONG DOES THE AVERAGE TAKE? I LOOK TO CEO --

>> JOE NICCHITTA: THERE IS A, I DON'T HAVE AN AVERAGE FOR YOU
TODAY, SUPERVISOR. WE CAN CERTAINLY REPORT ON SOME DATA. IT
DEPENDS ON A LOT OF FACTORS. ONE IS, HOW MANY PEOPLE ARE IN
THE CLASSIFICATION? WHAT ARE THEY DOING? WHAT ARE YOU TRYING
TO DO? FROM THE CEO'S PERSPECTIVE, WHEN WE RECEIVE A REQUEST
FOR A CLASSIFICATION CHANGE OF SOME KIND, WE ARE RELYING ON
THE DEPARTMENT TO SPECIFY THE INFORMATION WE NEED TO TURN IT
AROUND. THERE WILL BE A TIME PERIOD WHERE WE ARE WORKING WITH
THEM TO FINALIZE. I WILL SAY, SUPERVISOR THAT THIS IS A TIMELY
QUESTION BECAUSE LAST THURSDAY, AT DEPARTMENT HEAD MEETING, WE
ANNOUNCED WHAT WE WILL CALL THE FIRST STEP IN CIVIL SERVICE,
I'M SORRY, CLASSIFICATION AND COMPENSATION REFORM WHERE
DELEGATING SOME FUNCTIONS DOWN TO THE DEPARTMENT. WE ARE
BRINGING ON-LINE A SYSTEM, IT IS A MODERN SYSTEM THAT WILL
SHOW YOU WHERE THINGS ARE AT IN THE PROCESS. WE'LL BE ABLE TO
PULL DATA. TIMELINES, CHOKES POINTS, ETC., SO WE HAVE REALLY
FOCUSED A LOT OF ENERGY IN THE LAST YEAR AND THAT TEAM HAS
REALLY LOOKED INTERNALLY TO FIGURE OUT HOW TO BE MORE
SUPPORTIVE OF DEPARTMENTS. HOW CAN THEY MOVE THE BALTIMORE
QUICKLY?



THE BOARD OF
SUPERVISORS

>> SUP. KATHRYN BARGER, CHAIR: BECAUSE I HEARD 6-12 MONTHS, WE TALK ABOUT, YOU KNOW, I KNOW THAT HIRING A PSYCHIATRIST HAS BEEN CHALLENGE SINCE I WAS HIRED BY THE COUNTY. WE CONSTANTLY ARE CHALLENGED. THAT IS NOT JUST COUNTY, THAT IS NATIONWIDE. SO SOME OF THESE VACANCIES ARE, A NATIONAL TREND THAT IS TAKING PLACE. BUT I DO KNOW THAT SOMETIMES WE ARE OUR OWN WORST ENEMIES RELATES TO IN REAL-TIME GETTING THINGS DONE. IF YOU HAVE TO RECLASSIFY A POSITION LIKE THAT, IT TAKES THAT LONG, YOU KNOW, IF YOU ARE GETTING OFFERED A JOB IN ANOTHER COUNTY, PRIVATE SECTOR, YOU ARE NOT GOING TO WAIT FOR THE COUNTY TO POSSIBLY HIRE YOU IN SIX MONTHS OR A YEAR.

>> JOE NICCHITTA: I DO WANT TO SAY, BECAUSE OUR CLASSIFICATION AND COMPENSATION TEAM TAKE A LOT OF THE BLAME FOR THAT TIMELINE. NOT EVERY PART OF THE PROCESS LIVES IN CLASS COM. SO ONE OF THE OTHER THINGS WE ARE DOING IS ROLLING OUT TRAININGS FOR DEPARTMENTS. WE HAVE CONSIDERED PERHAPS EMBEDDING CLASS COMP STAFF IN DEPARTMENTS. BUT SUPERVISOR, MAY I JUST SHARE SOME DATA ON VOLUME REAL QUICK. I THINK THAT IT WOULD BE HELPFUL TO UNDERSTAND. OVER THE LAST THREE YEAR, WE HAVE APPROVED 18 CLASSIFICATIONS FOR CRITICAL SHORTAGE BONUS, 39 CLASSIFICATIONS FOR CRITICAL SHORTAGE RATES INCLUDING STARTING RATES. 50 CLASSIFICATIONS FOR IN IHCS FOR CRITICAL SHORTAGE BONUSES AND 175 CLASSIFICATIONS FOR SALARY AND EQUITY. THERE IS A LOT OF VOLUME HAPPENING. WHERE WE CAN BE MUCH MORE



THE BOARD OF
SUPERVISORS

1 IMPACTFUL IS BY SHORTENING THAT TIME FRAME TO GETTING THE
2 THINGS DONE.

3

4 >> SUP. KATHRYN BARGER, CHAIR: I THINK THE OPPORTUNITY, I
5 UNDERSTAND THE BUREAUCRACY DICTATES THAT YOU HAVE TO GO
6 THROUGH CERTAIN CHALLENGES, OR YOU HAVE TO CROSS AND DOT YOUR
7 IS AND CROSS TS AS IT RELATES TO REDOING CLASSIFICATION. NOT
8 SOMETHING YOU JUST WRITE IT OUT AND SAY HERE IT IS. I GET
9 THAT. BUT I HAVE TO BELIEVE THAT THERE IS A WAY TO STREAMLINE
10 IT. AND I'M GLAD YOU ARE TALKING TO DEPARTMENTS. BECAUSE WHO
11 BETTER TO TELL US WHAT THE PROBLEMS ARE. WHICH LEADS ME TO MY
12 NEXT QUESTION. IN TERMS OF THE HIRING FREEZE, WE HAVE A HIRING
13 FREEZE. BUT YET, WE HAVE CRITICAL JOB OPENINGS, YOU TALKED
14 ABOUT, YOU KNOW, JOE ON THIS SLIDE WHERE WE ARE HIRING. IF
15 I'M, I'M GOING TO LOOK TO DEPARTMENT OF HEALTH SERVICES ONLY
16 BECAUSE I KNOW THAT DEPARTMENT. IF I'M DEPARTMENT OF HEALTH
17 SERVICES AND I HAVE A CRITICAL NEED, AND IT IS A HIRING FREEZE
18 ON, WHAT IS, HOW DO I GO ABOUT, CAN I HIRE WITHOUT HAVING TO
19 COME TO CEO AND GET, OR CHR AND GET SIGN UP ON HIRING OR GO
20 THROUGH AND JUSTIFY WHY THIS HIRING FREEZE DOES NOT APPLY TO
21 ME. DO WE GIVE THEM THE LATITUDE AND AUTONOMY TO GET THAT
22 DONE?

23

24 >> JOE NICCHITTA: RIGHT NOW. THERE IS A BOARD DIRECTED HIRING
25 FREEZE FOR SHERIFF. AND THOSE HIRES GO THROUGH THE CEO FOR



THE BOARD OF
SUPERVISORS

1 APPROVAL AND BUDGET CONTROL MECHANISM. VIRTUALLY EVERY REQUEST
2 THAT COMES TO US HAS BEEN APPROVED BECAUSE THE BUDGETARY
3 CONTROLS HAVE BEEN FOLLOWED. IT HASN'T REALLY AFFECTED THEIR
4 ABILITY TO HIRE. IN DHS SPECIFICALLY, MY UNDERSTANDING IS THAT
5 THE DEPARTMENT IMPLEMENTED A HIRING FREEZE IN RESPONSE TO
6 REVENUE REDUCTIONS. THAT DOESN'T GO THROUGH THE CEO. BUT IT
7 WILL GO THROUGH A PROCESS WITHIN DHS, FOR EXAMPLE.

8

9 >> SUP. KATHRYN BARGER, CHAIR: OKAY. LAST BUT NOT LEAST, THE
10 LIVE SCAN. WHAT IS THE TURNAROUND ON GETTING LIVE SCAN DONE?
11 BECAUSE I'VE HEARD FROM DEPARTMENTS THAT ALSO IS, BY THE WAY,
12 I SUPPORT LIVE SCANS. BUT I HAVE TO BELIEVE THAT THERE IS A
13 BETTER WAY TO DO IT. WHAT IS THE TURNAROUND ON GETTING LIVE
14 SCANS COMPLETED?

15

16 >> LISA GARRETT: SUPERVISOR, WE WILL GET THAT INFORMATION FOR
17 YOU. IF SOMEONE HAS BEEN IN LIKE ONE STATE AND STATE OF
18 CALIFORNIA, SOMETIMES IT CAN COME BACK IN A MATTER OF DAYS. IF
19 SOMEONE HAS LIVED OUTSIDE OF THE STATE, AND SOMETIMES IT CAN
20 TAKE LONGER. IF THERE IS A HIT ON SOMEONE'S RECORD, THAT TOO
21 MAY TAKE A LONGER PERIOD OF TIME. THE LIVE SCAN ITSELF IS NOT
22 WHAT, WHAT IS THE MAJOR ISSUE OF COMING BACK. WE ACTUALLY HAD
23 A MEETING, WITH SOME OF THE NONPROFITS WHO ARE ASSISTING FOLKS
24 WITH FAIR CHANCE. WE ACTUALLY GAVE THEM AN ENTIRE TRAINING AND
25 INFORMATION SESSION ON THE LIVE SCAN PROCESS. WE WILL HAVE



THE BOARD OF
SUPERVISORS

1 THAT INFORMATION IN JUST ONE, ONE MOMENT FOR YOU. GENERALLY
2 CAN TAKE A MATTER OF A FEW DAYS. IF IT IS LONGER THAN, WE HAVE
3 TO WORK OF COURSE WITH THE DEPARTMENT OF JUSTICE. TO GET THOSE
4 BACK.

5

6 >> SUP. HOLLY J. MITCHELL: CAN I FOLLOW-UP ON THE LIVE SCAN
7 PLEASE. IT HAS BEEN A CONTENTION. JUST TO FOLLOW-UP.

8

9 >> SUP. KATHRYN BARGER, CHAIR: YES, GO AHEAD.

10

11 >> SUP. HOLLY J. MITCHELL: JUST LIVE SCAN IS THE ONLY TOOL WE
12 USE? OTHER DEPARTMENT OF JUSTICE -- SCANS?

13

14 >> LISA GARRETT: FOR EXAMPLE, THE LAW ENFORCEMENT AGENCY,
15 THERE IS ALSO THE BACKGROUND CHECKS. SO THOSE ARE THE ONES
16 THAT ARE ACTUALLY FOR PROTRACTED. SO I KNOW THAT WE TALKED
17 ABOUT THAT WITH THE PROBATION DEPARTMENT HERE. IT CAN TAKE
18 ANYWHERE, IT WAS, IN PROBATION, I'LL MENTION, IT WAS BETWEEN
19 120-150 DAYS TO GET THE BACKGROUND PROCESS COMPLETED. THAT IS
20 WHEN THEY GO TO YOUR NEIGHBORS, THEY DO A WHOLE BACKGROUND ON
21 YOU, INTERVIEW INDIVIDUAL, LOOK AT RECORDS, ETC. FOR
22 PROBATION, ABLE TO WORK WITH THEM TO REDUCE THE TIME FROM THE
23 120-150 TO AROUND 80 DAYS. SOME OTHER AGENCIES LIKE THE STATE
24 CORRECTIONS DEPARTMENT TAKES 90 DAYS JUST FOR BACKGROUND.
25 ORANGE COUNTY PROBATION, 3-6 MONTHS. RIVERSIDE COUNTY, 4-6



THE BOARD OF
SUPERVISORS

1 MONTHS. SO WE JUST FOR THAT PIECE OF THE HIRING PROCESS, SO WE
2 HAVE WORKED WITH OUR DEPARTMENTS, SPECIFICALLY PROBATION, TO
3 REDUCE THAT TIME.

4
5 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU. I THINK THAT THERE
6 ARE WAYS TO STREAMLINE BUT ALSO NOT COMPROMISE THE GOAL OF WHY
7 WE DO LIVE SCANS. I WAS GOING TO ASK YOU THIS, SHERIFF LUNA IS
8 WORKING WITH YOU ON THE STARS PROGRAM, JOE? WHERE ARE WE ON
9 THAT PROGRAM AS IT RELATES TO THE SHERIFF AND RETENTION?

10
11 >> JOE NICCHITTA: SO THE STARS PROGRAM ALSO KNOWN AS DROP IS
12 THE DEFERRED RETIREMENT OPTION PLANS ALLOWS AN EMPLOYEE TO
13 DECLARE THEIR RETIREMENT DATE. CONTINUE TO WORKING WHILE THEIR
14 RETIREMENT POUR INTO ESCROW PROGRAM. WHEN RETIRE, LUMP SUM
15 PAYMENT. WE CONDUCTED THE FIRST PHASE, WHICH IS THE ACTUARIAL
16 REPORT TO DETERMINE COST NEUTRALITY WHICH IS REQUIREMENT OF
17 STATE LAW. THE RESULTS OF THAT REPORT ARE IN. THEY ARE
18 ANALYZED. WE ARE MOVING ON TO A PHASE 2 WHICH IS TO ANALYZE
19 OVERALL IMPACTS TO THE COUNTY. ONCE WE LAND ON THE ABILITY TO
20 DO IT, THEN WE TURN TO LABOR. WE START TO DISCUSS HOW TO DO
21 IT. AFTER THAT IS DONE, IT HAS TO GO TO LASARA FOR THEIR
22 REVIEW FOR COST NEUTRALITY. THEN START THE IMPLEMENTATION.
23 MULTI PHASE PROCESS AND LOOKING AT IF THIS IS MOVING FORWARD,
24 BECAUSE IT CHECKS ALL OF THE BOXES, SOMEWHERE HOPEFULLY IN
25 2026 TO ACTUALLY START GETTING IT ON-LINE.



THE BOARD OF
SUPERVISORS

1

2 >> SUP. KATHRYN BARGER, CHAIR: YOU WORKING WITH LASARA
3 PARALLEL, BECAUSE I THINK THAT THE SHERIFF'S CONCERN IS, WE
4 HAVE THE WORLD CUP, WE HAVE THE OLYMPICS AND THEN WE HAVE THE
5 SUPER BOWL. RETENTION IS AN ISSUE OF SERIOUS CONCERN. LASARA,
6 BE DONE PARALLEL? I KNOW YOU HAVE TO PLUG IN THE NUMBERS AND
7 ACTUARIAL THING.

8

9 >> JOE NICCHITTA: WE DID. WE HAVE BEEN WORKING WITH THE
10 SHERIFF, WE NEED TO RECOGNIZE AND STABILIZE THE WORKFORCE. WE
11 ASKED ACTUARY TO SHARE ASSUMPTIONS WITH LASARA TO GET FAMILIAR
12 WITH THEM. THEY CANNOT DO THE ACTUAL STUDY --

13

14 >> SUP. KATHRYN BARGER, CHAIR: BUT THEY CAN FRONT LOAD SOME OF
15 THE INFORMATION TO GET THE GROUND RUNNING ONCE GET THE
16 NUMBERS. THANK YOU. SUPERVISOR HORVATH.

17

18 >> SUP. LINDSEY HORVATH: THANK YOU MADAM CHAIR. THANK YOU TO
19 OUR CEO AND HR FOR YOUR PRESENTATION TODAY. I KNOW THAT THIS
20 IS FULFILLING DIRECTIVES FROM AN ASSEMBLY BILL THAT PASSED. I
21 THINK THAT IT IS ALSO PRODUCTIVE FOR US TO HAVE THIS
22 CONVERSATION AROUND VACANCIES AND HOW WE ARE STAFFING OUR
23 DEPARTMENTS OVERALL. AND I WANT TO THANK OUR BARGAINING UNIT
24 REPRESENTATIVES WHO ARE HERE TO SPEAK, WHO WILL PRESENT AND I
25 WANT TO THANK YOU FOR THE WAYS IN WHICH YOU ARE HELPING TO



THE BOARD OF
SUPERVISORS

1 ENHANCE OUR CONVERSATION AND REVIEW OF THESE ISSUES ONGOING.
2 FOR OUR DEPARTMENT OF HR, I JUST WANT TO ACKNOWLEDGE THE
3 EFFORTS THAT YOU ENUMERATED. I KNOW THAT YOU COULD TALK WITH
4 THEM ALL DAY. WE SPEAK WITH YOU FREQUENTLY ABOUT THESE. I'M
5 GLAD TO SEE US HAVE AN OPPORTUNITY AT LEAST IN PART TO
6 HIGHLIGHT SOME OF THE WORK THAT HAS BEEN DONE. IN ADDITION TO
7 THE REFORMS THAT YOU TALKED ABOUT, CAN YOU, CAN YOU ALSO
8 MENTION HOW THE EMERGENCY DECLARATIONS HAVE ALLOWED YOU TO
9 EXPEDITE HIRING PROCESSES AND WHAT WE HAVE LEARNED FROM THOSE
10 THAT WE MIGHT WANT TO JUST TAKES A STANDARD OPERATING
11 PROCEDURE. SO IT IS NOT ONLY DURING A TIME OF EMERGENCY.

12
13 >> JOHAN JULIN: THANK YOU VERY MUCH FOR THE QUESTION. SO WE
14 HAVE FOUR DECLARED EMERGENCIES THROUGHOUT THE COUNTY. AT THE
15 MOMENT. THE HOMELESSNESS ONE BEING THE ONE THAT IS PROBABLY
16 THE LARGEST IF I COULD SAY IT THAT WAY WITH RESPECT TO THE
17 NUMBER OF HIRES BEING MADE AGAINST IT. OVERALL, ACROSS THE
18 FOUR EMERGENCIES WE HAVE MADE APPROXIMATELY 2500 HIRES UNDER
19 THE EMERGENCY AUTHORITY. WHAT THE EMERGENCY AUTHORITY ALLOWS
20 IS FOR A JOB POSTING TO BE MADE, APPLICATIONS TO BE ACCEPTED
21 AGAINST THAT JOB POSTING JUST AS IN REGULAR POSTING, OUR
22 TRADITIONAL RECRUIT MANY. WHAT HAPPINESS AT THAT POINT IS
23 MORE, I GUESS, AKIN TO THE PRIVATE SECTOR. WHERE HIRING
24 MANAGERS ARE ABLE TO LOOK THROUGH THOSE APPLICATIONS, THEY, WE
25 DO REQUIRE THEM TO REVIEW EVERY APPLICATION. FROM THAT POINT,



THE BOARD OF
SUPERVISORS

1 THERE IS NOT AN EXAM. THEY ARE NOT QUALIFIED IN A FORMAL WAY
2 WHICH WE NORMALLY WOULD HAVE AS A TRADITIONAL PROCESS. THEY
3 ARE REVIEWED BY HIRING MANAGERS. THE MOST PROMISING CANDIDATES
4 ARE THEN INVITED IN FOR A HIRING INTERVIEW OR SOME OTHER KIND
5 OF INITIAL ASSESSMENT. THEN DEPENDING ON WHETHER OR NOT THEY
6 PASS MUSTER, IF YOU WILL, AN OFFER CAN BE MADE. SO WE BYPASS
7 THAT INITIAL EXAM PORTION. THEY ARE HIRED IN FOR 90 DAYS.
8 DURING THAT PERIOD A CIVIL SERVICE EXAM MUST BE ADMINISTERED.
9 BUT AT THAT POINT, ESPECIALLY TOWARDS THE END OF THAT 90 DAY
10 PERIOD, A HIRING MANAGER WILL KNOW, IS THIS EMPLOYEE GOING TO
11 WORK OUT OR NOT? WE DEvised TEMPLATE, EXAM, IN TERMS OF
12 FORMALLY FITS THE DEFINITION OF AN EXAM. THOSE, THAT HIRING
13 MANAGER CAN USE THAT TEMPLATE TO ADMINISTER THAT EXAM AND HIRE
14 THE PERSON ON PERMANENTLY AFTER THE 90 DAYS. AS I MENTIONED
15 EARLIER, THEY ARE, THE TIME TO HIRE, BETWEEN 70-80 DAYS FOR A
16 PROCESS LIKE THIS. WHICH COMPARES TO A PLACEMENT TIME FOR
17 TRADITIONAL EXAMS OF ROUGHLY 120 DAYS. AND A TIME TO HIRE
18 OVERALL, WHICH REFLECTS THE APPLICANT'S POINT OF VIEW OF JUST
19 NORTH OF 200 DAYS. IT IS SIGNIFICANTLY FASTER. WE WILL --

20
21 >> SUP. LINDSEY HORVATH: IF WE CAN DO THIS IN TIME OF
22 EMERGENCY, WHY NOT REGULARLY? WE HEAR FROM CONSISTENTLY FROM
23 PEOPLE WHO APPLY, PEOPLE WHO ARE EXPERIENCING THE STAFFING
24 SHORTAGE IN RECEIPT OF SERVICE FROM THE COUNTY. SO IF THIS IS,
25 HOW, SOMETHING THAT WE ARE LEGALLY ALLOWED TO DO, AND DECLARED



THE BOARD OF
SUPERVISORS

1 STATE OF EMERGENCY, ARE WE SEEING SOME SORT OF DEFICIENCY IN,
2 OR LACK OF PROFICIENCY IN TERMS OF ABILITY? ABILITY TO DO THE
3 WORK? YOU KNOW, ARE WE RETAINING THESE PEOPLE? I DON'T
4 UNDERSTAND WHY WE DON'T JUST DO THIS REGULARLY.

5

6 >> JOHAN JULIN: THE RETENTION RATE IS GOOD. THE VALIDATION
7 PROCEDURES OF THIS HAS INDICATED THAT GENERALLY THE PROCESS
8 WORKS. SO THAT IS THE GOOD NEWS. THE RULED GOVERNING THESE
9 EMERGENCY APPOINTMENTS, REQUIRES THAT THERE BE A DECLARED
10 EMERGENCY, NUMBER ONE. NUMBER TWO, THAT THERE BE A NEXUS OF
11 THE POSITION IN QUESTION TO THE EMERGENCY. ALSO HAS A NUMBER
12 OF OTHER REQUIREMENTS LIKE THERE CAN'T BE EXISTING LIST, FOR
13 EXAMPLE. A NUMBER OF OTHER REQUIREMENTS.

14

15 >> SUP. LINDSEY HORVATH: WHY MUST BE DECLARED EMERGENCY TO DO
16 WHAT YOU DO DESCRIBED?

17

18 >> JOHAN JULIN: THE RULES DECLARE.

19

20 >> LISA GARRETT: CIVIL SERVICE RULES, SUPERVISOR.

21

22 >> SUP. LINDSEY HORVATH: SOMETHING WE NEED TO CHANGE? WHO IS
23 IN CHARGE OF THAT?

24

25 >> LISA GARRETT: WE ARE WORKING ON CHANGING THAT NOW. AS JOE



THE BOARD OF
SUPERVISORS

1 MENTIONED, WORKING ALMOST TWO YEARS WORKING ON WITH THE LABOR
2 UNIONS TO MAKE SIGNIFICANT CHANGES TO THE CIVIL SERVICE RULES
3 AND WE ARE WORKING ON THAT NOW. I DO BELIEVE, AS FAR AS THE
4 HIRING RULES WE ARE NEARING SOME TENTATIVE AGREEMENTS.

5

6 >> SUP. LINDSEY HORVATH: I KNOW AS WE TALKED ABOUT THE
7 EMERGENCY, YOU SAID THAT THIS WAS INCREDIBLY HELPFUL TO
8 HIRING. WE WERE GLAD TO HEAR THAT. WE ALSO WANT TO MAKE SURE
9 THAT WE ARE NOT WAITING UPON AN EMERGENCY TO MAKE
10 IMPROVEMENTS. I UNDERSTAND FROM THE PLETHORA OF OPTIONS THAT
11 YOU HAVE TAKEN ON, THAT YOU ARE DOING WHAT IS IN YOUR POWER.
12 ARE THERE THINGS THAT YOU WOULD LIKE TO DO THAT YOU DON'T
13 CURRENTLY HAVE IN YOUR AUTHORITY TO EXPEDITE OR IMPROVE OUR
14 HIRING PROCESSES THAT WE SHOULD TAKE NOTICE AS OF A BOARD?

15

16 >> JOHAN JULIN: THAT IS DEFINITELY SOMETHING THAT WE WILL
17 PROBABLY TAKE YOU UP ON. SO WE CAN TAKE IT BACK. AND THINK
18 THROUGH WHAT WE MIGHT ASK YOUR BOARD FOR SOME ASSISTANCE WITH.

19

20 >> SUP. LINDSEY HORVATH: OKAY. I KNOW THAT WE ARE EVALUATING
21 BASED ON THE DIRECTIVES OF THE BILL -- WE ARE EVALUATING
22 VACANCIES BY BARGAINING UNIT. I THINK THAT IS IN PART BECAUSE
23 BARGAINING UNITS REPRESENT THE WORKERS AND I UNDERSTAND THE
24 IMPORTANT ROLE THAT THEY PLAY. YOU ALSO MADE CLEAR WHEN WE ARE
25 LOOKING AT VACANCIES FROM A COUNTY PERSPECTIVE, WE ARE LOOKING



THE BOARD OF
SUPERVISORS

1 AT POSITIONS, DEPARTMENTS, OR IN SOME OTHER WAYS. SO CAN YOU
2 TELL ME WHAT THE DIFFERENCE IS, HOW SHOULD WE BE CONSIDERING
3 EVALUATING THIS BY BARGAINING UNIT VERSUS BY THE WAY THAT YOU
4 ARE DOING IT. IS THERE A BENEFIT FOR US AS A COUNTY TO BE
5 LOOKING AT IT BY BARGAINING UNIT? OR ARE WE MISSING SOMETHING
6 IF WE LOOK AT IT THAT WAY? TERMS OF HOW WE ARE PROVIDING
7 SERVICE?

8

9 >> JOE NICCHITTA: I CAN RESPOND TO THAT SUPERVISOR. WHEN WE,
10 WHEN WE EVALUATE DEPARTMENTAL PERFORMANCE, WE ARE LOOKING AT
11 THE DEPARTMENT. BUT THE EXERCISE OF LOOKING AT VACANCIES BY
12 BARGAINING UNIT, AND I TOUCHED ON THIS A LITTLE BIT IN THE
13 PRESENTATION, IT HAS BEEN HELPFUL BECAUSE IT HAS ALLOWED US TO
14 SEE TRENDS ACROSS ALL COUNTY DEPARTMENTS. WE HAVE IDENTIFIED
15 THAT THOSE COMMONALITIES OF PERSISTENTLY VACANT
16 CLASSIFICATIONS, THAT ROLL UP TO A BARGAINING UNIT, WHAT IT
17 ALLOWS US TO DO IS BE MORE STRATEGIC TO BRING IN LABOR TO HELP
18 US ADDRESS THESE ISSUES. I THINK ON THE WHOLE, THIS IS
19 EXERCISE THAT I DON'T THINK THAT WE HAVE DONE TO THIS LEVEL. I
20 DO WANT TO THANK, MY TEAM SITTING BEHIND ME AND THE
21 DEPARTMENTS, BECAUSE IT WAS A TON OF WORK TO GET THIS
22 INFORMATION. WE DON'T HAVE THIS CODED IN OUR SYSTEMS THIS WAY.
23 BUT IT HAS BEEN HELPFUL TO SEE KIND OF WHERE OUR PROBLEMS
24 ACROSS MULTIPLE DEPARTMENTS AND WHICH UNIONS ARE WE LOOKING TO
25 WORK WITH, IF WE WANT TO HAVE THIS CONSTELLATION OF STRATEGIES



THE BOARD OF
SUPERVISORS

1 THAT HELP THEM IN TO HELP.

2

3 >> SUP. LINDSEY HORVATH: I KNOW ANOTHER THING THAT WE TOUCHED
4 ON IN OUR CONVERSATION LEADING UP TO TODAY, IS HOW ARE WE
5 LOOKING AT STAFFING RATIO BEST PRACTICES? FOR VARIOUS TYPES OF
6 POSITIONS? FOR EXAMPLE, I KNOW, YOU KNOW, WHEN WE HAVE
7 DECREASED THE POPULATION FOR EXAMPLE IN OUR YOUTH PROBATION
8 FACILITIES, WAS THERE SORT OF A RIGHT SIZING OF DEPARTMENT
9 STAFFING TO ADDRESS THE CHANGE IN POPULATION. I DON'T KNOW
10 WHAT OTHER DEPARTMENTS ARE, HAVE EXPERIENCED THAT, BUT HOW ARE
11 WE LOOKING AT SORT OF BEST PRACTICES IN TERMS OF STAFFING
12 RATIOS AND ARE SOME OF THESE VACANCIES DUE TO POSITIONS THAT
13 MAYBE SERVED A PREVIOUS NEED THAT WE ARE NOT DOING ANYMORE?
14 DEFERRED INSTITUTIONAL MAINTENANCE?

15

16 >> JOE NICCHITTA: I'LL GIVE PROBATION SPECIFIC ANSWER. THEN
17 TALK ABOUT THE COUNTY. FOR PROBATION, WE HAVE DONE, COUPLE
18 YEARS NOW, EXTENSIVE STAFFING RATIO ANALYSIS UNDER PRIOR
19 DEPARTMENTAL LEADERSHIP. WHERE WE WERE TRYING TO FIGURE OUT
20 WHAT THE MINIMUM STAFFING REQUIREMENTS WERE TO OPERATE THE
21 PROBATION DEPARTMENT. THE OVERLAY IS ALL OF THE REGULATIONS
22 THAT ALSO APPLY TO PROBATION THAT SAID, CERTAIN STAFFING
23 RATIOS AND STAFFING LEVELS. SO WE, WITH ALL OF THE VACANCIES
24 AND PROBATION OUR OBJECTIVE IS TO MEET THE STAFFING LEVELS
25 WITH THE BODIES THAT ARE THERE.



THE BOARD OF
SUPERVISORS

1

2 >> SUP. LINDSEY HORVATH: AS EXERCISE, WE DON'T HAVE TO FOCUS
3 ON PROBATION, BUT DO WE DO THE EXERCISE OF ADJUSTING UPWARDS
4 OR DOWNWARDS BASED ON STAFFING RATIOS? IS THAT A PRACTICE THAT
5 WE DO IN THE COUNTY? IF SO, HOW IS THAT DONE?

6

7 >> JOE NICCHITTA: FOR COUNTY-WIDE GENERALLY, WE TYPICALLY RELY
8 ON THE DEPARTMENTS TO TELL US WHAT THE STAFFING RATIOS ARE FOR
9 THEIR OPERATION. WE DON'T HAVE, NECESSARILY THE VISIBILITY AT
10 THE OPERATIONAL LEVEL, TO TELL THEM, I DON'T AGREE WITH THAT
11 STAFFING RATIO LEVEL. AND THERE ARE MANY REASONS WHY YOU WOULD
12 HAVE A PARTICULAR STAFFING RATIO INDUSTRY STANDARD,
13 REGULATIONS, REQUIREMENTS, ETC. YOU AND I TALKED ABOUT GOING
14 FORWARD BRINGING ON OUR NEW BUDGET SYSTEM. BUDGET PREP. WHICH
15 WILL HAVE A LOT MORE DETAIL ABOUT PROGRAMS WITHIN DEPARTMENTS.
16 HOW THEY BUDGET AND HOW THEY SPEND. THIS WILL PROVIDE OUR
17 OFFICE A LOT MORE DATA AND INFORMATION ABOUT WHEN DEPARTMENTS
18 ARE MOVING MONEY FROM PROGRAMS TO OTHER PROGRAMS. WHICH COULD
19 HELP US RIGHT SIZE BETWEEN THE TWO PROGRAMS, RIGHT? WE DON'T
20 HAVE ALL OF THE VACANCIES HERE THAT ARE FUNDING A PROGRAM OVER
21 HERE. WE CAN ACTUALLY MAKE SOME PERMANENT DECISIONS HOW TO
22 MOVE MONEY WITHIN THE DEPARTMENTS.

23

24 >> SUP. LINDSEY HORVATH: I THINK THAT IS HELPFUL. CLEARLY SOME
25 LONG STANDING VACANCIES, DEPARTMENT BY DEPARTMENT. AND ARE WE



THE BOARD OF
SUPERVISORS

1 DOING THAT AS A BUDGETING PRACTICE? ARE WE DOING THAT, YOU
2 KNOW, WHAT ARE WE, YOU KNOW, WHAT IS THE PURPOSE OF HAVING,
3 YOU KNOW, THESE LONG STANDING VACANCIES? BECAUSE WE CAN'T
4 HIRE, OR SOME OTHER REASON? I THINK THAT IS, IT IS HELPFUL TO
5 HEAR BECAUSE OBVIOUSLY IF WE ARE SEVERELY UNDERSTAFFED, THAT
6 IS SOMETHING THAT WE HAVE TO ADDRESS. BUT IF IT IS JUST, WE
7 HAVE KEPT POSITIONS ON THE BOOKS THAT WE NO LONGER NEED, I
8 THINK THAT WE ALSO NEED TO BE ADDRESSING THAT TOO. I HAVE TWO
9 MORE QUESTIONS FOR, WELL, ACTUALLY YOU TALKED ABOUT THAT. SO
10 I'LL SKIP THAT ONE. I KNOW THAT ONE OF MY COLLEAGUES, I THINK
11 IT WAS SUPERVISOR BARGER BROUGHT UP THE ISSUE OF THE HIRING
12 FREEZE. BUT I KNOW THAT THE HIRING FREEZES WERE ALSO DISCUSSED
13 AS PART OF ONGOING NEGOTIATIONS WITH EACH OF OUR BARGAINING
14 UNITS. AND SO I THINK THAT IS AN IMPORTANT PART OF THE
15 CONVERSATION AS WELL. YOU KNOW, THE, I THINK THAT BEING PART
16 OF OUR ROUTINE PRACTICE IS IMPORTANT. IT IS NOT, I'M GLAD THAT
17 WE ARE DOING THIS EXERCISE BUT I THINK THAT IT IS ALSO, THERE
18 IS ALSO AN OPPORTUNITY, REGULARLY FOR THE TRADE OFFS BETWEEN
19 UNFILLED POSITIONS AND SOME OF THE OTHER BENEFITS THAT
20 BARGAINING UNITS ARE LOOKING FOR IN TERMS OF QUALITY OF
21 SERVICE AND QUALITY OF WORK LIFE. I THINK THAT THOSE GENERALLY
22 ARE DISCUSSED IN LABOR NEGOTIATIONS. OR DO I HAVE THAT WRONG?
23
24 >> JOE NICCHITTA: LABOR NEGOTIATIONS IS THE PRIMARY WAY TO
25 DISCUSS THEM WITH LABOR. BUT WE HAVE THOSE EFFICIENCY AND



THE BOARD OF
SUPERVISORS

1 VACANCY CONVERSATIONS WITH DEPARTMENTS ON A REGULAR BASIS TO
2 HELP THEM TRY TO FILL THOSE POSITIONS. YES, WHEN YOU ARE
3 TALKING ABOUT THINGS THAT WE CAN OFFER, YOU KNOW, EMPLOYEES TO
4 HELP THEM STABILIZE THE WORKFORCE, MOST OF THAT HAPPENS AT THE
5 TABLE.

6

7 >> SUP. LINDSEY HORVATH: I KNOW THAT WE HAVE HEARD IN THE CEO
8 PRESENTATIONS THAT WERE SORT OF HAPPENING WEEKLY, THE COST
9 THAT THE COUNTY IS DEALING WITH, AS NAVIGATING, YOU KNOW,
10 BUDGET CONSTRAINTS, BUT WE ALSO WANT TO MAKE SURE THAT WE ARE
11 TAKING CARE OF THE EMPLOYEES THAT WE DO HAVE AND INVESTING IN
12 THEIR WELLBEING AND HEALTHY WORK EXPERIENCE AS WELL. PART OF
13 THAT IS ADDRESSING WHAT THEIR INDIVIDUAL BENEFITS ARE. SOME OF
14 IT IS ALSO MAKING SURE THAT THEY HAVE ENOUGH CO-WORKERS TO
15 PRODUCTIVELY DO THEIR OWN WORK SO THAT THEY ARE NOT DEALING
16 WITH A HIGH CASELOAD, WHAT HAVE YOU. I'M GLAD TO HEAR THAT
17 THERE IS OPPORTUNITY FOR THAT TO BE DISCUSSED WITH BARGAINING
18 UNIT LEADERSHIP IN THE NEGOTIATIONS. NOW WE HAVE THIS
19 OPPORTUNITY TO SORT OF TALK ABOUT THAT AS WELL. YOU KNOW, ALL
20 OF THAT CONTRIBUTES TO WORK LIFE BALANCE AND I WANT TO MAKE
21 SURE THAT WE ARE, YOU KNOW, TAKING THAT INTO ACCOUNT WHEN WE
22 ARE THINKING ABOUT BENEFITS, AND OTHER INVESTMENT THAT WE WANT
23 TO MAKE IN OUR WORKFORCE. THERE IS INDIVIDUAL EXPERIENCE BUT
24 WE WENT TO ALSO HIRE MORE. FIGURING OUT HOW TO HAVE THAT
25 CONVERSATION, IT IS VERY IMPORTANT. THANK YOU.



THE BOARD OF
SUPERVISORS

1

2 >> JOE NICCHITTA: CAN I RESPOND TO THAT QUICKLY. TOTALLY
3 RIGHT. REALITY IS GOING TO RUN AGROUND ON SOME OF THE
4 DISCUSSIONS ON THE TABLE. SO WE HAVE BEEN LOOKING AT CREATIVE
5 WAYS, POTENTIALLY SOME COST NEUTRAL WAYS OF GETTING THERE. BUT
6 IT IS TRUE THAT THIS BARGAINING SEASON, BECAUSE OF BUDGETARY
7 CONSTRAINTS, IT HAS BEEN A LOT MORE CHALLENGING TO MEET IN THE
8 MIDDLE BETWEEN WHAT DEPARTMENTS NEEDS ARE, AND WHAT EMPLOYEES
9 NEEDS ARE. THIS SEASON. YEAH.

10

11 >> SUP. LINDSEY HORVATH: I THINK THAT THE BOARD HAS FELT THIS
12 WAY TOO, WE DON'T WANT TO SEE, THERE IS DISCUSSION AROUND THE
13 CURTAILMENTS THE DEPARTMENTS HAVE TAKEN, AND CHOICES THE
14 DEPARTMENTS MIGHT HAVE TO MAKES AS A RESULT. WE DON'T WANT TO
15 SEE A REDUCTION IN WORKFORCE AND WE DO WANT TO MAKE SURE THAT
16 WE ARE INVESTING IN THE EMPLOYEES THAT WE DO HAVE. SO WE FEEL
17 WE ARE PAYING ATTENTION TO THE WORK THEY ARE CONTRIBUTING. I
18 AM GLAD THIS IS GIVEN ANOTHER WAY TO HIGHLIGHT, CONSIDER ON A
19 REGULAR BASIS AND THAT ALL FACTORS INTO HOW WE ARRIVE AT OUR
20 DECISIONS. THANK YOU.

21

22 >> JOE NICCHITTA: SUPERVISOR, CAN I JUST DOUBLE BACK TO A
23 QUESTION YOU ASKED, I'M SORRY, JOHAN, WHICH IS ABOUT THE
24 EMERGENCY HIRING AND WHY CAN'T WE JUST DO THAT? YOU KNOW, AS A
25 MATTER OF COURSE? JUST WANT TO MAKE SURE THAT EVERYONE IS



THE BOARD OF
SUPERVISORS

1 CLEAR, IN ORDER TO CHANGE, TO TAKE THAT EMERGENCY HIRING
2 MODEL, AND USE IT COUNTY WIDE FOR ALL CLASSIFICATIONS, WE NEED
3 TO CHANGE THE CIVIL SERVICE RULES AND THAT IS SUBJECT TO
4 NEGOTIATION WITH LABOR. WE ARE AT THE TABLE NOW. WE HAVE A
5 BUNCH OF SPECIFIC PROPOSALS THAT WILL HELP US, BUT THAT HAS TO
6 GO THROUGH THE NEGOTIATION PROCESS.

7

8 >> JOHAN JULIN: IF I COULD ADD TO THAT, SUPERVISOR, YOU ASKED
9 SPECIFICALLY ABOUT LEVERAGING THE EMERGENCY HIRING PIECE OF
10 THE CIVIL SERVICE RULES FOR, TO FILL CRITICAL VACANCIES AND
11 THAT IS SOMETHING THAT WE ARE LOOKING AT RIGHT NOW. IT IS
12 TRYING TO DETERMINE HOW WE CAN LEVERAGE HIGH VACANCY RATES AS
13 AN EMERGENCY. SO THAT THEN WOULD ENABLE US TO USE THAT CIVIL
14 SERVICE RULE FOR THOSE SPECIFIC CLASSIFICATIONS THAT HAVE VERY
15 HIGH VACANCY RATES.

16

17 >> LISA GARRETT: AND I WANT TO ADD TO THAT IF I CAN THAT DHR
18 ALONG WITH CEO CREATED A DHR SNAPSHOT TO SEE WHEN PARTICULAR
19 BARGAINING UNITS WERE MOVING TOWARDS THE CRITICAL MASS. AND SO
20 AT 15%, WE ARE REACHING OUT TO DEPARTMENTS, YOU MUST START
21 FILLING THE POSITION AT 17.5% WE ARE SAYING THAT THIS IS NOW
22 GOING TO BE AN EMERGENCY. BECAUSE WE WANT TO STAY UNDER THE
23 20% VACANCY RATE. SO WE ARE DOING THAT RIGHT NOW.

24

25 >> SUP. KATHRYN BARGER, CHAIR: ALL RIGHT. SUPERVISOR HAHN.



THE BOARD OF
SUPERVISORS

1

2 >> SUP. JANICE HAHN: ARE YOU SURE? THANK YOU MADAM CHAIR.
3 THANK YOU. I WAS LOOKING AT OUR ORDER OF SERVICE FOR THIS
4 ITEM. I THOUGHT THAT OUR UNION REPS WERE GOING TO ADDRESS US
5 IMMEDIATELY AFTER THE PRESENTATION. WHICH MIGHT HAVE MAYBE
6 ALTERED --

7

8 >> SUP. KATHRYN BARGER, CHAIR: CAN I SAY, I THOUGHT, I HAVE
9 QUESTIONS LIKE, CIVIL SERVICE, THOUGHT I WOULD GIVE THEM AN
10 OPPORTUNITY TO UNDERSTAND WHAT OUR QUESTIONS ARE SO THEY COULD
11 ACTUALLY ADDRESS SOME OF THE ISSUES. THAT IS WHY I ACTUALLY
12 THOUGHT IT WOULD BE BETTER FOR US TO TALK ABOUT WHAT WE HEARD
13 AND THEN LET THEM ADDRESS IT AS WELL.

14

15 >> SUP. JANICE HAHN: OKAY. I LOOK FORWARD TO HEARING THEM. AND
16 JUST ON, FOLLOWING UP A LITTLE BIT OF SOME OF THE
17 CONVERSATIONS, PARTICULARLY HOW WE WORK WITH OUR UNION
18 PARTNERS OUTSIDE OF THE TABLES AND, YOU KNOW, OBVIOUSLY TOOK A
19 STATE LAW TO BRING US TO THIS MOMENT TODAY WHERE, WE HAVE TO
20 LISTEN TO THEM. PER THIS STATE LAW. BUT, JUST, DOESN'T FEEL
21 LIKE REAL ENGAGEMENT WITH OUR UNION PARTNERS. IT IS GOOD. I
22 THINK THAT IT WILL BE IMPORTANT BUT WONDERING AGAIN, JOE, IS
23 THERE, DO YOU FEEL LIKE WE HAVE A GOOD SYSTEM TO TALK ABOUT
24 SOME OF THE ISSUES THAT SUPERVISORS HAVE BROUGHT UP WITH OUR
25 UNION PARTNERS OUTSIDE OF ONCE IT HITS THE TABLES.



THE BOARD OF
SUPERVISORS

1

2 >> JOE NICCHITTA: SO THE BOARD IS ACUTELY FAMILIAR WITH
3 NEGOTIATIONS, BUT THE TEAM BEHIND ME IS CONSTANTLY TALKING TO
4 LABOR DEPARTMENTS, SO ARE LABOR DEPARTMENTS. THE NEGOTIATION
5 SEASON ALMOST NEVER STOPS IN THE COUNTY. A LOT OF DIFFERENT
6 AVENUES FOR HAVING THESE CONVERSATIONS AND DISCUSSIONS. I
7 WOULD SAY IF, YOU KNOW, I WOULD SAY, PROBABLY OUR LABOR
8 PARTNERS FEEL DIFFERENTLY HOW WELL IT IS GOING, BUT NOT FOR
9 LACK OF COMMUNICATION. WE ARE ALWAYS ENGAGED WITH THEM ON
10 VARIOUS --

11

12 >> SUP. JANICE HAHN: I APPRECIATE THAT. MAYBE SOME OF THE
13 UNION PARTNERS WILL BRING IT UP IN THEIR FIVE MINUTES. WE
14 WOULD LIKE TO KNOW THAT. BECAUSE I ALWAYS THINK AT THE END OF
15 THE DAY, IT WILL BE BETTER FOR ALL OF US IF WE, WE DO HAVE A
16 BETTER COMMUNICATION SYSTEM WITH OUR PARTNERS. SO THAT WE CAN,
17 AS SUPERVISOR HORVATH SAID, REALLY LISTEN TO THEM IN TERMS OF
18 THE INVESTMENTS WE NEED TO BE PUTTING INTO THEIR WELFARE. SO
19 IF THE PUBLIC WAS, HAS BEEN PAYING ATTENTION TO OUR WEEKLY
20 BUDGET PRESENTATIONS, AND THE GLOOM AND DOOM AND THE CRISIS WE
21 ARE IN, AND THE CURTAILMENT THAT WE ARE ASKING OUR DEPARTMENTS
22 TO TAKE, IF THEY, IF THEY WERE LISTENING, WOULD THEY THINK,
23 THEN LOOKING AT PRESENTATION, IT SAYS, YOU KNOW, GROWING OUR
24 COUNTY WORKFORCE. SO IS IT OUR GOAL TO ELIMINATE ALL OF THE
25 VACANCIES? BECAUSE I THINK THAT SOME OF OUR DEPARTMENTS WERE



THE BOARD OF
SUPERVISORS

1 ABLE TO CUT THEIR VACANCIES TO ACHIEVE THE CURTAILMENT WHICH
2 SAVED US FROM LAYING OFF EMPLOYEES. IS IT OUR GOAL TO LAY OFF
3 VACANCIES? HEALTHY TO HAVE SOME VACANCIES? WHAT ARE WE
4 STRIVING FOR HERE?

5

6 >> JOE NICCHITTA: YEAH, IT IS A GOOD QUESTION. AN ORGANIZE
7 LIKE THE COUNTY WILL NEVER HAVE A ZERO PERCENT VACANCY RATE.
8 IT IS JUST NOT POSSIBLE BASED ON ATTRITIONS LIKE RETIREMENT,
9 PROMOTIONS?

10

11 >> SUP. JANICE HAHN: BUT, IS THAT EVEN OUR GOAL?

12

13 >> JOE NICCHITTA: OUR GOAL IS TO HAVE WHAT I WOULD CALL A GOOD
14 VACANCY RATE. THAT DEPENDS ON THE DEPARTMENT. DEPENDS ON THE
15 PROGRAM. GENERALLY SPEAKING FROM MY EXPERIENCE, SOMEWHERE
16 BETWEEN 8-12% IS A GOOD VACANCY RATE. AND SO WHEN YOU LOOK AT
17 CLASSIFICATIONS OR BARGAINING UNITS THAT HAVE VACANCY RATES
18 OVER 20%, I THINK THAT OBJECTIVELY THAT IS TOO HIGH. WE NEED
19 TO FOCUS ON BRING FLAG IN. IT DOES DEPEND ON A LOT OF FACTORS
20 AND THERE IS A LOT OF REASONS WHY SOMETHING IS VACANT. IT
21 MIGHT BE FROZEN. IT MIGHT BE SUBJECT TO A RECLASSIFICATION A
22 LITTLE BIT. YOU MIGHT WANT TO HIRE A NEW CLASS ALL AT ONCE
23 LATER IN THE YEAR. IT IS A DYNAMIC NUMBER. WE GAVE YOU A
24 SNAPSHOT. IT WILL NEVER BE ZERO. BUT SOMEWHERE, YOU KNOW,
25 SOMEWHERE AROUND, IF MY DEPARTMENT IS AT 12% VACANCIES, I FEEL



THE BOARD OF
SUPERVISORS

1 OKAY. I FEEL I HAVE ENOUGH PEOPLE TO DO THE JOB. OVER 20%, YOU
2 START TO FEEL THAT YOU NEED TO GET THAT NUMBER DOWN.

3

4 >> SUP. JANICE HAHN: OKAY. THAT IS GOOD TO HEAR. I WAS JUST
5 GOING TO FOCUS ON PROBATION LISA, JUST IN TERMS OF THE HIRING.
6 AND AGAIN, THERE IS PART OF ME THAT WONDERS, DOES THE
7 EMERGENCY DECLARATION MAKE ANY DIFFERENCE? YOU HAVE THROWN OUT
8 A NUMBER THAT, YES, YOU KNOW, SOMETIMES WE GET IT DOWN TO 70-
9 90 DAYS. BUT I'M LOOKING AT PROBATION, YET AGAIN, FOR THE
10 PROBATION OFFICERS AND IT IS NOW 432 DAYS TO HIRE. WHICH, WHEN
11 I LOOK BACK AT A PREVIOUS PRESENTATION, IT WAS 347 DAYS IN
12 JULY. SO NOW IT IS LIKE THREE MINUTES LONGER. I'M WONDERING,
13 AND WE KNOW WE HAVE SUCH AN ISSUE IN PROBATION, CONSTANTLY. WE
14 HAVE A MAJOR. THAT REALLY IMPACTS THE MORALE OF OUR PROBATION
15 STAFF, OUR PROBATION OFFICERS, IT AFFECTS THE YOUNG PEOPLE WHO
16 ARE IN OUR CARE. WHO ARE INCARCERATED RIGHT NOW. WHAT GIVES?

17

18 >> LISA GARRETT: I WILL LET JOHAN ANSWER THAT. I BELIEVE ONE
19 OF THE FIGURES THAT WAS ON ONE OF THE SLIDES THAT WAS HERE,
20 THE CHIEF AND I DISCUSSED THAT. I THINK THAT ADDITIONAL DAYS
21 WERE ADDED BY MISTAKE. WE HAVE, YOU WANT TO GO AHEAD?

22

23 >> SUP. JANICE HAHN: IT SAID, 432 UP FROM LAST JULY. WHICH WAS
24 347. WHICH IS STILL A YEAR. WHICH FEELS LIKE, THAT IS NOT
25 BENEFITED FROM THE EMERGENCY HIRING.



THE BOARD OF
SUPERVISORS

1

2 >> JOHAN JULIN: I THINK THAT THERE IS A COUPLE OF DIFFERENT
3 WAYS THAT THE CALCULATIONS ARE MADE. WHAT YOU ARE LOOKING AT,
4 ONE PARTICULAR WAY IN WHICH THE CALCULATIONS WERE PERFORMED.
5 SO IF FOR SOMETIME TO HIRE CALCULATIONS, ACADEMY WAS INCLUDED,
6 WHERE IT WAS EXCLUDED IN OTHERS. THAT MAY EXPLAIN SOME OF THE
7 DISCREPANCIES YOU ARE SIGH SEEING. REGARDLESS, I WOULD AGREE
8 IT TAKES TOO LONG. THERE ARE MANY ISSUES OBVIOUSLY THAT ARE
9 CONTRIBUTING TO THAT. ONE THAT WILL REMAIN CONSTANT IS POST-
10 CERTIFICATION. THAT IS PEACE-OFFICER TESTING. BECAUSE, FOR
11 EXAMPLE, EMERGENCY HIRING, CAN BE USED IN MANY CLASSIFICATIONS
12 THAT HAVE AN ACCESS TO EMERGENCY, RIGHT? UNFORTUNATELY, IT
13 DOESN'T WORK WELL FOR POST CERTIFIED POSITIONS BECAUSE POST-
14 REQUIRES AN EXAM. WHICH IS EXACTLY WHAT THE RULE --

15

16 >> SUP. JANICE HAHN: I HAVE TO FIGURE THIS OUT. I HAD BOTH OF
17 YOU UP AT MY OFFICE WITH GUILLERMO.

18

19 >> LISA GARRET: WE COMMIT TO THAT PLEDGE SUPERVISOR. SOME
20 INDIVIDUALS WERE ON A LIST FOR A LONG PERIOD OF TIME AS THE
21 DEPARTMENT WORKED THROUGH, WORKED THROUGH THE LIST. SO IF
22 SOMEONE WAS ON THE LIST, BECAUSE THEY WERE WAITING ON BEING
23 INTERVIEWED AND HIRED, THAT ALSO WOULD EXTEND THE TIME TO
24 HIRE. BUT NOW THOSE LISTS, FOR EXAMPLE, FOR DSOs AND DPOs ARE
25 NOW NO LONGER BEING USED AND THE DEPARTMENT HAD STARTED WITH



THE BOARD OF
SUPERVISORS

1 THE --

2

3 >> JOHAN JULIN: DEPUTY PROBATION.

4

5 >> LISA GARRET: TOO MANY ACRONYMS. THOSE LISTS STARTED IN
6 NOVEMBER OF LAST YEAR. SO I DO BELIEVE THAT WE WILL CONTINUE,
7 WE WILL AGAIN TO SEE A REDUCTION IN THOSE NUMBERS. I DO
8 BELIEVE THAT.

9

10 >> SUP. JANICE HAHN: YEAH, I JUST, IF WE COULD JUST FIGURE
11 THIS ONE OUT. IT WOULD MAKE SUCH A DIFFERENCE ON SO MANY
12 LEVELS. BECAUSE WE ARE IN A REAL CRISIS. WITHIN OUR PROBATION
13 DEPARTMENT. THE LAST THING THAT I KNOW THAT YOU TALKED A LOT
14 ABOUT ENGAGING OUR COMMUNITIES. PARTICULARLY WITH THE HARD TO
15 FILL JOBS. COMMUNITY COLLEGES, JOB FAIRS. IS THERE EFFORTS, DO
16 WE GET INVOLVED IN THE POTENTIAL CURRICULUM? OF COMMUNITY
17 COLLEGES? IN TERMS OF REALLY TRYING TO ENCOURAGE THEM TO OFFER
18 A SPECIFIC, YOU KNOW, CLASSES? TRAINING? A PIPELINE, IF YOU
19 WILL, FOR GOOD COUNTY JOBS. HOW IS THAT GOING?

20

21 >> JOHAN JULIN: YES. SO ONE EXAMPLE WOULD BE A, AN INITIATIVE
22 THAT WAS STARTED SOME YEARS AGO, WITH RIO, WHERE WE BROUGHT IN
23 FOLKS TO THE ASSESSORS DEPARTMENT AT THE ENTRY LEVEL. WE WERE
24 HEAVILY INVOLVED, THE DEPARTMENT OF COURSE WAS LEADING THE
25 EFFORT, WE WERE ASSISTING IN LOOKING AT THAT CURRICULUM AND



THE BOARD OF
SUPERVISORS

1 INSURING THAT IT MEETS THE MINIMUM REQUIREMENTS. THAT IS A
2 CHALLENGING EXAM. NOT A HIGH PASS RATE BECAUSE THE DEPARTMENT
3 IS VERY CAREFUL ABOUT WHO THEY WOULD LIKE TO HAVE IN THOSE, IN
4 THOSE ENTRY LEVEL ROLES BECAUSE THOSE ARE THE FOLKS THAT ARE
5 GOING TO PROMOTE, OBVIOUSLY.

6

7 >> SUP. JANICE HAHN: I MEAN THE WORD OUT ON THE STREET RIGHT
8 NOW, GOOD LUCK TO ANYBODY THAT GRADUATES. RIGHT? FROM 4 YEAR
9 UNIVERSITY, COMMUNITY COLLEGE, IT IS LIKE, GOOD LUCK. YOU
10 KNOW, THEY ARE APPLYING FOR JOBS IN THE FAST FOOD INDUSTRY.
11 NOBODY THINKS THAT THEY ARE GOING TO ACTUALLY GET A JOB. SO IT
12 SEEMS TO ME, LOOKING AT OUR PRESENTATION, GROWING OUR COUNTY
13 WORKFORCE, A REAL PARTNERSHIP WITH OUR UNIVERSITIES,
14 PARTICULARLY COMMUNITY COLLEGES AND SAYING, THESE ARE THE
15 JOBS. THESE ARE JOBS THAT ARE HERE. WE ARE HIRING. ARE YOU, IS
16 YOUR INSTITUTION OFFERING THE PROPER CLASSES AND OPPORTUNITIES
17 FOR YOU TO GET INTO THAT PIPELINE TO COME TO THE COUNTY OF LOS
18 ANGELES?

19

20 >> JOHAN JULIN: AGREED. WE HAVE ANOTHER PARTNERSHIP THAT WE
21 ARE JUST RESTARTING, I SHOULD SAY, IN THE ANTELOPE VALLEY,
22 WITH THE ANTELOPE VALLEY COLLEGE, THIS IS PARTICULARLY FOR
23 DCFS, OTHER DEPARTMENTS AS WELL, WHERE WE ARE TRYING TO STAFF
24 OUT DCFS POSITIONS WHICH HISTORICALLY HAVE BEEN CHALLENGING TO
25 FILL WITH LOCAL FOLKS. THE IDEA IS TO HAVE LOCAL RESIDENTS



THE BOARD OF
SUPERVISORS

1 FILL LOCAL JOBS WHICH HAS BEEN MORE OF A STRUGGLE IN THE
2 ANTELOPE VALLEY.

3

4 >> SUP. KATHRYN BARGER, CHAIR: THEY ALSO START IN HIGH SCHOOL?
5 TO TRY TO LET, NOT EVERYONE NEEDS TO GO TO A 4-YEAR COLLEGE.
6 THEY CAN GO TO THE COMMUNITY COLLEGE AND GET THE CURRICULUM
7 THEY NEED TO BE HIRED.

8

9 >> JOHAN JULIN: EXACTLY.

10

11 >> SUP. JANICE HAHN: THAT IS GOOD. THANK YOU MADAM CHAIR.

12

13 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU SUPERVISOR SOLIS.

14

15 >> SUP. HILDA SOLIS: YES, THANK YOU MADAM CHAIR. I WANT TO
16 THANK THE PANEL FOR ENLIGHTENING US AND ALSO FOR OUR CEO TO GO
17 THROUGH AT LEAST WHAT SOME OF OUR ESTIMATES ARE IN THIS AND
18 TRYING TO ADDRESS THIS PIECE OF LEGISLATION THAT UNBEKNOWNST
19 TO ME, TOO, KIND OF CAME INTO OUR OFFICE LAST WEEK AND I WAS
20 LIKE, WHOA! OKAY. I UNDERSTAND, I UNDERSTAND WHAT THE
21 LEGISLATION IS ABOUT. BUT I THINK THAT THE REAL CRUX,
22 SUPERVISOR HORVATH TOUCHED ON THIS, IS THAT, HOW IS IT THAT,
23 YOU KNOW WE LOOK AT CLASSIFICATIONS AND HERE NOW, WE ARE
24 LOOKING AT THE BARGAINING UNITS WHICH ARE TWO DIFFERENT
25 ENTITIES AND A LOT OF WORK HAS BEEN DONE ALREADY. WHAT IS



THE BOARD OF
SUPERVISORS

1 GOING TO BE THE END RESULT HERE? WE HAVEN'T EVEN HEARD FROM
2 THE UNIONS. I WANT TO THANK THEM FOR COMING, THOSE WHO DID
3 PROVIDE INFORMATION IS HELPFUL. WE HAVE BEEN MEETING WITH SOME
4 OF THEM INDIVIDUALLY ON OUR OWN TIME. BUT I DO HAVE, I DO HAVE
5 A QUESTION, WHAT IS OUR PRODUCT GOING TO LOOK LIKE AFTER WE GO
6 THROUGH THIS EXERCISE? THIS IS AN EXERCISE BUT THEN THE REAL
7 REFORM AS YOU TOUCHED ON, JOE, IS THAT EITHER IT HAPPENS AT
8 THE BARGAINING TABLE, OR WE SET UP A FORMAL PROCESS WHERE YOU
9 HAVE BOTH MANAGEMENT AND LABOR AT THE TABLE. TALKING IN WAYS
10 THAT CAN, AT LEAST COME TO SOME AGREEMENT ON APPLES AND
11 APPLES. I HAVE MY SENSE IS THAT WE ARE NOT REALLY THERE. WE
12 ARE NOT THERE AT ALL. I THINK THAT THEY CAN BE HELPFUL, LABOR
13 CAN BE HELPFUL, IN HELPING US GAUGE WHERE THESE HOT SPOTS OR
14 REALLY THICK AND HARD AREAS WE NEED TO UNDERSTAND BETTER. IT
15 WOULD HELP ME, AS SOMEONE WHO HAS TO VOTE ON THESE ITEMS TO
16 BETTER UNDERSTAND THAT. SO I JUST, MAYBE YOU HAVE A RESPONSE
17 TO THAT.

18
19 >> JOE NICCHITTA: SUPERVISOR. I THOUGHT A LOT ABOUT THIS AS WE
20 WERE DOING THIS EXERCISE. HERE IS MY INITIAL THOUGHT. IS THAT
21 SOMETIMES IF NOT STARTING FROM THE SAME SET OF FACTS, NEVER
22 GOING TO GET ANYWHERE. WHAT THIS EXERCISE ALLOWS US TO DO,
23 START FROM THE SAME SET OF FACTS. NOW WE HAVE, WE HAVE ALWAYS
24 LOOKED AT THIS, FROM THE DEPARTMENT PERSPECTIVE,
25 CLASSIFICATION PERSPECTIVE, WE LOOK AT IT FROM THE BARGAINING



THE BOARD OF
SUPERVISORS

1 UNIT PERSPECTIVE, ALMOST IN A DEFENSIVE POSTURE AT THE TABLE.
2 NOW WE UNDERSTAND IT BETTER FROM THE BARGAINING UNIT
3 PERSPECTIVE. I THIS FEEL LIKE THAT UNDERSTANDING WILL HELP US
4 BET COMMUNICATE WITH THE LABOR PARTNERS WHO ARE REPRESENTING
5 THESE PERSISTENTLY VACANT CLASSIFICATIONS. MANY OF THESE
6 TABLES ARE STILL OPEN. I DON'T WANT TO GO INTO THE SPECIFICS
7 OF WHAT IS DISCUSSED AT THE TABLE. BECAUSE THAT PROCESS IS
8 CONFIDENTIAL AS YOU KNOW. BUT THERE ARE WAYS OUTSIDE OF THE
9 TABLE THAT CONTINUE TO HAVE THESE CONVERSATIONS THROUGH JOINT
10 LABOR, MANAGEMENT COMMITTEES, AND THINGS OF THAT NATURE. OR
11 WHERE, IF WE ARE NOW AT THIS, SAME, YOU KNOW, THE SAME PAGE,
12 AND IT IS BENEFICIAL FOR THE DEPARTMENTS TO CLOSE THE GAP AND
13 BENEFICIAL FOR LABOR TO CLOSE THE GAP, WE REALLY NEED TO BE
14 FINDING THAT COMMON GROUND AND MOVE FORWARD. UNDERSTANDING THE
15 BACKDROP OF THE BUDGET. THAT BECOMES THE HARDEST THING THAT
16 IS, HOW DO WE GET THERE? GIVEN THE COUNTY'S FINANCIAL
17 CHALLENGE? I THINK THAT JUST IN SUMMARY, THIS IS A VIEW THAT
18 WE HAVE NEVER TAKEN, WE HAVE NEVER TAKEN THE SLICE OF DATA
19 BEFORE. ACROSS ALL OF OUR BARGAIN UNITS. NOW I THINK THAT THIS
20 HAS BEEN HELPFUL FOR US, MANAGEMENT PERSPECTIVE TO SEE IT THIS
21 WAY.

22
23 >> SUP. HILDA SOLIS: I WOULD CAUTION US, IF NOT, YOU WILL SEE
24 ANOTHER PIECE OF LEGISLATION THAT SAYS, YOU WILL, YOU SHALL.
25 SINCE I HAVE BEEN ON THE BOARD, I ALWAYS WONDERED WHY THE



THE BOARD OF
SUPERVISORS

1 RATIONALE SO MANY VACANCIES IN DEPARTMENTS AND STRUCTURAL
2 DEFICITS AND WHAT HAVE YOU. MORE IMPORTANTLY, WHY THOSE,
3 VACANCIES ARE SO IMPORTANT. AND I KNOW THAT SOME OF THE
4 DEPARTMENTS HAVE TOLD US OVER THOSE YEARS, WELL, SOMETIMES IT
5 IS USED FOR OTHER PURPOSES. AND I THINK THAT IS AN OPPORTUNITY
6 TO EXPLAIN TO THE PUBLIC AS WELL WHAT AND WHY IT IS USED IN
7 THAT MANNER. IS IT REALLY SOMETHING THAT IS GETTING TO THE
8 REAL ISSUES OF THE QUALITY OF LIFE FOR OUR EMPLOYEES? AND
9 ALSO, QUALITY OF LIFE FOR OUR RESIDENTS. ARE WE REALLY ABLE TO
10 MEET THE NEEDS THAT OUR RESIDENTS WANT BECAUSE WE HANG ON TO
11 THIS CONCEPT OF, WELL, WE HAVE TO HAVE THESE 300 VACANCIES
12 HERE BECAUSE AT ANY MOMENT, I, IF SOMETHING DROPS, I HAVE TO
13 PULL ON THOSE. WHILE THEY MAY NOT BE A FILLED POSITION, A
14 BUDGETED POSITION, THAT CLASSIFIED POSITION IS THERE. AND THAT
15 IS WHAT THE PUBLIC, I BELIEVE, DOESN'T FULLY APPRECIATE OR
16 UNDERSTAND. AND PERHAPS EVEN OUR UNION MEMBERS, BROTHERS AND
17 SISTERS THINK THAT IS ALSO PROBLEMATIC. I HOPE THAT AT SOME
18 POINT WE CAN BEGIN TO LOOK AT THAT. AND REALLY DEFINE WHAT IT
19 IS THAT WE WANT TO ACHIEVE. AND MAYBE SET OUT SOME GOALS WHERE
20 WE DO HAVE TABLES, I DON'T MEAN JUST COLLECTIVE BARGAINING,
21 BUT I MEAN JUST DISCUSSIONS, REGULAR DISCUSSIONS WITH THE
22 UNIONS THAT ARE HERE BUT AT A DIFFERENT LEVEL. WHERE IT ISN'T
23 SO TOP DOWN. AND I THINK THAT IS REALLY CRITICAL. I KNOW THAT
24 THE DEPARTMENTS MAY BE DEALING, THE DEPARTMENT HEADS ARE
25 DEALING WITH THIS AT A DIFFERENT LEVEL AS WELL. THEY ARE TOLD



THE BOARD OF
SUPERVISORS

1 BY YOU, BY THE BUDGET FOLKS, HEY, YOU GOT TO MEET THIS GOAL.
2 YOU HAVE TO RESCIND OR CUT BACK, CURTAIL AND OFTENTIMES, IT
3 MAY NOT BE DONE IN A FASHION THAT APPEARS TO BE AS OPEN OR
4 ACCEPTING BY THE RANKIN FILE. BECAUSE THEY ARE NOT
5 UNDERSTANDING EITHER WHY SOME OF THESE THINGS ARE OCCURRING.
6 GOING THROUGH THE EXERCISE NOW, QUITE FRANKLY, WE ARE HEARING
7 FROM OUR DEPARTMENTS BUT EVEN OUR EMPLOYEES. AND I WISH THAT
8 THERE COULD BE A BETTER WAY, NOT WISH, WE NEED TO HAVE A
9 BETTER WAY OF BEING ABLE TO REALLY PUT THINGS OUT FLATLY ON
10 THE TABLE AND LOOK AT THEM IN A MORE HOLISTIC, HOLISTIC VIEW.
11 I TOO AM CONCERNED ABOUT EMERGENCIES THAT WE FACE. THE ABILITY
12 TO HIRE UP RIGHT AWAY. BUT I WANTED TO ASK YOU, IF YOU COULD
13 DESCRIBE WHAT CONDITIONAL HIRING ALLOWS US TO DO. I KNOW THAT
14 IS A PART OF A TOOL THAT WE HAVE. AND I DON'T KNOW THAT PEOPLE
15 FULLY UNDERSTAND, HOW DOES THAT WORK? IS IT ONLY USED FOR
16 CERTAIN CLASSIFICATIONS? SAY SOMETHING COMES UP. IS THAT AT
17 THE DISCRETION OF THE DEPARTMENT HEAD?

18

19 >> JOHAN JULIN: SO THOSE CLASSIFICATIONS CAN BE USED AT THE
20 DISCRETION OF THE DEPARTMENT. BUT IT IS DEPENDING ON HOW THE
21 CLASSIFICATION IS SET UP. SOME ARE SET UP AS RECURRENCE, FOR
22 EXAMPLE, SOME ARE SET UP AS TEMPORARY. SOME ARE SPECIFICALLY
23 ALLOCATED AS FULL-TIME. IT DEPENDS ON HOW THE POSITION IS SET
24 UP.

25



THE BOARD OF
SUPERVISORS

1 >> SUP. HILDA SOLIS: WHO MAKES THAT DECISION? THE DEPARTMENT
2 HEAD? OR HOW IS THAT DERIVED? THE DEPARTMENT HEAD DECIDES
3 THAT?

4

5 >> JOHAN JULIN: I BELIEVE CEO.

6

7 >> LISA GARRETT: UNDERLYING CLASSIFICATION.

8

9 >> SUP. KATHRYN BARGER, CHAIR: CEO DOES CLASSIFICATION. THAT
10 IS NOT WHAT YOU ARE ASKING, IS IT?

11

12 >> SUP. HILDA SOLIS: NO. I AM TRYING TO GET AT WHY THERE ARE
13 DIFFERENCES HERE. AND IF IT IS POINTING TO ONE OFFICE, FINE.
14 THEN WE HAVE TO LOOK AT THAT. THERE COULD BE, IN MY OPINION,
15 JUST ASKING A QUESTION, WE COULD HAVE VARIATIONS OF THAT
16 DEPENDING ON WHO, WHICH DEPARTMENT HEAD DECIDES WHAT THEY WANT
17 TO USE. I'M SURE THAT IS WHAT IS HAPPENING OR HAS HAPPENED. WE
18 HAVEN'T REALLY AS A BOARD UNDERSTOOD HOW THAT TOOL HAS BEEN
19 USED AND HOW IT MIGHT BE BETTER UTILIZED IF WE HAVE VACANCIES
20 IN CERTAIN AREAS THAT WE NEED TO FOCUS IN ON RIGHT AWAY. AND
21 MAYBE THAT IS SOMETHING THAT IS GOING TO BE GLEANED, THAT WE
22 CAN LEARN FROM.

23

24 >> JOHAN JULIN: SURE, THAT'S SOMETHING THAT CAN CERTAINLY BE
25 EXPLORED.



THE BOARD OF
SUPERVISORS

1

2 >> SUP. HILDA SOLIS: TO BETTER UNDERSTAND THAT, CAN YOU SHARE
3 WHAT THAT MEANS? CONDITIONAL VERSUS SAY, THERE IS AN EMERGENCY
4 NEED? TO HIRE?

5

6 >> JOHAN JULIN: THE EMERGENCY, SPECIFICALLY, HAS TO DO WITH A
7 DECLARED EMERGENCY. AND IT CAN'T BE INVOKED WITHOUT THAT
8 EMERGENCY. SO THAT PART IS, IT IS VERY CLEARLY DICTATED.

9

10 >> SUP. HILDA SOLIS: THAT WILL HAVE TO BE CHANGED, I THINK, AT
11 SOME POINT. I THINK THAT WE ARE GOING TO HAVE TO LOOK AT WHAT
12 THAT MEANS. WE HAVE EMERGENCIES WHEN, FOR EXAMPLE, WE ARE NOT
13 ABLE TO MEET, MAYBE IT ISN'T A DISASTER BUT MAYBE THERE IS A
14 REAL NEED TO HIRE UP, I KNOW THAT WE HAVE DONE THIS FOR HI AND
15 WHAT HAVE YOU, IN SOME CASES, YOU KNOW, THERE IS SOMETHING
16 THAT HAPPENS. SAY WITH ONE OF THE DEPARTMENTS AND THEY NEED TO
17 RAMP UP BECAUSE NOT ENOUGH EXPERTISE THERE. I'M THINKING IN
18 PUBLIC WORKS, FOR EXAMPLE. INSTEAD OF CONTRACTING OUT, FOR
19 EXAMPLE, BRING PEOPLE ON. CONDITIONALLY. AND IF THAT IS
20 PERMANENT OR PART-TIME OR CERTAIN PERIOD OF TIME, I THINK THAT
21 THOSE TOOLS NEED TO BE MADE AVAILABLE. PEOPLE SHOULD ALSO BE
22 ABLE TO SAY IF THERE IS A NEED, HOW, I MEAN, CAN EMPLOYEES
23 SAY, HEY I WANT TO HELP FULFILL THIS NEED. AND I HAVE AN IDEA.
24 AND I, I AM GOING TO ACTUALLY SACRIFICE MYSELF TO SAY, I WANT
25 TO BE A PART OF THE SOLUTION HERE. I MEAN, THAT IS



THE BOARD OF
SUPERVISORS

1 PROVOCATIVE, RIGHT? I THINK THAT WE NEED TO BE LOOKING AT
2 OTHER WAYS WHERE WE CAN ENGAGE OUR EMPLOYEES. I HEAR THERE IS
3 A LOT OF FRUSTRATION OUT THERE. I KNOW THAT WE HAVE GOT TO
4 LOOK AT THIS IN A DIFFERENT MANNER. I GET THAT WE HAVE AN
5 EDUCATION GAP. A SCALE GAP. BUT I ALSO THINK THAT THERE ARE
6 PEOPLE THAT ARE WORKING FOR US RIGHT NOW THAT MAY HAVE THAT
7 SKILL SET AND BECAUSE THEY ARE IN A DIFFERENT CLASSIFICATION,
8 CAN'T MAKE THAT JUMP. OR IT IS NOT BEING AFFORDED THEM. THAT
9 OPPORTUNITY. BUT YET, THEY UNDERSTAND THAT THERE MAY BE SOME
10 THINGS THAT THEY WOULD HAVE TO FOREGO. OR MAYBE THAT CAN BE
11 MADE UP. ALL I'M SAYING IS, WE HAVE TO WORK MORE NIMBLE,
12 FASTER AND REALLY LISTEN TO WHAT IS GOING ON. I FEEL, I CAN
13 FEEL THE FRUSTRATION OF OUR EMPLOYEES. WHERE SOME OF THEM GET
14 TO A CERTAIN POINT AND THEN THEY LEVEL OFF. THAT IS IT. THEY
15 ARE NOT, THEY KNOW THAT THEY ARE NOT GOING TO GO ANY HIGHER.
16 YET, THEY WANT TO. THEY CERTAINLY WANT TO BE A PART OF IT.

17
18 >> JOHAN JULIN: A COUPLE OF THINGS, ONE IS, ON EMERGENCY
19 HIRING, I DON'T HAVE THE RULE IN FRONT OF ME. BUT THE
20 EMERGENCY, THERE IS A DEFINITION OF EMERGENCY THERE. IT HAS TO
21 DO WITH THREATS TO LIFE, PROPERTY, HEALTH AND SO ON AND SO
22 FORTH. THERE IS A DEFINITION THERE THAT HAS TO BE MET.
23 SEPARATELY, REGARDING EXISTING EMPLOYEES, ONE THING THAT WE
24 ARE WORKING ON, AND I'M, I DON'T THINK THAT THIS DIRECTLY
25 ANSWERS YOUR QUESTION, BUT IT IS TO IT, IT IS FOR DISASTER



THE BOARD OF
SUPERVISORS

1 SERVICE WORKERS WHERE THERE IS AN IMMINENT NEED, OR CURRENT
2 NEED FOR, TO RESPOND TO A DISASTER OF SOME SORT, CURRENTLY,
3 THE WAY THAT WE RECRUIT DISASTROUS SERVICE WORKERS, IF I COULD
4 SAY, IT IS NOT ESPECIALLY MODERN. WE WILL PUT OUT AN E-MAIL
5 APPEAL. AND WE ARE DEPENDENT ON FOLKS RAISING THEIR HAND AND
6 SAYING, YEAH, I WOULD BE WILLING TO HELP. BUT IT WOULD BE MUCH
7 MORE EFFICIENT FOR US TO DEVELOP A DATABASE, WHICH IS WHAT WE
8 ARE DOING OF SKILLS.

9

10 >> SUP. HILDA SOLIS: RIGHT.

11

12 >> JOHAN JULIN: WE NEED A SPANISH SPEAKING FORKLIFT DRIVING
13 LICENSE, OR SOMETHING. WHATEVER IT MIGHT BE. AND IT WOULD BE
14 GREAT IF WE COULD PUSH A BUTTON AND BE ABLE TO IDENTIFY WHO
15 THOSE PEOPLE ARE. WE ARE WORKING ON A SYSTEM LIKE THAT RIGHT
16 NOW.

17

18 >> SUP. HILDA SOLIS: LET ME GIVE YOU EXAMPLE, CRISIS OF
19 UNACCOMPANIED MINOR, ALL OF THOSE CHILDREN IN OUR CARE AT
20 FAIRPLEX, WE MADE A DECISION TO TAKE THAT ON OURSELVES. MANY
21 PEOPLE THAT RAISED THEIR HANDS, NURSE, DOCTORS, ALL KINDS OF
22 SPECIALTY FOLKS AND I BELIEVE THAT THEY RAISED THEIR HAND, BUT
23 WHAT DID WE DO WITH THAT POOL? THAT INFORMATION TO KEEP IT
24 GOING? THAT WAS A DIFFERENT KIND OF A DISASTER I WOULD SAY. IT
25 WAS POLITICAL BUT NONE THE LESS, CONSEQUENCES SO GREAT FOR



THE BOARD OF
SUPERVISORS

1 THIS COUNTY. AND I WOULD SAY THAT WE NEED TO THINK ABOUT WAYS
2 WHERE WE CAN ENHANCE THAT OPPORTUNITY AS WELL. BECAUSE THERE
3 IS A LOT OF PEOPLE WHO HAVE DIFFERENT SKILL SETS, MAYBE
4 FEELING THEY ARE IN A RUT OVER HERE, BUT REALLY WOULD RATHER
5 DO SOMETHING HERE AND HAVE THE POTENTIAL AND THE SKILL SET AND
6 ABILITY TO BE TRAINED AND LEARNED AND WANT TO DO THAT. THAT IS
7 ALL I'M SAYING. I THINK THAT A LOT OF IT HAS TO DO WITH OUR
8 INCENTIVIZING THEM. EDUCATING THEM. AND PROVIDING OPPORTUNITY.
9 THEN THEY WILL HELP US RECRUIT OTHER PEOPLE. TO THE COUNTY. I
10 REALLY BELIEVE THAT. I MEAN, ONCE YOU HAVE A GOOD EMPLOYEE
11 MORALE SITUATION, AND PEOPLE ARE TALKING, IT IS LIKE, HEY, I
12 WANT TO WORK FOR THE COUNTY. YES, THEY'RE XYZ AND GREAT AT
13 THIS. THIS IS A WONDERFUL OPPORTUNITY TO EXPAND. I MEAN, I AM
14 NOT ASKING A LOT OF QUESTIONS BUT I DO HAVE MY OWN COMMENTS. I
15 THINK THAT, YOU KNOW, I DO WANT TO SAY ONE THING, THAT I WAS
16 VERY HAPPY THAT YOU DID LAST YEAR, THAT WAS, YOU HELPED TO
17 ATTEND OUR VETERANS RESOURCE FAIR AT THE FAIRPLEX. YOU
18 COMMITTED TO HIRING AND ADVERTISING ON THE SPOT. AND YOU DID
19 THAT. AND I FORGET HOW MANY PEOPLE ACTUALLY WENT THROUGH IT.
20 BUT THOSE OPPORTUNITIES COULD BE EXPANDED AT ALL OF OUR
21 DISTRICTS. WHENEVER WE HAVE A BIG RESOURCE FAIR. I DON'T KNOW
22 IF WE HAVE THOUGHT ABOUT THAT IN THAT WAY. THAT WAS JUST FOR
23 ONE SITUATION. MANY PEOPLE OUT THERE LOOKING FOR JOBS RIGHT
24 NOW WHERE IT CAN BE A ONE STOP SHOP FOR THEM.

25



THE BOARD OF
SUPERVISORS

>> LISA GARRETT: WE AGREE. SUPERVISOR. WE HAVE DONE THAT AT POMONA. THE TASTE OF SO. WE HAVE DONE THAT AT MEMORIAL DAY EVENT. WE WILL CERTAINLY, WE HAVE CARS, WE WILL TRAVEL. THAT IS SOMETHING THAT HAS BEEN SOMETHING VERY SUCCESSFUL AND CONTINUE THAT ON. I DO WANT TO SAY THAT THE, WE ARE RIGHT NOW, BUILDING A SKILLS DATABASE. SO INDIVIDUALS WHO HAVE SPECIAL SKILL SETS, THEY WILL BE IN THE DATABASE. ONCE A PHYSICIAN COMES UP, OR SOME TYPE OF JOB IS NEEDED IN THE COMMUNITY, WHEREVER IT IS, WE WILL BE ABLE TO TAP INTO THAT DATABASE AND PULL THE INDIVIDUALS WITH THAT, THOSE SKILL SETS. SO IT IS NOT NECESSARILY BASED UPON THEIR CLASSIFICATION, BUT ON THE SKILLS THAT THEY HAVE. ANOTHER THING, THAT WE ARE, WE ARE WORKING ON, WELL, I HAVE HAD SOME CONVERSATIONS WITH ONE OF THE UNIONS IN THE PAST ABOUT, I HAVE HEARD FROM THE EMPLOYEES MYSELF, MISS GARRETT, I'M STUCK IN THE CLERICAL, IN THE CLERICAL SERIES. HOW CAN I GET OUT? AND SO CREATING A STRATEGY WITH THE UNIONS IN ORDER TO BUILD A BRIDGE FROM CLERICAL TO ANALYST POSITIONS AND OTHER POSITIONS WITHIN THE COUNTY. SO THAT IS SOMETHING THAT IS ON MY RADAR. THAT I WOULD LOVE TO WORK ON WITH OUR, WITH OUR LABOR PARTNERS.

>> SUP. HILDA SOLIS: I THINK THAT IS SOMETHING YOU AND I TALKED ABOUT WHEN I FIRST GOT ON THE BOARD. CAREER LADDERS FOR THOSE INDIVIDUALS WHO ARE IN THE ELIGIBILITY WORKFORCE, CLASSIFICATION, TO MOVE UP. WE HAVE SEEN SUCCESSES THERE. FOR



THE BOARD OF
SUPERVISORS

1 MANY PEOPLE WHO HAVE BEEN WITH US FOR MANY YEARS BECAUSE THEY
2 HAVE SEEN OPPORTUNITY AND STUCK WITH US. THAT IS VERY, VERY
3 NICE. I WANT, I WANTED TO ASK ONE QUESTION, AGAIN, LOOKING AT
4 OPPORTUNITIES, WHEN MONTEREY PARK, WE HAD OUR SHOOT,
5 UNFORTUNATELY, 11 PEOPLE WERE KILLED. WE HAD TO GO OUT THERE
6 INTENSELY TO PROVIDE SERVICES TO THE AAPI COMMUNITY. WE DIDN'T
7 HAVE A LOT OF STAFF THAT NECESSARILY COULD JUST BE DEPLOYED
8 LIKE THAT. I THINK THAT THERE WAS A LOT OF WORK. I WANT TO
9 COMMEND MENTAL HEALTH, LISA WONG, AND EVERYONE ELSE WHO DID
10 THEIR WORK. BUT I THINK THAT WE HAVE TO ALSO MAKE SURE THAT WE
11 ARE CULTURALLY COMPETENT IN THE DIFFERENT WORK THAT WE PROVIDE
12 AND SERVE. SO I WOULD LIKE TO SEE MORE OF THAT HAPPEN. AND
13 THAT PEOPLE BE REWARDED BECAUSE THEY DO HAVE THAT ADDITIONAL
14 SKILL SET. AND AT THIS TIME WHEN WE SEE AN INCREASING AAPI
15 POPULATION THAT IS LACKING SERVICE ACCESS, IT IS VERY
16 CRITICAL. SO I JUST WANT TO UNDERSCORE THAT. I KNOW THAT YOU
17 KNOW THAT. SOMETIMES THE PUBLIC NEEDS TO HEAR IT FROM US AS
18 WELL.

19
20 >> RODNEY COLLINS: SUPERVISOR RODNEY COLLINS, LET ME ADD TO
21 YOUR PRIOR QUESTION, REGARDING SOLUTIONS. THERE IS A PROGRAM
22 THAT I WANT TO GIVE A SHOUT-OUT TO ISD AND THE CEO, CALLED THE
23 COUNTY CAREER TRANSITION PROGRAM. IT IS A PROGRAM THAT
24 ACTUALLY WORKING IN ISD. WHERE THEY ARE TAKING CUSTODIANS AND
25 MOVING THEM TO CLERICAL. WORK ON FROM CLERICAL TO SOMETHING



THE BOARD OF
SUPERVISORS

1 ELSE, I THINK THAT BRIDGING THESE, WILL BE VERY HELPFUL FOR
2 EMPLOYEES. AND HEARING ABOUT THE COUNTY CAREER TRANSITION
3 PROGRAM IS IMPORTANT FOR OTHER DEPARTMENTS BECAUSE THEY MAY BE
4 ABLE TO ADOPT IT AS WELL. JUST LIKE ISD DID.

5
6 >> SUP. HILDA SOLIS: I WOULD STRONGLY RECOMMEND THAT. SO THAT
7 IS SOMETHING THAT WE SHOULD JUST BE DOING ACROSS THE BOARD.
8 THANK YOU VERY MUCH. THANK YOU CEO.

9
10 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU. SUPERVISOR MITCHELL.

11
12 >> SUP. HOLLY J. MITCHELL: THANK YOU. I AGREE SUPERVISOR
13 SOLIS, NOT JUST CULTURAL COMPETENCY BUT LINGUISTIC. I WAS
14 SURPRISED TO LEARN, IN A COUNTY WITH SIGNIFICANT LARGE DEAF
15 AND HEARING IMPAIRED COMMUNITY THAT WE HAVE GOT ONE MENTAL
16 HEALTH EMPLOYEE WHO IS SKILLED AT ASL. AS WE TALK ABOUT, AS A
17 RESULT OF THAT, DR. WONG WENT TO GALLAUDET A COUPLE YEARS AGO
18 TO ATTEMPT TO RECRUIT. I COMPLETELY AGREE WITH YOU. WHEN WE
19 LOOK AT THE DEMOGRAPHICS OF LA COUNTY, WE HAVE TO MEET PEOPLE
20 WHERE THEY ARE. AND MAKE SURE THAT WE HAVE BOTH CULTURAL AND
21 LINGUISTIC COMPETENCE IN PARTICULARLY WITH THE THRESHOLD
22 LANGUAGES THAT ARE NECESSARY. THANK YOU MADAM CHAIR. I FULLY
23 SUPPORT GREATER HIRING EFFICIENCIES, IT JUST MAKES SENSE FOR
24 GOVERNMENT. AS I LOOK AT AB2561 WENT INTO EFFECT JANUARY 1 OF
25 THIS YEAR. IT IMPACTS ALL PUBLIC AGENCIES. IT WILL BE



THE BOARD OF
SUPERVISORS

1 INTERESTING FOR US TO KIND OF TRACK OUR FELLOW COUNTIES AT
2 LEAST THROUGH CSAC IN TERMS OF HOW THEY ARE, HOW THEY ARE
3 OPERATIONALIZING WHAT THE BILL REQUIRES THROUGH PUBLIC HEARING
4 PROCESS. I JUST THINK THAT WILL BE IMPORTANT. AS WE HAD THIS
5 CONVERSATION, ABOUT CIVIL SERVICE, IT MADE ME THINK MORE
6 DEEPLY, WE TALK ABOUT KIND OF THE CIVIL SERVICE RULES, ALL OF
7 THE TIME, AND YOU KNOW, I WANT TO MAKE SURE THAT I UNDERSTAND.
8 I HEARD REPEATEDLY ABOUT RULES. THAT KIND OF LIMIT OUR
9 CAPACITY TO BE CREATIVE AND INNOVATIVE. AND MORE EFFICIENT.
10 AND THEN I HEARD THAT IT ABOUT NEGOTIATIONS WITH LABOR. SO I
11 WANT TO UNDERSTAND. WE AS POLICY SETTING BOARD, HAVE NO ROLE
12 TO PLAY IN THE CIVIL SERVICE RULES THAT GOVERN THE COUNTY?

13

14 >> JOE NICCHITTA: I CAN KICK THAT OFF AND DIRECTOR GARRETT CAN
15 FOLLOW. SO THE CIVIL SERVICE RULES IN PLACE FOR A LONG TIME.
16 OBVIOUSLY SERVE A CRITICAL FUNCTION AND HELPING US HIRE AND,
17 YOU KNOW, IT REALLY IS A FAIRNESS MECHANISM AND IT, IT SETS
18 THE PLAYBOOK FOR HOW WE OPERATE ON THE HIRING.

19

20 >> SUP. HOLLY J. MITCHELL: YES.

21

22 >> JOE NICCHITTA: WE SHOULDN'T LET OURSELVES BE CAPTURED BY
23 THE GREAT IDEAS OF 20 YEARS AGO OR 30 YEARS AGO. I THINK THAT
24 IS WHERE WE ARE AT TODAY WHICH IS, IN OUR REPORT, THAT WE
25 FILED, WE HAVE IDENTIFIED THE TYPES OF THINGS THAT WE ARE



THE BOARD OF
SUPERVISORS

1 TRYING TO ADVANCE WITH, WHAT WE ARE CALLING CIVIL SERVICE
2 REFORM. IT IS NOT AN OVERHAUL, THROW IT IN THE GARBAGE AND
3 REDO EVERYTHING, IT IS GETTING US FROM WHERE WE WERE, 20-30
4 YEARS AGO, TO TODAY. TO HELP OURSELVES BE SUCCESSFUL TODAY.
5 AND THAT, THAT IS A DISCUSSION WITH LABOR. IT AFFECTS THE
6 OPERATING CONDITIONS, THE WORKING CONDITIONS OF OUR WORKFORCE.
7 SO WE HAVE BEEN AT THE TABLES FOR, I WANT TO SAY, TWO YEARS.
8 WITH LABOR. WE HAVE VERY SPECIFIC PROPOSALS. AND I THINK THAT,
9 YOU KNOW, I THINK THAT MAYBE LISA CAN TELL US WHERE WE ARE AT
10 IN THAT PROCESS. BUT WE CAN'T UNILATERALLY MOVE FORWARD WITH
11 CHANGES WHEN LABOR HAS THE RIGHT TO, YOU KNOW, BE HEARD AND
12 DISCUSSED WHAT THOSE CHANGES ARE.

13
14 >> SUP. HOLLY J. MITCHELL: I WANT TO UNDERSTAND OUR ROLE.
15 COMPLETELY UNDERSTAND AND VALUE THE SUPPORT OF CIVIL SERVICE.
16 IT WAS CREATING A FAIR, TRANSPARENT PLAYING FIELD FOR HIRING,
17 PEOPLE HIRING MANAGERS WEREN'T JUST ABLE TO HIRE FRIENDS AND
18 FAMILY. BUT TO REALLY OPEN UP THE PROCESS AND BE TRANSPARENT,
19 I GET THAT. BUT AS WE WERE TALKING ABOUT WAYS, YOU KNOW,
20 THROUGH EMERGENCY DECLARATIONS, THAT IT BECOMES A WAY TO
21 CIRCUMVENT THE PROCESS IN EFFECT. I KNOW THAT I CARRIED A
22 MOTION IN 2021 THAT DIDN'T DECLARE EMERGENCY BUT MADE IT
23 EASIER FOR ALL OF THE HEALTH DEPARTMENTS TO FILL VACANCIES. SO
24 WE AS A POLICY SETTING BOARD ARE FINDING WAYS, TO TRY TO
25 EXPEDITE HIRING. SO YOU KNOW, THAT IS WHY I SAID, WHAT IS OUR



THE BOARD OF
SUPERVISORS

1 ROLE? I DON'T WANT US TO CONTINUE TO USE THESE TOOLS BECAUSE
2 THAT IS THE ONLY WAY THAT WE SEE THAT WE CAN ENGAGE. I THINK
3 THAT IT WAS SUPERVISOR HORVATH WHO ASKED THE QUESTION ABOUT,
4 YOU KNOW, WHAT HAVE WE LEARNED AND LET'S DO IT THROUGH THE
5 EMERGENCY WAY. I THINK THAT I WANT TO POSE A QUESTION A LITTLE
6 DIFFERENTLY. YOU KNOW, ARE WE GIVING UP SOMETHING? BY USING
7 THE EMERGENCY DECLARATION TO EXPEDITE? I GET THE NEED FOR
8 EFFICIENCIES AND EXPEDITE. BUT I REALLY WANT TO MAKE SURE THAT
9 I'M CLEAR. YOU KNOW, WHETHER IT BE UNINTENDED, OR PERHAPS
10 UNFORESEEN CONSEQUENCES. YOU KNOW, SO IT IS A DIFFERENT TAKE
11 ON THE SAME QUESTION. FROM YOUR PERSPECTIVE, WHAT IF ANYTHING
12 ARE WE GIVING UP, USING THE EMERGENCY DECLARATIONS TO CREATE
13 THESE HIRING EFFICIENCIES?

14

15 >> LISA GARRETT: I'LL SPEAK FIRST, AND THEN I'LL LET JOHAN GO.
16 I CAN'T SAY THAT WE'RE GIVING UP SOMETHING, BUT THE LONG TIME
17 IT TAKES TO GET PEOPLE INTO THE COUNTY. BECAUSE EVEN THOUGH
18 SOMEONE COMES IN ON AN EMERGENCY, YOU HAVE TO DO AN ASSESSMENT
19 OF THEIR RESUMES AND THEIR SKILL SETS BEFORE THEY ARE COMING
20 IN. AND THEN ONCE THEY ACTUALLY GET HERE, THEY HAVE 90 DAYS IN
21 ORDER TO HAVE THEM TAKE SOME KIND OF ASSESSMENT. AN ASSESSMENT
22 DOESN'T HAVE TO BE A PAPER AND PENCIL IN A ROOM. AN ASSESSMENT
23 CAN BE AN INTERVIEW. AN ASSESSMENT CAN BE, I HAVE REVIEWED
24 YOUR WORK IN THIS POSITION FOR THE LAST 89 DAYS, AND I AM
25 GOING TO USE THAT IN ORDER TO BRING YOU IN INTO THE



THE BOARD OF
SUPERVISORS

1 DEPARTMENT. WE, AND DOING THE REGULAR EXAMS, WE ALSO DO THAT
2 HERE. WE ALSO LOOK AT MAKING CERTAIN THAT THERE'S NO ADVERSE
3 IMPACT TO ANY GROUPS WHO ARE COMING IN IN THE EMERGENCY CYCLE.
4 SO I CAN'T SAY THAT WE'RE GIVING UP SOMETHING, BECAUSE IT
5 STILL HAS A PROTECTION OF THE MERIT SYSTEM.

6

7 >> SUP. HOLLY J. MITCHELL: EXCELLENT, THAT'S HELPFUL TO KNOW.
8 THAT'S VERY HELPFUL TO KNOW. I JUST WANTED TO MAKE SURE THAT
9 WE WERE CONTINUING TO FOCUS ON OUR VALUES ALIGNMENT BETWEEN
10 EQUITY AND DIVERSITY AND INCLUSION. AND AS I'M HEARING YOU IN
11 ALL OF THE EFFICIENCIES THAT YOU SHOWED US ON THE CHART, THEY
12 DIDN'T SEEM TO REQUIRE KIND OF A CIVIL SERVICE ADJUSTMENT. IT
13 WAS REALLY US RETHINKING OUR ROLE. AND LIKE YOU SAID, PUT THE
14 TESTING FIRST, USING TECHNOLOGY AROUND INTERVIEWS. AND SO I
15 THINK THAT I WOULD ENCOURAGE US TO CONTINUE TO EVALUATE AND
16 REEVALUATE OUR OWN INTERNAL PROCESSES JUST BECAUSE THAT'S THE
17 WAY WE'VE ALWAYS DONE IT, DOESN'T MEAN WE SHOULD ALWAYS
18 CONTINUE. AND IN ALIGNMENT WITH CIVIL SERVICE REVIEW, BUT I'M
19 VERY GLAD TO HEAR THAT YOU DON'T SEE ANY UNINTENDED OR
20 UNFORESEEN CIRCUMSTANCES THAT WE CONTINUE TO BE SORT OF
21 MISSION ALIGNED WITH COUNTY POLICIES AS WELL AS KIND OF THE
22 INTEGRITY AND HISTORY AND PURPOSE OF CIVIL SERVICE RULES FROM
23 THE BEGINNING.

24

25 >> JOHAN JULIN: IF I COULD, A COUPLE OF THINGS, A DECLARED



THE BOARD OF
SUPERVISORS

1 EMERGENCY HAS TO BE IN PLACE. FOR YOUR RANK AND FILE
2 EMPLOYEES, THAT'S PART OF THE MECHANISM THAT'S IN PLACE. THERE
3 HAS TO BE A STRONG NEED. THAT'S PART OF IT. THE OTHER IS, I
4 SHARE YOUR CONCERN ABOUT POTENTIAL NEGATIVE IMPACTS, ONE THING
5 WE ARE DOING AND TAKING SERIOUSLY, IS FOR EXAMPLE LOOKING AT
6 THE DIVERSITY OUTCOMES OF EMERGENCY HIRING. DOES IT MIRROR
7 WHAT WE HAVE GOTTEN IN OUR TRADITIONAL HIRES. DOES IT MIRROR
8 THE POPULATION AT LARGE THAT ARE ELIGIBLE FOR PARTICULAR
9 POSITION. AND ALL OF OUR DATA SAYS YES, THAT WE ARE DOING
10 THAT. I FEEL HEARTENED BY THAT. WE'RE ALSO NOW FOLLOWING UP
11 WITH DEPARTMENTS TO ENSURE THAT THOSE FOLKS ARE ABLE TO
12 PERFORM THIS WORK. AND ENCOURAGING THEM TO USE THE
13 PROBATIONALLY PERIOD IF NECESSARY TO SEPARATE THOSE FOLKS WHO
14 MAY NOT BE ABLE TO PERFORM THE DUTY OF THE JOB.

15
16 >> SUP. HOLLY J. MITCHELL: I APPRECIATE. THAT AND I HAD THE
17 SAME QUESTIONS THAT SHE HAD WITH REGARD TO LIVE SCAN, HAVING
18 BEEN AN EMPLOYER, THAT WAS THE BANE OF MY EXISTENCE.

19
20 >> LISA GARRETT: I HAVE YOUR ANSWER.

21
22 >> SUP. HOLLY J. MITCHELL: LET'S HEAR IT.

23
24 >> LISA GARRETT: THREE DAYS. THIS IS EXCLUDING THE LAW
25 ENFORCEMENT, THEY DO THEIR OWN. IN GENERAL FOR THE GENERAL



THE BOARD OF
SUPERVISORS

1 POPULATION IT'S THREE DAYS.

2

3 >> SUP. HOLLY J. MITCHELL: THAT IS A HUGE IMPROVEMENT OVER MY
4 EXPERIENCE RUNNING AN AGENCY THAT REQUIRED LIVSCAN THAT WAS
5 SUCH A DELAY THAT I BROUGHT LIVSCAN INTO THE AGENCY. EVEN THE
6 DELAY IN FINDING THE LIVSCAN PROVIDER AND THE WAIT THERE, WE
7 WOULD LOSE PEOPLE TO OTHER PROFESSIONS BECAUSE THEY COULDN'T
8 WAIT. WHATEVER WE CAN DO TO COMMUNICATE WITH THE DEPARTMENT OF
9 JUSTICE SO THEY UNDERSTAND THE IMPACT OF THEIR DELAY AND OUR
10 ABILITY TO HIRE, THIS IS NOT UNIQUE TO US, IT'S EVERY, YOU
11 KNOW, PEACE OFFICER, IF YOU WILL, OR PEACE OFFICER ADJACENT
12 ENTITY THAT MAKES SENSE. WHEN I THINK ABOUT AS WE KEEP TALKING
13 ABOUT DISASTERS, THE PASSAGE OF RS1 CREATED A DISASTER FOR HR1
14 CREATED A DISASTER FOR ALL OF US. WHEN YOU THINK ABOUT, IT'S A
15 DISASTER OF ONE DEFINITION IN TERMS OF OUR ABILITY TO PIVOT
16 AND DO MORE WORK WITH LESS FEDERAL RESOURCES. AS REQUIRED
17 UNDER HR1. APPRECIATE THAT, MADAM CHAIR.

18

19 >> SUP. KATHRYN BARGER: NOW WE'LL CALL OUR LABOR PARTNERS UP.
20 BUT I THOUGHT IT WOULD BE BENEFICIAL TO HEAR WHAT OUR THOUGHTS
21 ARE SO THAT WHEN YOU LOOK AT YOUR PRESENTATIONS OF THINGS YOU
22 FEEL THAT WE NEED TO UNDERSTAND, FOR EXAMPLE CIVIL SERVICE, I
23 KNOW IT HAS COME UP IN TERMS OF THE CHANGES THAT ARE TAKING
24 PLACE, HIRING FREEZES, ETCETERA. WITH THAT, EXECUTIVE OFFICER,
25 DO YOU WANT TO CALL THE NAMES OF THE PEOPLE THAT WOULD LIKE TO



THE BOARD OF
SUPERVISORS

1 SPEAK ON THIS? THAT ARE GOING TO --

2

3 >> EXECUTIVE OFFICER: I BELIEVE THE CEO WILL BE PROVIDING THE
4 NAMES OF THE PEOPLE COMING UP. THEN WE HAVE OUR STAFF DOWN
5 THERE WHO WILL BE BRINGING UP THE SPEAKERS.

6

7 >> SUP. KATHRYN BARGER, CHAIR: WELL I HAVE THE LIST. WE'LL
8 START WITH SEIU. CAN WE TURN ON HIS MIC.

9

10 >> MICHAEL BLASSER: I'M MICHAEL BLASSER, RESOURCE COORDINATOR
11 FOR SEIU 721. THANK YOU FOR INVITING US HERE. WE HAVE BEEN
12 WAITING A LONG TIME FOR THIS HEARING. I WANT TO CLARIFY THAT
13 ALL OF THE DATA WE WILL BE PRESENTING IS FROM THE L.A. COUNTY
14 OWN DATA FROM THE POSITION CONTROL SUMMARY AS OF AUGUST 21,
15 2025. NEXT SLIDE PLEASE.

16

17 >> SUP. KATHRYN BARGER, CHAIR: STOP THE CLOCK. WE NEED THE
18 PRESENTATION. SORRY, MICHAEL.

19

20 >> MICHAEL BLASSER: TABLE ON THE RIGHT ARE 23 BARGAINING UNITS
21 AND THEIR VACANT FTEs, FULL TIME EQUIVALENTS. THE ONES IN THE
22 RED ARE THE ONES THAT ARE FIVE BARGAINING UNITS THAT HAVE
23 VACANCY RATE OF 20% OR HIGHER. FIRST WE WANTED TO FOCUS ON
24 COUNTYWIDE, AS OF AUGUST 31, 2025 OF THE TOTAL 117,091
25 BUDGETED FULL TIME EQUIVALENTS THERE WERE 19,652 VACANT FTEs



THE BOARD OF
SUPERVISORS

1 IN THE COUNTY. THIS IS ALL EMPLOYMENT STATUS NOT JUST MONTHLY
2 PERMANENT ONLY. BUT THAT'S VACANCY RATE OF 17%. AS YOU
3 MENTIONED A GOOD VACANCY RATE IS 8 TO 10%, THIS IS 17%. OF THE
4 66,000,00% BUDGETED EMPLOYMENT STATUS SEIU LOCAL 721
5 POSITIONS, 11,000, MORE THAN 11,000 WERE VACANT. PIVOTING TO
6 THE AB256, FOCUSES ON PERMANENT EMPLOYEES FULL TIME, 15,707
7 FULL TIME PERMANENT EMPLOYEES VACANT COUNTYWIDE, 8,547 WERE
8 FULL TIME PERMANENT LOCAL 721 CLASSIFICATIONS. WHEN YOU LOOK
9 AT THE TABLE ON THE RIGHT, FIVE SEIU BARGAINING UNITS WITH A
10 VACANCY RATE EQUAL TO OR GREATER THAN 20%, 201 BUILDING
11 CUSTODIANS, 211 INSTITUTIONAL SUPPORT SERVICES, 341 HEALTH
12 SCIENCE PROFESSIONALS, 711 SOCIAL WORKERS AND 729 HEALTH
13 SCIENCE SUPPORT SERVICES. NEXT SLIDE. KIND OF PIVOTING FROM
14 BARGAINING UNIT TO DEPARTMENTS WE WANTED TO HIGHLIGHT THE L.A.
15 COUNTY DEPARTMENTS THAT HAVE AT LEAST 100 FULL TIME OR MORE
16 PERMANENT VACANT SEIU 721 POSITIONS. 75% OF ALL SEIU LOCAL 721
17 FULL TIME PERMANENT VACANCIES ARE CONCENTRATED IN SIX
18 DEPARTMENTS. DHS, DMH, DCFS, SHERIFF DEPARTMENT, AND DPH.
19 LOOKING AT TAME ON THE RIGHT I WANT TO HIGHLIGHT THAT DHS EVEN
20 THOUGH THEY DON'T REACH THE 20% VACANCY RATE FOR 721 POSITIONS
21 THEY HAVE 3500 MONTHLY PERMANENT VACANCIES AS OF NOW. DMH HAS
22 24% VACANCY RATE. SHERIFF HAS A 23% VACANCY RATE. PUBLIC
23 HEALTH 22%, PROBATION 23%, ISD26% AND CHILD SUPPORT SERVICES
24 20%. NEXT SLIDE PLEASE. WE ALSO WANTED TO HIGHLIGHT THAT
25 THERE'S NUMEROUS DEPARTMENTS THAT HAVE REFUSED TO FILL



THE BOARD OF
SUPERVISORS

1 BUDGETED PART-TIME AND TEMPORARY VACANCIES WHICH INCREASES THE
2 WORK OF THE STAFF. THIS FOCUSES ON MONTHLY FULL TIME PERMANENT
3 BUT I WANT TO HIGHLIGHT A COUPLE OF DEPARTMENTS THE VACANCY
4 RATES ARE EGREGIOUS WHEN YOU INCLUDE ALL EMPLOYMENT STATUS.
5 PART-TIME AND TEMPORARY CLASSIFICATIONS. SO ESPECIALLY
6 EGREGIOUS IS THE HUMAN RESOURCES DEPARTMENT, PARKS AND REC
7 DEPARTMENT. AGAIN THIS IS FOR THE 721 VACANCY RATE IF YOU LOOK
8 AT ALL EMPLOYMENT STATUS PART-TIME, TEMPORARY CLASSIFICATIONS
9 AS WELL THEY HAVE A 78% VACANCY RATE. DROPS DOWN TO 14% WHEN
10 IT'S FULL TIME LIBRARY 50% VACANCY RATE, WE HEAR FROM
11 LIBRARIANS ALL THE TIME THAT THE LIBRARY AIDS AND THEN LIBRARY
12 PAGES ARE NOT BEING FILLED. AND THEY'RE HAVING TO DO A LOT OF
13 THAT WORK. WHEN WE LOOK AT FULL TIME VACANCY RATE, IT'S 18%.
14 PARKS AND REC ALL EMPLOYMENT STATUS 30% VACANCY RATE WHEN IT
15 GOES AND DROPS DOWN TO 7% FOR FULL TIME. THESE ARE THE THREE
16 PARTICULAR EGREGIOUS DEPARTMENTS THAT AREN'T FILLING THESE
17 BUDGETED, APPROVED BUDGETED POSITIONS. NEXT SLIDE. FINALLY,
18 VERY HIGH VACANCY RATES IN L.A. COUNTY SINCE THE PANDEMIC
19 INCREASED THE WORKLOAD OF L.A. COUNTY WORKERS, PURPOSE BURNOUT
20 AND RETENTION ISSUES. TENS OF THOUSANDS, AND I MEAN TENS OF
21 THOUSANDS BUDGETED VACANCIES HAVE INCREASED AVAILABILITY AND
22 QUALITY OF SERVICES THAT L.A. COUNTY PROVIDES TO THE
23 COMMUNITY. WE ARE SAYING THAT THE WORKERS AND THE COMMUNITY
24 MEMBERS DESERVE BETTER. WE WANT TO ACKNOWLEDGE THAT GOOD
25 THINGS HAVE HAPPENED WHEN L.A. COUNTY WORKS HAND IN HAND WITH



THE BOARD OF
SUPERVISORS

1 SEIU 721 SO WE REQUEST THAT L.A. COUNTY WORK WITH US TO SOLVE
2 PER SIS TENT AND ONGOING VACANCY ISSUES. LAST SLIDE. OUR
3 MEMBERS WILL BE GIVING TESTIMONY IN THE PUBLIC COMMENT OF THIS
4 AGENDA ITEM TO TALK ABOUT THEIR OWN STORIES. THANK YOU.

5
6 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU, MICHAEL.

7
8 >> STEVE JOHNSON: I'M STEVE JOHNSON, L.A. COUNTY SHERIFF'S
9 DEPARTMENT, PRIVILEGE OF SERVING AS FULL RELEASE PRESIDENT FOR
10 THE L.A. COUNTY PROFESSIONAL PEACE OFFICERS SECTIONS, ALSO
11 KNOWN AS PPOA. ON BEHALF OF POPA WE HAVE MORE THAN 8,000
12 MEMBERS AND I WANTED TO EXTEND MY GRATITUDE TO THE BOARD FOR
13 ALLOWING ME TO SPEAK TODAY. I APPRECIATE THE OPPORTUNITY TO
14 ADDRESS YOU PUBLICLY REGARDING AB 25671. I WANT TO DRIVE HOME
15 THREE SPECIFIC POINTS YOU SHOULD STRONGLY CONSIDER. CONCERNING
16 THE ABILITY TO IMPROVE RECRUITMENT AND RETENTION. WHEN YOU
17 TALK ABOUT THE IMPLICATIONS LIKE MAYBE WE CAN START
18 NATIONWIDE, DRILL IT DOWN TO LOCAL. RECRUITMENT AND RETENTION
19 REMAIN IN CRISIS, RECENT NATIONAL SURVEY BY PERF, POLICE
20 EXECUTIVE RESEARCH FORUM, REVEALED MODEST IMPROVEMENTS IN
21 STAFFING LEVELS ACROSS THE COUNTRY. LARGE AGENCIES, ESPECIALLY
22 ON THE WEST COAST, CONTINUE TO STRUGGLE. IN LOS ANGELES COUNTY
23 THE SHERIFF'S DEPARTMENT FACES A VACANCY RATE APPROACHING 25%.
24 THAT NUMBER IS NOT JUST A STATISTIC IT'S ALSO A THREAT TO
25 PUBLIC SAFETY. NEXT SLIDE PLEASE. AGENCIES ARE ONLY AS GOOD AS



THE BOARD OF
SUPERVISORS

1 THEIR PERSONNEL. OUR MEMBERS ARE LEAVING IN DROVES TO OTHER
2 AGENCIES BECAUSE OF ADVERSE ECONOMIC CONDITIONS. SUCH AS HIGH
3 HOUSING COSTS, UNBEARABLE TRAFFIC, GAS PRICES, AND TAXES. ALL
4 OF WHICH ARE PUSHING OUR EMPLOYEES AWAY. UNLESS WE ARE WILLING
5 TO CORRECT THESE FACTORS WE WILL CONTINUE TO DECLINE. ALTHOUGH
6 THERE IS A CRITICAL RECRUITMENT ISSUE FOR ENTRY LEVEL DEPUTY
7 SHERIFFS, THE RECRUITMENT CRISIS REMAINS -- ALSO IMPACTS THE
8 MOST IMPORTANT LAW ENFORCEMENT POSITION ON OUR DEPARTMENT. FOR
9 THAT MATTER WITH ANY LAW ENFORCEMENT AGENCY FIRST LINE
10 SUPERVISOR, THE SERGEANT. BECAUSE WE ARE WELL OVER 1,000
11 DEPUTY SHERIFF VACANCIES AT LASD THIS GREATLY DIMINISHES THE
12 NUMBER OF DEPUTY SHERIFFS WHO WOULD BE TESTING FOR FIRST LINE
13 SERGEANT POSITIONS. OUR SERGEANTS AT LASD ARE THE CRITICAL
14 LINK BETWEEN MANAGEMENT AND PERSONNEL. ASSIGNED TO CUSTODY,
15 PATROL OPERATIONS, COURTS AND INVESTIGATIONS AND MYRIAD OF
16 OTHER ASSIGNMENTS. NEXT SLIDE. I REALLY APPRECIATE MISS
17 GARRETT'S STRATEGY WHEN SHE'S TALKING ABOUT OUT OF THE BOX. SO
18 LET'S GET OUT OF THE BOX, MAYBE LET'S BE MORE SIMPLE THAN OUT
19 OF THE BOX. WITH GREAT INTROJECTION TIMELY DATA PRODUCES THE
20 ABILITY TO REVEAL AND INFORM OUR REALITY AND CAN PROVIDE US
21 WITH A COURSE FORWARD. IN PREPARATION FOR THIS CURRENT CYCLE
22 OF CONTRACT NEGOTIATIONS, OUR UNION POLLED OUR MEMBERS TO
23 DISCERN THEIR TOP PRIORITIES WHICH WERE FAIR WAGES AND
24 RETENTION INCENTIVES. ALSO IN MARCH OF THIS YEAR SHERIFF LUNA
25 PRESENTED A COMPREHENSIVE MODEL FOR THE ROLLOUT OF A NEW



THE BOARD OF
SUPERVISORS

1 DEFERRED RETIREMENT PLAN CALLED THE SAFETY THROUGH ALTERNATIVE
2 RETENTION STRATEGIES, BETTER KNOWN AS STARS. THIS RETENTION
3 INITIATIVE WAS CURATED WITH UPGRADES USING THE LAPD MODEL AS A
4 TEMPLATE. I ENCOURAGE YOU TO ENACT IT AND I KNOW THAT OUR
5 COUNTY WILL BENEFIT FROM ITS ABILITY TO STABILIZE TENURED
6 PORTION OF THE WORKFORCE, THROUGH THE OLYMPICS AND FURTHER. IN
7 CLOSING I WOULD JUST LIKE TO SAY THAT WE ALL KNOW PARTICULARLY
8 FOR OUR DEPARTMENT RECRUITMENT AND RETENTION ARE AT A CRITICAL
9 JUNCTURE. WITH VACANCIES AT HISTORICAL HIGHS. THIS IS A DIRECT
10 THREAT TO PUBLIC SAFETY. OUR PERSONNEL ARE LEAVING BECAUSE THE
11 ECONOMIC REALITIES OF LOS ANGELES COUNTY MAKE IT UNSUSTAINABLE
12 TO WORK HERE WITHOUT FAIR WAGES, WITHOUT RETENTION INCENTIVES.
13 THE STARS PROGRAM OFFERS A COST EFFECTIVE MEMBER SUPPORTED
14 SOLUTION TO STABILIZE STAFFING FROM 2028 LIKELY WELL BEYOND
15 THAT. I URGE YOU TODAY TO ACT DECISIVELY NOW, APPROVE
16 COMPETITIVE PAY AND THE STARS PROGRAM BEFORE THIS DECLINE
17 BECOMES IRREVERSIBLE. THANK YOU.

18
19 >> LYNNETTE HOWARD: GOOD AFTERNOON, THANK YOU FOR THIS
20 OPPORTUNITY, I'M LYNNETTE HOWARD, AND I'M A BUSINESS
21 REPRESENTATIVE FOR AFSCME DISTRICT COUNCIL 36. NEXT SLIDE.
22 AFSCME REPRESENTS 8 LOCAL UNIONS REPRESENTING MORE THAN 10,000
23 COUNTY OF LOS ANGELES EMPLOYEES. WE REPRESENT LOCAL 119, WHO
24 HAPPENS TO BE THE AUTO EQUIPMENT AND REPAIR. WE HAVE 685 WHO
25 WILL BE MAKING THEIR OWN SEPARATE PRESENTATION, THE PROBATION



THE BOARD OF
SUPERVISORS

1 OFFICERS. WE HAVE THE AGRICULTURAL INSPECTORS, 830 WHICH WILL
2 HAVE THEIR OWN SEPARATE PRESENTATION AS WELL. WE HAVE 1083 WHO
3 ARE THE SUPERVISING CHILD SUPPORT OFFICERS. WE HAVE 1271 THE
4 PHYSICIAN ASSISTANTS MAKING A SEPARATE PRESENTATION, WE HAVE
5 1967 WHICH IS THE PROFESSIONAL MANAGERS ASSOCIATION. AND 2712,
6 3511 WHO ARE THE PSYCHIATRIC SOCIAL WORKERS AND SUPERVISING
7 PSYCHIATRIC SUPERVISORS WHO WILL BE MAKING THEIR SEPARATE
8 PRESENTATION. FOR ME, I WILL BE DOING STATEMENTS FROM A FEW OF
9 OUR LOCALS. NEXT SLIDE PLEASE. AFSCME. 1199, AUTO EQUIPMENT
10 AND REPAIR, THIS IS FELIPE SALVADOR, THEY'RE UNDERSTAFFED. 50%
11 HAVE RETIRED, QUIT, OR BEEN INJURED AND WAITING FOR THEM TO
12 COME BACK. THE PAY IS LOW COMPARED TO PRIVATE COMPANIES AND
13 MECHANICS WITH EXPERIENCE THEY DON'T WANT TO COME TO THE
14 BUREAU. THEY'RE ONLY GETTING FRESH OUT OF SCHOOL MECHANICS AND
15 THIS IS NOT AN ENTRY LEVEL JOB. WE REQUIRE INDIVIDUALS TO HAVE
16 AT LEAST A MINIMUM REQUIREMENT. WE'RE SUPPOSED TO GET A NEW
17 FLEET OF REPLACEMENT HELICOPTERS EVERY SEVEN YEARS BUT THEY'RE
18 LOOKING AT NOT ONLY -- NOT GETTING THEM UNTIL 14 YEARS.
19 THEREFORE THE HELICOPTERS ARE GETTING OLDER AND REQUIRING MORE
20 PARTS. INSPECTIONS ARE FAKING LONGER DUE TO THE REPAIRS AND
21 THERE'S NO RETENTION BONUS. THREE MECHANICS LEFT TO BETTER
22 COMPANIES, ONE TO SOUTHWEST AND TWO TO AIRBUS. 6 TO 7 EVERY
23 RETIRED. IN THE LAST 3 OR 4 YEARS AND NO ONE TO REPLACE THEM.
24 THERE ARE CURRENTLY 7 OUT OF 15 THAT THEY'RE SUPPOSED TO HAVE.
25 TWO ARE OUT ON LIGHT -- ON LIGHT DUTY. THEN THERE IS A TOTAL



THE BOARD OF
SUPERVISORS

1 LIKE I SAID, OF 15 PEOPLE THAT SHOULD BE HAVING THESE
2 POSITIONS BUT OPERATING OUT OF 7. SO THERE IS AN ISSUE WITH
3 THE WORK THAT THEY HAVE. NEXT SLIDE PLEASE. 1083, THIS IS THE
4 L.A. COUNTY SUPERVISING CHILD SUPPORT SPECIALISTS. THEIR
5 PRESIDENT IS MELISSA MARTINEZ. I'M GOING TO HIT THEIR, AS I
6 DID BEFORE, THEIR STATEMENTS HITTING THESE POINTS. THE
7 SUPERVISING CHILD SUPPORT SPECIALISTS ARE FIRST LINE
8 SUPERVISORS WHO ARE EXPECTED TO CARRY OUT THE DEPARTMENT'S
9 MISSION, VISION, AND VALUES. THE NEGATIVE EFFECT ON OF LONG
10 STANDING SCSS VACANCIES ARE INCREASED, TEAM SIZES, ADDITIONAL
11 WORKLOAD, MISSED DEADLINES AND DECREASED MORALE WHICH CAN
12 IMPACT THE QUALITY AND TIMELINESS OF SERVICES TO THE PUBLIC.
13 THE USE OF EXISTING ELIGIBILITY lists TO FILL VACANCIES IN A
14 TIMELY MANNER INCREASES THE RETENTION OF EXPERIENCE AND
15 QUALIFIED CANDIDATES. SCSS RETENTION CAN BE IMPROVED BY WAY OF
16 INCREASED TRAINING, MANAGEMENT SUPPORT, TO NEWLY PROMOTED AND
17 EXPERIENCED SUPERVISORS. NEXT SLIDE PLEASE. LOCAL 1967, THIS
18 IS A STATEMENT FROM THEIR PRESIDENT, KATHRYN DAY. 1967 OF THE
19 PROFESSIONAL MANAGEMENT ASSOCIATION. THEY WANTED TO MAKE A
20 STATEMENT BECAUSE L.A. COUNTY PROBATION IS AT A CROSSROADS. IF
21 YOU CARE ABOUT THE YOUTH WE SERVE, THE ADULTS WE HELP AND THE
22 COMMUNITIES WE PROTECT, THEN YOU MUST ACT. YOU MUST DO TWO
23 THINGS. FIRST DIRECT THE CEO TO NEGOTIATE IN GOOD FAITH.
24 SECOND, TO FILL THOSE VACANCIES ESPECIALLY IN MIDDLE
25 MANAGEMENT. RIGHT NOW VACANCIES ARE THE SINGLE GREATEST THREAT



THE BOARD OF
SUPERVISORS

1 TO PUBLIC SAFETY. EVERY EMPTY POSITION MEANS LESS OVERSIGHT,
2 LESS SUPPORT OF STAFF. WE HAVE TO BE CLEAR THAT PROBATION IS
3 PUBLIC SAFETY. WHEN VACANCIES REMAIN PUBLIC SAFETY SUFFERS.
4 WHEN VACANCY REMAIN UNFILLED THE COMMUNITY IS UNSAFE. THE
5 PEOPLE OF L.A. COUNTY LOSE. WE HAVE TO SAY IT AGAIN, PROBATION
6 IS PUBLIC SAFETY. AND PUBLIC SAFETY DEPENDS ON PEOPLE. HIRING,
7 RETAINING AND EMPOWERING THE MEN AND WOMEN WHO SERVE EVERY
8 SINGLE DAY. THANK YOU.

9

10 >> TIFFANY FREEMAN: HELLO, I'M TIFFANY FREEMAN, ASSISTANT FOR
11 DEPARTMENT OF HEALTH SERVICES, ALSO I'M ALSO THE PRESIDENT OF
12 LOCAL 1271, THAT REPRESENTS THE DHS L.A. COUNTY PHYSICIAN
13 ASSISTANTS AND SERVE ON THE JOINT LABOR MANAGEMENT TEAM FOR
14 PHYSICIAN ASSISTANTS. NEXT SLIDE. PURPOSE HERE TODAY IS TO
15 ENSURE THAT ALL TALENTED CLINICIANS HAVE THE OPPORTUNITY TO
16 WORK WITHIN DHS REGARDLESS OF PROFESSIONAL TITLE OR
17 DESIGNATION. NEXT SLIDE. FOR THOSE WHO DON'T KNOW A PHYSICIAN
18 ASSISTANT IS A LICENSED MEDICAL PROFESSIONAL WITH ADVANCED
19 CLINICAL TRAINING TO PROVIDES DIRECT PATIENT CARE PRACTICING
20 IN EVERY MEDICAL AND SURGICAL SPECIALTY. P.A.s DIAGNOSE AND
21 TREAT A WIDE RANGE OF CONDITIONS, PERFORM MINOR PROCEDURES AND
22 ASSIST IN MAJOR SURGERIES. NEXT SLIDE PLEASE. JUST A LITTLE
23 BACKGROUND ON P.A. TRAINING, P.A.s ARE TRAINED UNDER THE
24 MEDICAL MODEL WITH A STRONG EMPHASIS ON IN-PERSON EDUCATION.
25 OUR ISSUE TODAY IS THAT L.A. COUNTY IS NOT CONSISTENTLY



THE BOARD OF
SUPERVISORS

1 INVESTING IN THE PHYSICIAN ASSISTANT PROFESSION. NEXT SLIDE.
2 THE PHYSICIAN ASSISTANT PROFESSION STANDS AS A MODEL OF MERIT
3 BASED RECRUITMENT WELCOMING CANDIDATES FROM A WIDE ARRAY OF
4 BACKGROUNDS AND OCCUPATIONS WHICH IS VERY UNIQUE FOR THE P.A.
5 PROFESSION. I THINK THAT'S WHY I'M SO PROUD TO BE PART OF THIS
6 PROFESSION. THAT WE TAKE PERSONS FROM ALL BACKGROUNDS WHETHER
7 THEY WERE NURSING OR MEDICAL ASSISTANT AS LONG AS YOU CAN
8 FULFILL THE SCIENCE REQUIREMENT, YOU HAVE A GOOD CHANCE OF
9 GETTING INTO A P.A. SCHOOL. WE DRAW ON INDIVIDUALS WITH
10 DIVERSE LIVED EXPERIENCES, SKILL SETS AND PERSPECTIVES. UNLIKE
11 PATHWAYS WITH A SINGLE PROFESSION THE P.A. MODEL MINIMIZES
12 DISRUPTION TO OTHER WORKFORCE SECTORS. CANDIDATES ARE SELECTED
13 BASED ON ABILITY TO MEET RIGOROUS SCIENCE REQUIREMENTS,
14 PREREQUISITES AND EXCEL IN PARTICULAR TRAINING NOT ON THE
15 PREVIOUS JOB TITLE. THIS ENSURES THAT HYPO TENSION INDIVIDUALS
16 CAN PURSUE CLINICAL ROLES WITHOUT DEPLETING OTHER CRITICAL
17 FIELDS. NEXT SLIDE. THIS IS AN ESTIMATE, WE ESTIMATE THAT BACK
18 IN 2005 WE HAD APPROXIMATELY 100P.A.s. TODAY WE HAVE
19 APPROXIMATELY 80 WHICH IS 20% DECLINE. WE'RE WAITING ON THE
20 FINAL NUMBERS TO COME BACK FOR THAT. NEXT SLIDE PLEASE. WE SEE
21 THAT THERE'S DHS STAFF IRREGULARITIES AVAILABLE PROVIDED
22 POSITIONS NOT OFFERS TO ALL ELIGIBLE CANDIDATES. I'VE KNOWN OF
23 CANDIDATES THAT HAVE A LOT OF EXPERIENCE THAT WERE NEVER
24 CONTACTED WHILE THEY WERE ON THE HIRING LIST. NEXT SLIDE
25 PLEASE. DESPITE THE CRITICAL ROLE THAT PHYSICIAN ASSISTANTS



THE BOARD OF
SUPERVISORS

1 PLAY IN CLINICAL CARE DELIVERY, DHS IS NOT PRIORITIZING PA
2 RECRUITMENT OR COMPETITIVE COMPENSATION FOR EXPERIENCE. IF YOU
3 DON'T KNOW WE'RE PART OF A COLLECTIVE GROUP APPSS, NURSE
4 PRACTITIONERS, PHYSICIAN ASSISTANTS, MID WIVES, NURSE
5 ANESTHETISTS. WE'RE PART OF THE ADVANCED PRACTICE PROVIDERS
6 ALSO KNOWN, PREVIOUSLY KNOWN AS MIDDLELEVEL PROVIDERS. WE BELIEVE
7 THAT THERE'S THE GAPS THAT HAVE BEEN CONTRIBUTED TO ATTRITION
8 WITHIN THE P.A. WORKFORCE. FURTHERMORE THE P.A. JOINT LABOR
9 TEAM HAS NOT CONSISTENTLY ENGAGED IN PROVIDER ISSUES OR
10 GRANTED ACCESS TO PATHWAYS. LIMITING OPPORTUNITIES FOR
11 REPRESENTATION AND ADVANCEMENT WE FEEL IT IS IMPORTANT THAT WE
12 HAVE P.A.s INVOLVED IN THE DECISION MAKING PROCESS OF
13 DETERMINING THE BEST METHODS FOR HIRING A.P.P.s. JUST OPENING
14 IT UP TO ALL APP LEADERSHIPS NOT JUST ONE SPECIFIC SET. NEXT
15 SLIDE. TO FILL THE GAP OF PROVIDER ACCESS -- TO FILL THE GAP
16 OF PROVIDER SHORTAGES, P.A.s PLAY A VITAL ROLE IN TEAM BASED
17 CARE, EXPANDING ACCESS, IMPROVING OUTCOMES AND STRENGTHENING
18 HEALTH EQUITY. THEY SERVE IN ALL 50 STATES AND ACROSS A
19 DIVERSE CLINICAL SETTING HELPING DELIVER HIGH QUALITY CARE TO
20 COMMUNITIES NATIONWIDE. ONE-THIRD OF CALIFORNIANS LIVE IN
21 PRIMARY CARE SHORTAGE. UTILIZING P.A.s CAN HELP FILL THAT GAP.
22 RIGHT NOW, A LOT OF OUR PRIMARY CARE PROVIDERS ARE OVERWORKED,
23 OVERSTRESSED, SOMETIMES IT'S HARD FOR PATIENTS TO GET AN
24 APPOINTMENT. SO UTILIZING P.A.s IN THIS SETTING WILL HELP FILL
25 THE HEALTHCARE GAP. THANK YOU.



THE BOARD OF
SUPERVISORS

1

2 >> ROBERT HOLGUIN: THANK YOU SUPERVISORS FOR GIVING US AN
3 OPPORTUNITY TO SPEAK. I'M ROBERT HOLGUIN, SERVE AS PRESIDENT
4 OF LOCAL 3511. WE REPRESENT THE SUPERVISING PROFESSIONAL
5 LICENSED CLINICAL SOCIAL WORKERS AND LICENSED MFTs THAT
6 PROVIDE HEALTHCARE THROUGHOUT L.A. COUNTY.

7

8 >> BENNIE HERNANDEZ: I WILL CO-PRESENTING, I'M BENNIE
9 HERNANDEZ, PRESIDENT OF 2712, WE REPRESENT THE PSYCHIATRIC
10 SOCIAL WORKERS MENTAL HEALTH CLINICIANS AND MENTAL HEALTH
11 SERVICE COORDINATORS.

12

13 >> ROBERT HOLGUIN: I'M A MEMBER OF THE RECENT LABOR COUNCIL AS
14 WELL. OUR FOLKS DO THE MA JO ARE THE OF THE PSYCHIATRIC
15 EMERGENCY RESPONSE SERVICES IN THE COMMUNITY. FROM OUR PSYCH
16 RESPONSE TEAMS. WE STAFF OUR HOME TEAMS, WE STAFF OUR SCHOOL
17 THREAT ASSESSMENT RESPONSE TEAMS, OUR LAW ENFORCEMENT MENTAL
18 HEALTH TEAMS, WHICH IS WONDERFUL AND UNLIKE ANYWHERE ELSE.
19 WHEN OUR SERVICES, I LIKE THE SLIDES BEFORE, WHERE THE
20 PSYCHIATRISTS, WE'VE KNOWN THERE WAS VACANCIES. WHEN WE CAN'T
21 HIRE PSYCHIATRISTS THE DOMINO EFFECT FALLS ON THE REST OF THE
22 MENTAL HEALTH STAFF. MOST OF THE STAFF DO THE MOST OF THE
23 INTAKE, ASSESSMENTS, INDIVIDUAL THERAPY GROUP, QUALITY
24 ASSURANCE DATA THEY HAVE TO SUPPORT THIS.

25



THE BOARD OF
SUPERVISORS

>> BENNIE HERNANDEZ: NEXT SLIDE PLEASE. I WANT TO SPEAK ON THE IMPACT OF OUR CONSUMERS RECEIVING ADEQUATE AND CULTURALLY COMPETENT SERVICES AND CONTINUOUS SERVICES. WHEN INDIVIDUALS MAKE THE DECISION TO COME IN AND DECIDE TO GO FOR A SCHEDULED PSYCHOSOCIAL ASSESSMENT, IT IS DISHEARTENING FOR A LOT OF CLIENTS TO LEARN THEY WON'T BE ABLE TO SEE A CLINICIAN RIGHT AWAY, TAKES ANYWHERE FROM 4 TO 6 WEEK FOR A FOLLOWUP APPOINTMENT. IT IS AN ANOMALY FOR CONSUMERS TO RECEIVE WEEKLY THERAPEUTIC SERVICES. A LOT OF OUR CONSUMERS ARE RECEIVING APPOINTMENTS BETWEEN 4 TO 6 WEEKS. GIVEN THE VACANCIES AND THE STAGGERING CASE LOADS THAT OUR MEMBERS ARE FACED WITH.

>> ROBERT HOLGUIN: WE'RE GREATLY CONCERNED ABOUT SENATE BILL 43 AND EXPANSION OF GRAVE DISABILITY OUR FOLKS WILL BE OVERWHELMED, THEY ALREADY ARE WITH THE PSYCHIATRIC EMERGENCIES AND VULNERABLE HOMELESS FOLKS. SOCIAL WORKERS IT'S NEVER ABOUT PAPERWORK, THEY GRIND, IN MIDDLE OF SKID ROW, UNDER BRIDGES, UNDER UNDERPASSES, THEY DEAL WITH SITUATIONS AND CIRCUMSTANCES THAT MOST PEOPLE CAN NEVER BEAR. WE JUST WOULD LOVE TO FILL THE VACANCIES WITH COUNTY OF LOS ANGELES EMPLOYEES. WE DO IT BETTER. NEXT SLIDE.

>> BENNIE HERNANDEZ: EARLIER, THE SUPERVISORS RAISED QUESTIONS ABOUT RECRUITMENT AND RETENTION AND THINKING OUTSIDE THE BOX. ONE OF THE THINGS THAT MEMBERS ARE SAYING, SHARING ABOUT THE



THE BOARD OF
SUPERVISORS

1 CHALLENGES AND WORKING FOR THE COUNTIES, IS THE HIGH CASE
2 LOADS AND NOT BEING ABLE TO PROPERLY SERVE THEIR CONSUMERS.
3 AND BEING ENTICED BY OTHER OPPORTUNITIES TO GO INTO THE
4 PRIVATE SECTOR, HAVE FLEXIBLE WORK SCHEDULES, COMPETING WITH
5 THE ABILITY TO TELEWORK. SHORTER COMMUTES. THE OTHER THING TO
6 ALSO CONSIDER IS THE BONUSES PLAY A HUGE PART IN RETAINING OUR
7 MEMBERS. I CAN'T EMPHASIZE THE IMPORTANCE, ESPECIALLY OUR
8 MEMBERS, THAT THE 20% BONUS IS WHAT'S KEEPING A GOOD NUMBER OF
9 OUR MEMBERS AT THESE REALLY DIFFICULT CHALLENGING SITES TO
10 WORK AT. AND THE OTHER THING TO ALSO, I LIKE TO PROPOSE, IS
11 WHEN WE TALK ABOUT NON-ECONOMICAL IDEAS IN TERMS OF RETAINING
12 STAFF, IS REEXAMINING THE 4 TO 6 YEAR RULE THAT WE HAVE FOR
13 OUR MEMBERS. WHERE NOT ALIGNING WITH THE BOARD BEHAVIORAL
14 SCIENCES, WHERE OUR MEMBERS ARE BEING FORCED TO GET LICENSED
15 WITHIN SIX YEARS OF THE ORIGINAL REGISTRATION NUMBER REALLY
16 PUTTING A LOT OF PRESSURE ON OUR MEMBERS AND HAVING THEM IF
17 THEY'RE NOT ABLE TO PASS THE TESTS THAT THEY ARE FORCED TO
18 DEMOTE OR LEAVE THE COUNTY ALL TOGETHER.

19
20 >> ROBERT HOLGUIN: IT'S NEVER JUST ABOUT COMPETITIVE SALARIES,
21 WE HAVE FRINGE BENEFITS THAT ARE GOOD BUT THE HMOs AND PPOs
22 THAT DON'T SERVE SPECIALTY MENTAL HEALTH FOLKS, NEVER HAVE,
23 THERE ARE OTHER STATES THAT HAVE DONE THAT WHERE THEY USE THE
24 PRIVATE SECTOR TO DO IT. LET US NOT BECOME TEXAS AND ARIZONA.
25 LET US STAY CALIFORNIA AND SERVE THE PUBLIC VERY WELL. THANK



THE BOARD OF
SUPERVISORS

1 YOU VERY MUCH.

2

3 >> BENNIE HERNANDEZ: THANK YOU.

4

5 >> JONATHAN BYRD: GOOD AFTERNOON, I'M JONATHAN BYRD, I SERVE
6 AS SECOND BUYS PRESIDENT AND CHIEF STEWARD OF AFSCME LOCAL
7 685, PROBATIONAL UNION. TODAY I LIKE TO ACKNOWLEDGE THAT I
8 DIDN'T KNOW WHAT WAS GOING TO HAPPEN TODAY. WHENEVER THERE'S A
9 FIRST TIME, YOU HAVE TO COME PREPARED. BUT ALSO KNOW THERE'S
10 THINGS TO BE UNEXPECTED. COUPLE OF THINGS I HEARD IN SOME OF
11 THE PRESENTATIONS EARLIER, I HEARD SUPERVISOR MITCHELL MENTION
12 THAT HISTORY HAS A PLACE. IT'S A TEACHING INSTRUMENT. TODAY
13 I'D LIKE TO THANK THE HONORABLE SUPERVISORS FOR HAVING THIS
14 MEETING, I'D LIKE TO THANK THE HONORABLE ASSEMBLY PERSON
15 MCKENNA FOR PUTTING THIS BILL INTO LAW. THEN I ALSO LIKE TO
16 GIVE RESPECT TO A FORMER PRESIDENT OF LOCAL 685 RALPH MILLER,
17 WHO SERVED FOR 21 YEARS AND HE PASSED THIS YEAR. ALSO,
18 ACKNOWLEDGE TO THE BOARD THAT OUR CURRENT PRESIDENT HAS NOW
19 STEPPED DOWN BECAUSE HE HAS A MEDICAL ISSUE. THAT BEING SAID,
20 TODAY AND I'M JUST GOING TO ASK, THEY CAN ROTATE THE SLIDE, I
21 WON'T BE REFERRING DIRECTLY TO THE SLIDE, BUT I WANT YOU TO
22 KNOW ABOUT THIS SITE, PROBATIONSAVESLIVES.com. I WANT YOU TO
23 REMEMBER THAT SITE. AT THAT SITE IT'S 780 PAGES LONG AND IT'S
24 TABBED, YOU HAVE AN INDENTION, BUT THERE'S A SECTION CALLED
25 HISTORY. IN THAT HISTORY IT TALKS ABOUT PROBATION. FOR SOME



THE BOARD OF
SUPERVISORS

1 REASON TO DATE WHEN YOU GO TO GOOGLE I GUESS WHEN YOU PUT IN
2 PROBATION IT JUST SAYS BAD. I NEED TO GET THE ELEPHANT OUT OF
3 THE ROOM AND SAY THAT THERE ARE BAD PEOPLE IN EVERY
4 ORGANIZATION. WE'RE GOING TO CONFESS TO THAT. BUT WE KNOW
5 WHERE AND HOW TO SUPPORT THOSE THAT NEGATIVE BEHAVIOR. NOW
6 THAT WE GOT THAT OUT OF THE WAY AFTER THIS MEETING IS OVER YOU
7 DON'T TO HAVE GO TO THE MEDIA AND SAY HOW BAD PROBATION IS. WE
8 HAVE ACKNOWLEDGED THERE ARE BAD PEOPLE IN PROBATION. BUT THERE
9 ARE THOUSANDS OF PEOPLE THAT WORK PROBATION EVERY DAY THAT DO
10 A GOOD JOB. IN 2008, PROBATION RANK AND FILE HAD 4400 WORKERS,
11 JUST IN THE RANK AND FILE. TODAY WE HAVE LESS THAN 2100. IN A
12 17-YEAR PERIOD WE HAVE FOUND A WAY TO REDUCE THE WORKFORCE BY
13 OVER 50%. SO LET ME JUST GIVE YOU A HISTORICAL DATA THEN I'LL
14 SIT DOWN. IN 1994, I CAME IN A LONG TIME BEFORE 1994, BUT IN
15 1994 THE COUNTY HAD A FISCAL CRISIS. I KNOW THAT BECAUSE
16 THOUGH GAVE ME A LETTER AND TOLD ME TO GO HOME YOU NEVER
17 COMING BACK. THEN THEY BROUGHT ME BACK IN 1995, THEN SENT ME
18 HOME AGAIN AND SAID THIS TIME CAN YOU COME BACK AS-NEEDED. I
19 CAME BACK AND I'M STILL HERE TODAY AFTER 33 YEARS WORKING AS A
20 JUVENILE PROBATION OFFICER. IN 2000, CHIEF CARDENAS CREATED A
21 BILL THAT GAVE FUNDING TO THE JUVENILE SECTOR, YOU CALL IT
22 JJCA. 685 HAD A HAND IN THERE, THE WORKERS OF 685 SUPPORTED
23 THAT. WE KNEW THAT WE WERE GOING TO NEED FUNDING. IN ORDER TO
24 SUSTAIN AND DO THE WORK NECESSARY IN L.A. COUNTY. IN 2003 WE
25 HAD OUR PRESIDENT ON THE CALIFORNIA PROBATION TASK FORCE. IT



THE BOARD OF
SUPERVISORS

1 WAS INITIATIVE THAT STARTED IN THE STATE OF CALIFORNIA TO SHOW
2 HOW IMPORTANT PROBATION WAS TO THE STATE OF CALIFORNIA. AS A
3 MATTER OF FACT IN JULY OF THIS YEAR, I TESTIFIED BEFORE THE
4 ASSEMBLY, NICK SCHULTZ MADE A STATEMENT, HE SAID CALIFORNIA
5 BELIEVES IN THE VALUES OF THE THINGS TO CALIFORNIA. I SAID
6 THEREFORE I KNOW THAT PROBATION MUST BE OF VALUE, IT IS STILL
7 ON THE BOOKS AS OF THIS DATE. I'LL GO BRIEFLY THAT, TIME --
8 YOU SURE I HAD FIVE MINUTES? LOOKED LIKE THREE MINUTES. 2007,
9 WE SUPPORTED THE YOUTH OFFENDERS BLOCK GRANT, MORE FUNDING FOR
10 THE LOS ANGELES COUNTY. IN 2008, THE DOJ HAD A STIPULATED
11 JUDGMENT AND THEY CREATED MINIMUM STAFFING RATIOS. IN 2008 TO
12 2013 THERE WAS A RECESSION, PUBLIC SAFETY GROUPS DID NOT
13 RECEIVE A RAISE DURING THOSE FIVE YEARS. IN 2009 TO 2014, THE
14 COUNTY HAD A COUNTYWIDE FREEZE BECAUSE OF THE FISCAL CRISIS.
15 2009 THIS DEPARTMENT ALONG WITH THE WORKERS OF PROBATION
16 HELPED SUPPORT SB678, MORE FUNDING FOR PROBATION DON'T. 2010
17 AND 2011, PROBATION, AGAIN, SUPPORTED AB109 AS THE STATE
18 REFERRED IT BACK TO THE PROBATION DEPARTMENT. I REMEMBER
19 TESTIFYING MANY TIMES BEFORE ANTONOVICH AT THE TIME AND SAID
20 AB109 SAID THEY PROVIDED ENOUGH FUNDING FOR 262 FIELD OFFICER,
21 WE HAVE NEVER MET THAT STAFFING RATIO AND DON'T MEET IT TODAY.
22 I COULD GO ON AND ON. WHAT I WANT TO SAY, REFER YOU AGAIN TO
23 PROBATIONSAVESLIVES.com. ALL OF THE INFORMATION IS THERE.
24 LASTLY TO THE BOARD OF SUPERVISORS IF YOU WANT PEOPLE TO COME,
25 IF YOU WANT PEOPLE TO STAY, THEN YOU HAVE TO RESPECT THE



THE BOARD OF
SUPERVISORS

1 WORKFORCE, SUPPORT THEM.

2

3 >> IN-PERSON SPEAKER: THANK YOU BOARD OF SUPERVISORS. THANK
4 YOU FOR THE OPPORTUNITY TO TALK TO YOU TODAY. I'M SPEAKING FOR
5 AFSCME LOCAL 830 WHICH IS M.O.U. 821, THE AGRICULTURAL AND
6 WEIGHTS AND MEASURES INSPECTORS. AND THEIR VACANCIES AND
7 RECRUITMENT RETENTION ISSUES WITH VACANCIES ARE OVER 12%. THAT
8 IS IN ENFORCEMENT INSPECTION FUNCTION. WHAT DOES THAT MEAN TO
9 THE PUBLIC? WITH WORKLOAD EXPECTATIONS AND -- THE INSPECTORS
10 HAVE, THAT MEANS THAT SERVICE ROUTES WILL BE MISSED. SO YOU
11 WILL HAVE 3 TO 4 DAYS OF MISSING SERVICE ROUTES, LEADS TO
12 INFESTATIONS, FOR EXAMPLE FRUITFLIES, AND THAT'S GOING TO LEAD
13 TO THE STATE MOBILIZING DELIMITATIONS WHERE THEY REMOVE CROPS
14 TO TRY AND CONTROL INFESTATIONS. IT'LL LEAD TO QUARANTINES BY
15 THE SAME STATE AGENCIES. THE PUBLIC LOSES LOCAL CROPS.
16 NURSERIES. WORSE IT GIVES THE OPPORTUNITY FOR ESTABLISHED
17 COLONIES THAT RESULT IN THESE PROBLEMS SPIRALING. THANK YOU.

18

19 >> BROOKE LONGENEN: GOOD AFTERNOON, I'M BROOKE LONGENEN I'M
20 PRESIDENT OF THE LOCAL PUBLIC DEFENDERS UNION. I'M ALSO A LINE
21 DEPUTY PUBLIC DEFENDER WORKING ACROSS THE STREET AT THE
22 DOWNTOWN CRIMINAL COURTHOUSE. WE ARE CURRENTLY OPERATING WITH
23 UNDER 600 ACTIVE ATTORNEYS. THAT IS IN SEVERE CONTRAST TO OUR
24 HISTORICAL NUMBERS OF OVER 900 ATTORNEYS. THIS IS IN A TIME OF
25 INCREASED LEGAL RESPONSIBILITIES AND ETHICAL DUTIES TO CLIENTS



THE BOARD OF
SUPERVISORS

1 AND COMMUNITY MEMBERS. THREE OF OUR MEMBERS HAVE DIED AT WORK
2 OVER THE PAST YEAR. OUR WORKLOAD HAS BALLOONED AND OUR MEMBERS
3 ARE SUFFERING. WE CANNOT CONTINUE TO DO THIS WORK WITHOUT
4 EFFECTIVE ADVOCACY. OUR DEPARTMENT HAS FAILED TO RETAIN,
5 RECRUIT, AND HIRE ATTORNEYS AND OUR DEPARTMENT HAS FAILED TO
6 ADDRESS OUR WORKLOAD CRISIS. AS THIS BOARD KNOWS, LOCAL 148
7 HAS BEEN RAISING THESE ISSUES FOR YEARS AND THE DEPARTMENT HAS
8 FAILED TO RESPOND, SOMETIMES AT ALL. WE DO THIS WORK TO SERVE
9 OUR COMMUNITY AND ADVOCATE FOR JUSTICE. WE DO THIS WORK IN
10 SUPPORT OF BOARD PRIORITIES, LIKE CARE FIRST JAILS LAST. AND
11 WE ARE THE ONLY CONSTITUTIONALLY MANDATED DEPARTMENT. THE
12 FUNDING CUTS PROPOSED BY THE CEO AND IMPLEMENTED BY THE BOARD
13 WILL ABSOLUTELY EXACERBATE THESE ISSUES. LOSING BADLY NEEDED
14 BUDGETED ATTORNEY POSITIONS WILL CREATE A CRISIS FOR EFFECTIVE
15 LEGAL REPRESENTATION. WE CANNOT CONTINUE TO DO MORE WITH LESS.
16 WE MAY NOT HAVE BEEN MENTIONED IN THE CEO'S PRESENTATION BUT
17 THE LACK OF STAFFING AND THE DEPARTMENTS MENTIONED MEANS MORE
18 WORK FOR PUP DEFENDERS. LACK OF STAFFING IN THE PROBATION
19 DEPARTMENT AND DCFS REQUIRES OUR ATTORNEYS TO TAKE ON THEIR
20 WORK, MONITORING CLIENTS, FINDING PLACEMENTS AND TREATMENT
21 PROGRAMS FOR THEM ESPECIALLY FOR THE VULNERABLE YOUTH CLIENTS.
22 LACK OF STAFFING AT THE SHERIFF'S DEPARTMENT MEANS OUR CLIENTS
23 ARE NOT TRANSPORTED TO COURT FOR THEIR COURT DATES, MEANING
24 MORE COURT DATES, LESS COMMUNICATION OR ABILITY TO SPEAK WITH
25 THEIR ATTORNEYS, AND MORE USE OF COURT RESOURCES BY SCHEDULING



THE BOARD OF
SUPERVISORS

1 MULTIPLE COURT DATES BECAUSE THE CLIENT IS NEVER TRANSPORTED.
2 I HAD SEVERAL CLIENTS LAST WEEK NOT TRANSPORTED TO COURT
3 BECAUSE THE SHERIFF'S DEPARTMENT TOLD ME THERE WERE NOT ENOUGH
4 DEPUTIES TO STAFF THE LOCKUP FACILITIES AT THE COURTHOUSE.
5 PUBLIC DEFENSE IS A CALLING, IT'S NOT ONLY A JOB. THIS WORK IS
6 INCREDIBLY DIFFICULT EVEN UNDER THE BEST CONDITIONS. AND THESE
7 ARE VERY, VERY FAR FROM THE BEST CONDITIONS. WE WILL NEVER BE
8 ABLE TO RECRUIT, HIRE, OR RETAIN COMPETENT ADVOCATES IF
9 THEY'RE SUBJECTED TO OVERWHELMING AND INADEQUATE WORKING
10 CONDITIONS. WE WILL LOSE INCREDIBLY TALENTED EXPERIENCED AND
11 KNOWLEDGEABLE ATTORNEYS TO OTHER COUNTY DEPARTMENTS OR TO
12 PRIVATE PRACTICE. WE MUST FULLY FUND AND INVEST IN PUBLIC
13 DEFENSE AND HOLD OUR DEPARTMENT TO ITS RESPONSIBILITY TO NOT
14 ONLY HIRE NEW ATTORNEYS BUT TO CARE FOR AND SUPPORT THE
15 ATTORNEYS THAT WORK IN OUR OFFICE. THANK YOU.

16
17 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU. ALL RIGHT, THAT --
18 THOSE ARE THE UNION MEMBERS -- ARE YOU GOING TO SPEAK? THAT
19 HAVE SIGNED UP TO SPEAK ON. THIS I WANT TO THANK YOU ALL. I
20 THINK IT WAS SAID BY ONE OF MY COLLEAGUES AND I'LL ECHO WHAT
21 IS IMPORTANT FOR US TO HAVE DIALOGUE AND NOT JUST BASED ON
22 STATE LEGISLATION THAT IS REQUIRING THIS BUT BECAUSE IT HELPS
23 US ACTUALLY ADDRESS THE ISSUES THAT ARE TAKING PLACE WITHIN
24 THE DEPARTMENT. RETENTION IN HIRING, BEING AT THE TOP. WHEN I
25 SAY HIRING I'M SAYING QUALITY INDIVIDUALS THAT WANT TO WORK



THE BOARD OF
SUPERVISORS

1 FOR THE COUNTY. I KNOW THERE ARE MANY OUT THERE, I THINK YOU
2 MENTIONED IT SUPERVISOR HAHN, THAT ARE GRADUATING FROM COLLEGE
3 AND WOULD LOVE TO COME AND BE IN THEIR COUNTY CAREER HERE. WE
4 HAVE OPPORTUNITIES TO DO THAT. WE CAN DO IT AND WORK WITH
5 LABOR PARTNERS. I WOULD SAY THAT I HOPE YOU LISTEN FOR EXAMPLE
6 THERE WERE A COUPLE OF THINGS SAID ABOUT, WITH THE PHYSICIAN
7 ASSISTANTS, DR. GHALY, I KNOW THAT MORE AND MORE IN THE
8 PRIVATE SECTOR ARE USING PHYSICIAN ASSISTANTS TO ADDRESS THE
9 SHORTFALL IN MDs THAT ARE AVAILABLE. AND WITH THE CASE LOADS.
10 I WOULD SAY THAT I THINK ONE OF THE LABOR PARTNERS MENTIONED
11 CASE LOADS. WE HAVE TO BE COGNIZANT ABOUT THE FACT THAT
12 EVERYONE IS ASKED TO DO MORE WITH LESS. BUT WHEN YOU DEAL WITH
13 DCFS, DPSS, YOU HAVE PEOPLE'S LIVES, I THINK IT'S IMPORTANT TO
14 RECOGNIZE THAT CASELOAD DOES MATTER. AND SO I WOULD ASK THAT
15 WE LOOK INTO THAT. THEN ON THE MECHANICS, THEY'VE BEEN PUSHING
16 FOR AN APPRENTICESHIP FOR AT LEAST 8 YEARS. BECAUSE IF YOU
17 COME OUT OF THE ARMED FORCES AS A MECHANIC, YOU CAN'T JUST GET
18 HIRED BY THE COUNTY. IN ORDER TO GET LICENSED YOU HAVE TO GO
19 THROUGH PRETTY RIGOROUS QUALIFICATIONS. APPRENTICESHIP WOULD
20 ALLOW YOU TO BEGIN TO TRAIN SO WHEN PEOPLE RETIRE THEY CAN
21 STEP RIGHT IN. I WOULD ASK THAT WE ONCE AGAIN, I'D LIKE TO
22 KNOW THE STATUS OF THE APPRENTICESHIP PROGRAM IN THE FIRE AND
23 ALSO SHERIFF. BECAUSE WE ALL SAW THE HEROIC EFFORTS OF OUR AIR
24 DURING THE FIRES, THAT ARE NOW YEAR-ROUND. I HOPE THAT WE CAN
25 FOLLOW UP ON THAT AS WELL. SUPERVISOR SOLIS?



THE BOARD OF
SUPERVISORS

1
2 >> SUP. HILDA SOLIS: I DON'T WANT TO BELABOR ANYMORE BUT I AM
3 VERY CONCERNED ABOUT PARKS, THE PARKS DEPARTMENT AND ALSO
4 LIBRARY. WITH THE ENORMOUS NUMBER OF PART-TIME STAFF VACANCIES
5 THERE, THEY'RE NOT MADE PERMANENT. I HAVE HEARD THIS STORY FOR
6 MANY, MANY YEARS SINCE I FIRST STARTED. YOU HAVE PEOPLE WHO
7 ARE BROUGHT BACK, AND THEY MAY HAVE TIME ON THE BOOKS BUT IT
8 DOESN'T REALLY ADD UP TO ANYTHING IF YOU ARE PART-TIME. I HAVE
9 KNOWN PEOPLE THAT HAVE WORKED THERE FOR YEARS AND HAVE STILL
10 NEVER BEEN OFFERED A FULL TIME POSITION. NOW MORE THAN EVER
11 YOU WANT PEOPLE WHO ARE REALLY DEVOTED, DEVOTED, THAT'S A
12 DIFFERENT WORD. NOT JUST -- DIFFERENT WORD. NOT JUST TO SHOW
13 UP FOR A PAYCHECK BUT WE NEED TO DO A BETTER JOB. THOSE ARE
14 THE FOLKS THAT REPRESENT MANY OF OUR CONSTITUENTS. THEY ARE
15 OUR CONSTITUENTS. THEY ARE HARD-PRESSED. I JUST WANT TO
16 UNDERSCORE THAT AND SAY THAT I THINK THE MECHANIC PROGRAM, WE
17 NEED TO BE WORKING WITH OUR LOCAL UNIONS, AND ALSO PROVIDE THE
18 READINESS SKILLS IN OUR VOCATIONAL SCHOOLS THAT CAN PROVIDE
19 THAT AND LOOK MORE FORCEFULLY THERE. WHEN I THINK ABOUT THOSE
20 INDIVIDUALS THEY'RE TYPICALLY PEOPLE OF COLOR AND THEY'RE THE
21 ONES THAT ARE THE BREAD WINNERS FOR THEIR FAMILIES. WE OUGHT
22 TO BE ABLE TO PROVIDE THEM WITH SOME SEMBLANCE OF SECURITY AND
23 STABILIZING THEM AND GIVE THEM AN OPPORTUNITY FOR CAREER
24 GROWTH. YOU CAN BURN OUT IN THOSE JOBS PRETTY FAST. WE NEED TO
25 CONSTANTLY THINK OF THAT. THANK YOU, MADAM CHAIR.



THE BOARD OF
SUPERVISORS

1

2 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU. SUPERVISOR HORVATH.

3

4 >> SUP. LINDSEY HORVATH: THANK YOU. I JUST WANT TO HIGHLIGHT
5 THAT AS WE'RE LOOKING AT HOW WE BEST USE AND STRETCH ALL OF
6 OUR COUNTY NCC DOLLARS, WE'RE ALSO IN A SITUATION WHERE IN
7 SOME CASES STATE AND MORE CASES FEDERAL FUNDING IS ALSO BEING
8 PUT AT RISK. SO THE COUNTY IS THE PLACE WHERE WE IMPLEMENT A
9 LOT OF THOSE POLICY CHANGES. BUT IF THE CHANGES MEAN FEWER
10 DOLLARS WE'RE MAKING MORE AND MORE DIFFICULT DECISIONS. WE'RE
11 HEARING IT FROM OUR LABOR FORCE TODAY THEY FEEL THE IMPACT OF
12 THOSE DECISIONS. I COULDN'T MISS THE OPPORTUNITY TO ENFORCE
13 THAT AS WE ARE LOOKING AT HOW WE FILL VACANCIES AND ADDRESS
14 HEALTHIER WORK ENVIRONMENT, WHEN WE'RE ASKED TO DO MORE WITH
15 LESS, ESPECIALLY WHEN WE'RE LOOKING TO PROVIDE MORE SERVICES
16 THAT STATE LEGISLATION OR FEDERAL LEGISLATION MIGHT CALL FOR.
17 THEN RECEIVE HUNDREDS OF MILLIONS OF DOLLARS IN DECREASED
18 FUNDING, IT MAKES THAT SERVICE PROVISION THAT MUCH MORE
19 CHALLENGING. OUR WORKERS ARE THE ONES WHO BEAR THE BRUNT OF
20 IT. AND I REALLY WANT TO THANK ALL OF THE LEADERS WHO CAME OUT
21 TO SPEAK. I KNOW THE EXPERIENCE OF OUR WORKFORCE HAS BEEN
22 BROUGHT TO OUR ATTENTION THROUGHOUT THE COURSE OF NEGOTIATIONS
23 AND WILL CONTINUE TO BE SO. BUT I JUST WANT TO ACKNOWLEDGE AS
24 WE ARE LOOKING AT HOW WE MAKE OUR INVESTMENTS, HAVING
25 RESTRICTED FUNDING MEANS EVEN MORE DIFFICULT DECISIONS WE HAVE



THE BOARD OF
SUPERVISORS

1 TO MAKE.

2

3 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU. SUPERVISOR HAHN?

4

5 >> SUP. JANICE HAHN: THANK YOU MADAM CHAIR. YEAH, IT SEEMS

6 LIKE ALL OF OUR LABOR PARTNERS WANT TO FILL THE VACANCIES

7 BECAUSE OF THE EXTREME PRESSURE IT PUTS ON THE REST OF THE

8 STAFF AS WELL AS ABILITY TO CARRY OUT THE DIFFERENT

9 RESPONSIBILITIES OF EACH AND EVERY DEPARTMENT. IT SEEMS LIKE

10 WE WANT TO GROW OUR WORKFORCE BASED ON YOUR PRESENTATION. SO

11 SEEMS LIKE WE'RE ALL ON THE SAME SIDE. FOR ME IT'S JUST GOING

12 TO BE REGULARLY GOING. WHERE ARE WE? AND WE WOULD -- I WOULD

13 HOPE FOR A VERY BIG DOSE OF HONESTY IN TERMS OF KIND OF BACK

14 TO MY FIRST QUESTION, ARE WE TRYING TO FILL THESE VACANCIES,

15 REALLY, OR DO WE NOT HAVE THE RESOURCES IN THIS CURRENT BUDGET

16 CRISIS TO DO THAT. THE OTHER THING I WANT TO MENTION, THE

17 PRESENTATIONS WE GOT TODAY REALLY PRESENTED JUST THE PURE

18 VACANCIES IN EACH AND EVERY DEPARTMENT. BUT DOESN'T THAT -- I

19 DON'T THINK THAT PAINTS THE FULL PICTURE IN A LOT OF OUR

20 DEPARTMENTS AS IT RELATES TO PEOPLE WHO ARE UNABLE TO DO THEIR

21 DUTIES. BECAUSE THEY'RE OUT ON LEAVE. BUT ALSO CAN'T BE

22 BACKFILLED BECAUSE THEY TECHNICALLY AREN'T VACANT. I THINK

23 THAT'S ANOTHER BIG PART OF THE PICTURE OF DOING MORE WITH

24 LESS. THANK YOU, JONATHAN BYRD, AND YOU'RE RIGHT, I DO WANT TO

25 GIVE A SHOUTOUT TO THE GOOD PROBATION OFFICERS, STAFF,



THE BOARD OF
SUPERVISORS

1 PARTICULARLY AT LOS PADRINOS WHERE I'VE BEEN SPENDING A LOT OF
2 TIME. I REALLY APPRECIATE THE HARD WORK THAT THEY DO.
3 HOPEFULLY WE CAN FIGURE THIS OUT, JOE. AND HAVE A MEETING IN
4 THE MIDDLE. THANK YOU.

5

6 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU. EXECUTIVE OFFICER
7 WOULD YOU PLEASE CALL THE MEMBERS OF THE PUBLIC WHO HAVE
8 SIGNED UP TO SPEAK ON THIS ITEM. AGAIN THANK YOU TO EVERYONE
9 WHO CAME TO TESTIFY.

10

11 >> EXECUTIVE OFFICER: WILL THE FOLLOWING INDIVIDUALS COME
12 FORWARD AND STAFF WILL ASSIST YOU. [READING NAMES] A FINAL
13 REMINDER FOR REMOTE PARTICIPANTS TO BE PLACED IN THE SPEAKING
14 QUEUE TO ADDRESS ITEM 5, IF YOU HAVE NOT ALREADY DONE SO, USE
15 THE RAISE HAND FEATURE ON YOUR DEVICE OR PRESS STAR 3 ON YOUR
16 TELEPHONE NOW. CALLER 661-644 STATE YOUR NAME AND BEGIN.
17 PLEASE BEGIN. [NO RESPONSE]

18

19 >> EXECUTIVE OFFICER: OKAY, WE'LL MOVE ON TO THE NEXT CALLER.
20 CALLER PLEASE STATE YOUR NAME FOR THE RECORD. YOUR LINE IS
21 UNMUTED, PLEASE BEGIN.

22

23 >> TELEPHONE SPEAKER: YES, AS IT RELATES TO THE PROBATION
24 BUDGET ON. WHILE I UNDERSTAND THAT THE CHIEF INHERITED THIS
25 SITUATION, I DO RESPECTFULLY REMIND THE BOARD OF SUPERVISORS



THE BOARD OF
SUPERVISORS

1 THAT THIS AN ISSUE THAT YOU DID HAVE A HAND IN. WE HAVE A
2 PLETHORA AMOUNT OF EMPLOYEES THAT ARE AT HOME THAT COULD BE
3 WORKING TO HELP BALANCE OUT THE STAFFING SHORTAGE. WHETHER
4 IT'S A PUNITIVE MEASURE, OR I'M NOT SURE WHAT THE REASON IS.
5 IT REALLY HASN'T BEEN PROVIDED. IF YOU REVISIT THAT YOU WILL
6 BE ABLE TO BALANCE THIS OUT EASIER. ADDITIONALLY, IT REALLY
7 TAKES A TEAM EFFORT TO BE ABLE TO GET THIS DONE. IT IS A
8 PUBLIC SAFETY CONCERN. WE SPEND TOO MUCH MONEY ON -- NOT TOO
9 MUCH BUT MORE MONEY ON RECRUITMENT THAN ON RETENTION. AND I
10 BELIEVE THAT IF YOU JUST FOCUS MORE ON RETENTION YOU WON'T
11 HAVE TO WORRY ABOUT THE SUPPLEMENTAL COSTS OF RECRUITMENT.

12
13 >> EXECUTIVE OFFICER: CALLER 818-645 YOUR LINE IS UNMUTED.
14 PLEASE BEGIN.

15
16 >> TELEPHONE SPEAKER: YES, THANK YOU. HELLO, CAN YOU HEAR ME.

17
18 >> EXECUTIVE OFFICER: YES. PLEASE BEGIN/

19
20 >> TELEPHONE SPEAKER: OKAY, SORRY. FIRST OF ALL GOOD WORK
21 LOOKING AT THIS. BUT EIGHT MONTHS TO STAFF A POSITION IS JUST,
22 YOU KNOW, THAT'S JUST UNBELIEVABLE IT TAKES THAT LONG TO GET A
23 SINGLE EMPLOYEE. WE HEARD ABOUT WHY. I KNOW WE'VE MADE AN
24 EFFORT TO DRESS THIS UP AS STRATEGIC VACANCIES. BUT IT REALLY
25 SEEMS SO CRAZY. YOU KNOW, 14% OF JOBS BEING EMPTY, WE TALK



THE BOARD OF
SUPERVISORS

1 ABOUT THIS AND PROBATION OFFICERS. THAT'S ONE IN THREE
2 UNFILLED. IN THE MEANTIME CLINICS CANCEL APPOINTMENTS, WE HAVE
3 FEDERAL PROBLEMS AND PROBATION KEYSTONES EXPLODE. IF THIS IS
4 STRATEGY I NEED TO UNDERSTAND HOW THAT IS. IT FEELS LIKE IT'S
5 GOVERNMENT MOVING AT A GLACIAL PACE WHILE CONSTITUENTS, THE
6 RESIDENTS OF L.A. COUNTY, WAIT AND FRANKLY SUFFER. LET'S GET A
7 90 DAY PLAN TO CUT HIRING TIME IN PLAN AND FIRM DATES.

8

9 >> EXECUTIVE OFFICER: THANK YOU, CALLER 626-390 YOUR LINE IS
10 UNMUTED PLEASE BEGIN. [STATIC].

11

12 >> EXECUTIVE OFFICER: CALLER 818-645 YOUR LINE IS UNMUTED,
13 PLEASE BEGIN.

14

15 >> TELEPHONE SPEAKER: THAT'S ME AGAIN, YOU CALLED ME BACK?

16

17 >> SUP. KATHRYN BARGER, CHAIR: SORRY.

18

19 >> EXECUTIVE OFFICER: NEXT CALLER. ROY HUMPHREYS YOUR LINE IS
20 UNMUTED PLEASE BEGIN.

21

22 >> TELEPHONE SPEAKER: THIS IS A PATHETIC WASTE OF TIME. WHAT
23 YOU SHOULD HAVE DONE, WE FOLLOW, HOW LONG, ERIC PREVIN CAN
24 TELL YOU THE WHOLE THING, WE FOLLOW THIS AGAIN AND AGAIN AND
25 YOU JUST REPEAT THIS GARBAGE THAT WE KNOW ABOUT. LOOK AT ALL



THE BOARD OF
SUPERVISORS

1 OF THE TIME THAT YOU HAVE TAKEN. BOTTOM LINE IS YOU'RE BROKE.
2 YOU DON'T HAVE THE FUNDS. GET OVER IT, GET ON WITH IT, AND GET
3 SOME DECENCY. THEN YOU KNOW PROBATION IS A CRIPPLE FEDERAL
4 ORGANIZATION, HAS BEEN FOR DECADES. FOLKS GET WITH THE
5 PROGRAM, QUIT WASTING OUR TIME, AND PUTTING ALL THOSE WHO WANT
6 TO PARTICIPATE ON THIS SIDE OF THE PHONE. LISTEN HOW LONG
7 WE'VE BEEN HANGING ON TO REPEAT THE SAME STUFF OVER AND OVER.
8 AND WOMEN HAVE SHOWN THAT YOU CAN TALK ANYTHING TO DEATH.
9 THANK YOU.

10

11 >> EXECUTIVE OFFICER: THANK YOU. THOMAS YOUR LINE IS UNMUTED
12 PLEASE BEGIN.

13

14 >> TELEPHONE SPEAKER: HELLO, LOCAL 685, I'M OVER HERE WITH
15 RESIDENT EXEC BOARD. WE WANT TO SHOW OUR SUPPORT FOR WHAT BYRD
16 MENTIONED TODAY IN THE MEETING, WE SUPPORT EVERY ACTION THAT
17 HE RECOMMENDED. WE ADVISE THE BOARD, REALLY PAY ATTENTION AND
18 LOOK AT THE VIDEO THAT HE DESCRIBED IN HIS PRESENTATION.
19 REALLY GET A DIFFERENT SIDE AND A DIFFERENT VIEW OF PROBATION.
20 THANK YOU.

21

22 >> EXECUTIVE OFFICER: THANK YOU. CALLER 626-390 YOUR LINE IS
23 UNMUTED, PLEASE BEGIN.

24

25 >> TELEPHONE SPEAKER: HELLO, COLLIN CAMPBELL, DISTRICT 5,



THE BOARD OF
SUPERVISORS

1 SOUTH PASADENA. DEAR L.A. BOARD OF SUPERVISORS, AND HONORABLE
2 JUDY CHU AS WELL AS MAYOR BROWN FROM SOUTH PASADENA. THE ALPHA
3 TEAM WAS FORMED LAST WEEK ON 9-15 TO ADDRESS GUN VIOLENCE
4 COMBINING THE CAPABILITIES OF THE DOD, DOJ, FBI AND LOCAL
5 POLICE. WITH THE D.A. BOARD OF SUPERVISORS JOINING THE ALPHA
6 SEEM, TO BUILD STARGATE LIFE SUPPORT FOR THOSE RELEASED, 238.5
7 BILLION FEDERAL BUDGET. INCENTIVIZATION PLANNED FOR ALL PUBLIC
8 SERVANTS WISHING TO ENROLL. I PRESENTED THIS TO THE CITY
9 COUNCIL, SOUTH PASADENA, 9-17 AND ASK THE MAYOR IF WE CAN
10 IMPLEMENT STARGATE TO PROTECT PRIVATE SHOOTERS AS WELL AS EMS,
11 POLICE RESPONSE AND ASK JUDY CHU TO JOIN THE ALPHA TEAM. THANK
12 YOU.

13
14 >> EXECUTIVE OFFICER: THANK YOU. MADAM CHAIR THERE ARE NO
15 OTHER REMOTE SPEAKERS TO ADDRESS THE BOARD, REMOTE
16 PARTICIPATION FOR ITEM 5 IS CONCLUDED. WE WILL GO TO IN-PERSON
17 SPEAKERS. PLEASE BEGIN.

18
19 >> IN-PERSON SPEAKER: YES, I'M LILLIAN CABRAL, AND I AM FROM
20 DHS AT BIG GENERAL HOSPITAL. OCTOBER 1 IS 47 YEARS FOR ME. AND
21 I HAVE NOT RETIRED YET BECAUSE THERE HASN'T BEEN A REASON FOR
22 IT. LET ME TELL YOU, WE ARE SUFFERING AT OUR HOSPITAL. IT IS A
23 911 CALL EMERGENCY RIGHT NOW. WHEN WE HAVE OUR EMPLOYEES THAT
24 ARE WORKING 8 HOURS AND BECAUSE OF THE SHORTAGE THEY GOTTA
25 WORK ANOTHER 8 HOURS WHAT QUALITY ARE WE GIVING OUR PATIENTS,



THE BOARD OF
SUPERVISORS

1 OUR CLIENTS, OUR CUSTOMERS AND OUR COMMUNITIES. WE HAVE TO
2 UNDERSTAND, YOU HAVE TO UNDERSTAND THAT THIS IS A SERIOUS,
3 WITHOUT US GETTING THESE ITEMS COVERED, IT CAN BE FROM
4 CUSTODIAN TO THE CORONER'S OFFICE. IN BETWEEN, IT NEEDS TO BE
5 DONE, IT NEEDS TO BE ADDRESSED. WE NEED TO BE ABLE TO REST. I
6 NEED TO BE ABLE TO RETIRE. I NEED TO BE ABLE TO SAY OKAY,
7 COUNTY JOBS ARE GOOD JOBS, GET OVER THERE AND FILL THEM OUT.
8 THERE'S NO WAY AND NO AVENUE IN WHICH THEY CAN DO THAT.
9 LISTEN, INFORMATION REQUESTS, GIVE ME THOSE PROGRAMS THEY WERE
10 TALKING ABOUT OVER HERE.

11

12 >> EXECUTIVE OFFICER: THANK YOU, NEXT SPEAKER PLEASE.

13

14 >> SUP. KATHRYN BARGER, CHAIR: WE NEVER WANT YOU TO RETIRE.

15

16 >> CHAD BRINTERSON: CHAD BRINTERSON, SUPERVISING PSYCHOLOGIST,
17 DEPARTMENT OF MENTAL HEALTH. 42% IS THE VACANCY RATE FOR
18 CLINICAL PSYCHOLOGISTS, LICENSED PSYCHOLOGISTS COUNTYWIDE.
19 42%. THREE YEARS AGO IT WAS 30%. LAST YEAR IT WAS 40%. NOW
20 WE'RE UP TO 42%. IN 2012, WE HAD MORE PSYCHOLOGISTS IN FILLED
21 POSITIONS THAN WE DO NOW. THEY TALKED ABOUT HIRING FAIRS, WE
22 DON'T HAVE HIRING FAIRS, WE CAN'T GET PSYCHOLOGISTS TO COME TO
23 THE HIRING FAIRS. THERE ISN'T ENOUGH INTEREST IN BECOMING A
24 PSYCHOLOGIST WITH L.A. COUNTY. SECURE YOUTH TREATMENT
25 FACILITY, THERE'S ONLY ONE IN FIVE LICENSED PSYCHOLOGISTS IN



THE BOARD OF
SUPERVISORS

1 THAT PROGRAM. 90% OF WHOM ARE CONVICTED MURDERERS WHO WILL BE
2 RELEASED BY AGE 25. EVERYONE WANTS MORE TREATMENT FOR THEM.
3 THE HIGH PROFILE CASE OF CARE COURT IS UNDERSTAFFED.

4

5 >> EXECUTIVE OFFICER: THANK YOU, NEXT SPEAKER.

6

7 >> CHRISTOPHER EGAN: CHRISTOPHER EGAN, UADP. I WANT
8 CLARIFICATION DO I GET MY FIVE MINUTES?

9

10 >> SUP. KATHRYN BARGER, CHAIR: PULL THE MIC UP.

11

12 >> CHRISTOPHER EGAN: DO I GET MY FIVE MINUTES TO GIVE MY UAPD
13 REPORT?

14

15 >> SUP. KATHRYN BARGER, CHAIR: THAT'S WHY I THOUGHT YOU WERE
16 WALKING UP.

17

18 >> CHRISTOPHER EGAN: THEY WOULDN'T LET ME.

19

20 >> SUP. KATHRYN BARGER, CHAIR: YOU DIDN'T SIGN UP OR WHAT
21 HAPPENED? YEAH, I KNOW, THAT'S WHY I SAID ARE YOU GOING TO
22 SPEAK.

23

24 >> CHRISTOPHER EGAN: WE DID NOT HAVE A REQUEST FROM UAPD TO
25 SPEAK. BUT WE WOULD HAVE ALLOWED HIM TO.



THE BOARD OF
SUPERVISORS

1

2 >> CHRISTOPHER EGAN: WHAT I'D LIKE TO DO, YES YOU WILL GET
3 FIVE MINUTES, BECAUSE I WOULD EXPECT THAT. BUT CAN WE MAKE
4 SURE THAT ALL LABOR PARTNERS WERE NOTIFIED. I THINK THERE'S
5 SOME THAT WERE --

6

7 >> JOE NICCHITTA: THEY WERE NOTIFIED, WE NOTIFIED THREE
8 SEPARATE INDIVIDUALS FROM UAPD.

9

10 >> CHRISTOPHER EGAN: YOU SENT US AN E-MAIL --

11

12 >> SUP. KATHRYN BARGER, CHAIR: WE AREN'T GOING TO ARGUE BUT I
13 HAVE FIVE MINUTES.

14

15 >> CHRISTOPHER EGAN: BEFORE I START MY REPORT, WE DID TWO
16 WEEKS AGO REQUEST THE VACANCY OF DETAILED INFORMATION AT THE
17 MEETINGS, WE HAVEN'T RECEIVED THAT YET. I'LL START MY REPORT.
18 I WANT TO START OUR REPORT ON SOME OF THE SUCCESSES, IN OUR
19 MOU WE HAVE ARTICLE 39, IN OUR MOU, ALLOWS UAPD TO PARTNER
20 WITH THE DEPARTMENT OF MENTAL HEALTH AND ALSO THE DEPARTMENT
21 OF HEALTH SERVICES. WORKING TO TRY AND RESOLVE THE VACANCIES.
22 FOR DMH, WE HAVE BEEN WORKING ON RECRUITMENT EVENTS, WE WORKED
23 ON RESPONSIBLE RING RECRUITMENT EVENTS AT AMERICAN PSYCHIATRIC
24 ASSOCIATION EVENT WHERE WE SPONSORED AND MET WITH VARIOUS
25 CAUCUSES THAT WE HAD WITH MEDICAL DIRECTOR CURLY BONDS OF DMH.



THE BOARD OF
SUPERVISORS

1 WE MET WITH THE CAUCUSES OF LGBTQ, LATINO CAUCUS, AND THE
2 AFRICAN-AMERICAN CAUCUS TO TRY AND RECRUIT MORE DOCTORS,
3 DIVERSITY, I KNOW SUPERVISOR SOLIS 12 YEARS AGO LITERALLY YOU
4 DID A MOTION FOR MORE DIVERSITY FOR DOCTORS. WE'RE TRYING TO
5 FULFILL THAT. WE DID A JOINT RECRUITMENT EVENT WITH THE
6 CHARLES DREW RESIDENTS AT APA EVENT, WHICH WAS GREAT. FOR DHS,
7 WE PARTNERED OVER TEN YEARS AGO TO DO THE RECRUITMENT OF THE
8 L.A. COUNTY RESIDENTS THAT ARE CURRENTLY PRACTICING AT THE
9 HOSPITALS, TRYING TO RECRUIT THEM TO WORK FOR THE COUNTY
10 PERMANENTLY. DURING THE SHUTDOWN, DURING COVID, WE MET WITH
11 RESIDENTS AND OTHER CANDIDATES VIRTUALLY. ALSO DURING COVID AS
12 PROBABLY MOST OF YOU, YOUR BOARD OFFICES KNOW AND YOU ALL
13 KNOW, YOU HELPED US WITH ACTUAL ADVERTISEMENTS. WE DID VIDEOS
14 FOR RECRUITMENTS. SUPERVISOR HOLLY MITCHELL YOU WERE AT
15 HARBOR, NOT ONLY CHECKING WITH MEMBERS DURING COVID TO SEE
16 EVERYTHING WAS OKAY BUT YOU ALSO DID A VIDEO FOR US FOR
17 RECRUITMENT. SUPERVISOR SOLIS, YOU DID THAT AT L.A. GENERAL.
18 SAME THING, MET WITH OUR MEMBERS, MET WITH EVERYBODY THAT
19 WAS -- HAD TO WORK, BECAUSE THEY WERE ESSENTIAL WORKERS DURING
20 THAT TIME. SUPERVISOR BARGER YOU WENT ALL THE WAY UP TO HIGH
21 DESERT TO GO UP THERE. I THINK CHRISTINA LEFT BUT SHE WAS
22 THERE. YOU SHOT YOUR VIDEOS FOR RECRUITMENT FOR PHYSICIANS.
23 SUPERVISOR HORVATH, YOU WEREN'T ELECTED DURING THAT TIME BUT
24 WE WOULD HAVE HAD YOU, DURING THE RECRUITMENT. WHEN WE DO IT
25 IN THE FUTURE WE DEFINITELY NEED YOU TO BE PART OF THAT



THE BOARD OF
SUPERVISORS

1 BECAUSE IT'S SO IMPORTANT FOR NOT ONLY OUR MEMBERS BUT FOR
2 RETENTION AND RECRUITMENT IN THE COMMUNITY. SUPERVISOR HAHN
3 YOU WERE THERE TO MAKE SURE AT RANCHO THAT THE REHABILITATION
4 SERVICES WERE HAPPENING, YOU WENT THERE, YOU VISITED WITH
5 EVERYBODY, WERE YOU MAKING SURE PATIENTS GOT REHABILITATED.
6 WHERE YOU SAW SOMEBODY, SOME OF THE EQUIPMENT WORKING, WHERE
7 THEY ACTUALLY, THE PERSON WAS ABLE TO WALK WHO WAS PARALYZED.
8 THAT WAS GREAT. IN THE SUMMERTIME WE DID AN IN-PERSON EVENT
9 FOR PRIMARY CARE RESIDENTS, BROUGHT OUR BARGAINING TEAM OUT TO
10 THIS RECRUITMENT EVENT. THEY WERE SHARING THEIR EXPERIENCES.
11 THEY WERE ALSO ABLE TO EXPLAIN WHAT WE HAVE IN OUR CONTRACT
12 THAT WE GOT. WHY IT IS IMPORTANT FOR THEM TO JOIN THE COUNTY.
13 WHILE THIS SEEMS LIKE IT'S WORKING, THERE IS SOME PROBLEMS.
14 PAY IS STILL AN ISSUE. WHICH SHOWS IN THE VACANCY RATES AT
15 33.6%. THERE ARE PROBLEMS WITH THE IMPLEMENTATION OF OUR
16 CONTRACT ON CERTAIN PROVISIONS, ESPECIALLY THE BENEFITS PART.
17 WE'RE IN ARBITRATION ON THAT ISSUE. THERE ARE FRUSTRATIONS
18 THAT DON'T PROVIDE A TRUST OR GOOD WORKING ENVIRONMENT. WE
19 NEED TO FIX THIS SO PEOPLE DON'T FEEL UNAPPRECIATED. THE C.O.
20 BROUGHT UP ISSUES ABOUT SPECIAL SET PLACEMENT OTHER BONUSES,
21 ETCETERA. HONESTLY, IT IS A LITTLE FRUSTRATING ON OUR PART
22 WHEN WE SPENT, AS YOU KNOW BECAUSE YOU WERE ALL -- WE WERE
23 MEETING WITH YOU FOR TWO YEARS ABOUT TRYING TO RESOLVE A
24 CONTRACT, SAYING, HEY, WE DON'T HAVE ANYMORE MONEY OR THIS IS
25 IMPORTANT. THEN SIX MONTHS LATER THEY'RE TELLING, OH, WE NEED



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SUPERVISORS

1 TO FILL THESE POSITIONS, WE'RE GOING TO GIVE THIS BONUS HERE.
2 THAT ALL SHOULD BE DONE UNDER BARGAINING. IT SHOULD REALLY BE
3 DONE -- IT SHOULDN'T THAN DONE LIKE. THAT IT'S NOT FAIR OUR
4 MEMBERS WHO HAVE BEEN HERE FOR 5, 10 YEARS, SOMEBODY IS NEW
5 COMES IN AND THEY'RE MAKING THE SAME AMOUNT. ALL OF THIS STUFF
6 HAS TO BE BARGAINED OUT AND TALKED ABOUT. IT'S IMPORTANT TO DO
7 THESE THINGS, TO TRULY GET IT RESOLVED. I KNOW YOUR OFFICES
8 WERE VERY HELPFUL IN US RESOLVING A LOT OF THE ISSUES.

9

10 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU.

11

12 >> EXECUTIVE OFFICER: NEXT SPEAKER PLEASE.

13

14 >> IN-PERSON SPEAKER: SUPERVISORS, VACANCIES ARE NOT JUST
15 NUMBERS. THEY ARE PREVENTION GAPS. THE RECORD SHOWS THIS
16 COUNTY FEELS LEADERSHIP WITH THE ADMINISTRATORS WHILE
17 CLINICALLY LICENSED SCIENTISTS PRACTITIONER AUTHORS REMAIN
18 SIDELINED. OFTEN, BY WAY OF UNION BARGAINING CHANCE. THAT IS
19 EXACTLY THE DISPLACEMENT I DOCUMENT IN THE BUREAU CARE TO
20 CUSTODY CEMETERY PIPELINE WHICH IS ENTERED INTO THE PUBLIC
21 RECORD IN APRIL 2025. RECRUITMENT AND RETENTION SHOULD NOT
22 ONLY COUNT SEATS FILLED, IT SHOULD MEASURE WHETHER THOSE
23 CHOICES CLOSE THE PIPELINE FROM CARE INTO CUSTODY. THIS IS
24 RECOGNITION ONLY, FILED UNDER ADA PROTECTIONS, PREVENTION COAT
25 BE BUILT ON VACANCIES THAT REPRODUCE BUREAUCRACY. IT MUST BE



THE BOARD OF
SUPERVISORS

1 BUILT ON EQUITY AND FIDELITY.

2

3 >> EXECUTIVE OFFICER: THANK YOU. MADAM CHAIR AND MEMBERS OF
4 THE BOARD THAT, CONCLUDES PUBLIC COMMENT ON THIS ITEM.

5

6 >> SUP. KATHRYN BARGER, CHAIR: THIS IS A RECEIVE AND FILE,
7 HEARING NO OBJECTIONS THAT WILL BE THE ORDER. EXECUTIVE
8 OFFICER.

9

10 >> EXECUTIVE OFFICER: WE WILL MOVE TO ITEM 1, HEARING ON THE
11 ANNEXATION OF A SINGLE LOT PROJECT KNOWN AS L024-2020 LOCATED
12 IN THE UNINCORPORATED COMMUNITY OF LAKE LOS ANGELES TO COUNTY
13 LIGHTING MAINTENANCE DISTRICT 1687 AND COUNTY LIGHTING
14 DISTRICT LANDSCAPING AND LIGHTING ACT-1, UNINCORPORATED ZONE.
15 MEMBERS OF THE PUBLIC JOINING US REMOTELY TO COMMENT ON THIS
16 ITEM USE THE RAISE HAND FEATURE IF YOU ARE ONLINE OR PRESS
17 STAR 3 IF ON THE TELEPHONE. THE DEPARTMENTAL STATEMENT WAS
18 SUBMITTED AND NO CORRESPONDENCE WAS RECEIVED. REPRESENTATIVES
19 FROM THE DEPARTMENT OF PUBLIC WORKS ARE AVAILABLE FOR
20 QUESTIONS. ON THE DAIS STATE YOUR NAME AND TITLE FOR THE
21 RECORD WHEN YOU ADDRESS THE BOARD.

22

23 >> SUP. KATHRYN BARGER, CHAIR: DO ANY OF MY COLLEAGUES HAVE
24 ANY REMARKS OR QUESTIONS ON THIS ITEM? SEEING NONE, THANK YOU
25 FOR THAT PRESENTATION, EXECUTIVE OFFICER CALL THOSE MEMBERS OF



THE BOARD OF
SUPERVISORS

1 THE PUBLIC BE WHO SIGNED UP TO SPEAK ON THIS ITEM.

2

3 >> EXECUTIVE OFFICER: MADAM CHAIR THERE ARE NO IN PERSON
4 SPEAKERS TO ADDRESS THE BOARD.

5

6 >> SUP. KATHRYN BARGER, CHAIR: IT WOULD BE APPROPRIATE TO
7 CLOSE THE PUBLIC HEARING, DIRECT THE TABULATION OF THE BALLOTS
8 AND TABLE THIS ITEM UNTIL LATER IN THE MEETING FOR TABULATION
9 RESULTS. AND ACTION BY THE BOARD. THAT WILL BE THE ORDER.

10

11 >> EXECUTIVE OFFICER: WE WILL NOW MOVE TO ITEM 2, HEARING ON
12 ORDINANCE FOR ADOPTION GRANTING A WATER PIPELINE FRANCHISE TO
13 CALIFORNIA DOMESTIC WATER COMPANY, TO COLLECT, TRANSPORT, AND
14 DISTRIBUTE WATER FOR A PERIOD OF 15 YEARS BEGINNING OCTOBER
15 23, 2025 AND EXPIRING ON OCTOBER 22nd, 2040. MEMBERS OF THE
16 PUBLIC JOINING US REMOTELY TO COMMENT ON THIS ITEM PLEASE USE
17 THE RAISE HAND FEATURE ONLINE OR PRESS STAR 3 ON THE
18 TELEPHONE. NO DEPARTMENTAL STATEMENT WAS SUBMITTED AND KNOW
19 CORRESPONDENCE WAS RECEIVED. REPRESENTATIVES FROM THE
20 DEPARTMENT OF PUBLIC WORKS ARE AVAILABLE FOR QUESTIONS, FOR
21 THE SPEAKERS ON THE DAIS STATE YOUR NAME AND TITLE FOR THE
22 RECORD WHEN YOU ADDRESS THE BOARD.

23

24 >> SUP. KATHRYN BARGER, CHAIR: I SEE NO COLLEAGUES SIGNED UP
25 TO SPEAK ON THIS ITEM. ARE THERE ANY MEMBERS OF THE PUBLIC



THE BOARD OF
SUPERVISORS

1 THAT WISH TO SIGN UP TO SPEAK?

2

3 >> EXECUTIVE OFFICER: WILL DR. EZRA MOHAMMED COME FORWARD AND
4 STAFF WILL ASSIST YOU. THERE ARE NO REMOTE SPEAKERS TO ADDRESS
5 THE BOARD. REMOTE PARTICIPATION FOR ITEM 2 IS NOW CONCLUDED.
6 WE WILL BEGIN WITH THE IN-PERSON SPEAKER.

7

8 >> SUP. KATHRYN BARGER, CHAIR: THERE ARE NO IN-PERSON
9 SPEAKERS. SO SEEING NO IN-PERSON, SUPERVISOR HORVATH MOVE,
10 SUPERVISOR SOLIS WILL SECOND TO APPROVE THE ITEM, EXECUTIVE
11 OFFICER CALL THE ROLL.

12

13 >> EXECUTIVE OFFICER: SUPERVISOR SOLIS.

14

15 >> SUP. HILDA SOLIS: AYE.

16

17 >> EXECUTIVE OFFICER: SUPERVISOR MITCHELL.

18

19 >> SUP. HOLLY J. MITCHELL: AYE.

20

21 >> EXECUTIVE OFFICER: SUPERVISOR HORVATH.

22

23 >> SUP. LINDSEY HORVATH: AYE.

24

25 >> EXECUTIVE OFFICER: SUPERVISOR HAHN.



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1

2 >> SUP. JANICE HAHN: AYE.

3

4 >> EXECUTIVE OFFICER: SUPERVISOR BARGER.

5

6 >> SUP. KATHRYN BARGER, CHAIR: AYE.

7

8 >> EXECUTIVE OFFICER: MOTION CARRIES 5-0. WE WILL NOW MOVE ON
9 TO ITEM 4, HEARING ON THE APPEAL OF PROJECT NUMBER PRJ2021-
10 001195 FOR THE CREATION OF 37 LOTS ON 233.49 GROSS ACRES, 510
11 ATTACHED AND DETACHED DWELLING UNITS, 290 BUILDINGS ON 10 LOTS
12 TO AUTHORIZE IMPACTS TO 232 OAK TREES LOCATED SOUTH OF SAGE
13 CREST CIRCLE WEST OF THE OLD ROAD AND NORTH OF COW GROVE
14 BOULEVARD APPLIED FOR BY NEW URBAN WEST. TO COMMENT ON THIS
15 ITEM USE THE RAISE HAND FEATURE ONLINE OR PRESS STAR 3 ON THE
16 TELEPHONE. A DEPARTMENTAL STATEMENT WAS SUBMITTED AND
17 CORRESPONDENCE RECEIVED. REPRESENTATIVES FROM THE DEPARTMENT
18 OF REGIONAL PLANNING ARE AVAILABLE FOR QUESTIONS. FOR THOSE
19 DEPARTMENT SPEAKERS ON THE DAIS STRAIGHT YOUR NAME AND
20 POSITION WHEN YOU ADDRESS THE BOARD.

21

22 >> SUP. KATHRYN BARGER, CHAIR: WHAT IS YOUR PREFERENCE, SHOULD
23 WE HAVE THE APPELLANT SPEAK -- THE APPLICANT SPEAK AND THEN
24 THE APPELLANT SPEAK? I'D LIKE TO HEAR FROM THEM FIRST.
25 JONATHAN FRANKLE, NEW URBAN WEST, LION'S CANYON, TWO MINUTES.



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SUPERVISORS

1 AND THEN WE WILL HEAR FROM THE APPELLANT, CHASE PRESCIADO,
2 SUPPORTER ALLIANCE FOR ENVIRONMENTAL RESPONSIBILITY WHO WILL
3 GET TWO MINUTES AS WELL. WELCOME.

4
5 >> IN-PERSON SPEAKER: JONATHAN FRANKLE, ON BEHALF OF OUR
6 PROJECT TEAM, THANK YOU FOR THIS OPPORTUNITY. AFTER FOUR YEARS
7 OF DILIGENT WORK WITH COUNTY STAFF WE ARE EXTREMELY PROUD THAT
8 THE TRAILS PROJECT EARNED UNANIMOUS APPROVAL OF THE REGIONAL
9 PLANNING COMMISSION. WE URGE YOU TO AFFIRM THEIR DECISION
10 TODAY. THE PROPOSED PROJECT ACHIEVES A THOUGHTFUL BALANCE THAT
11 SERVES TO CREATE BADLY NEEDED HOUSING OPPORTUNITIES
12 PERMANENTLY PROTECTS HUNDREDS OF ACRES OF OPEN SPACE AND
13 SUPPORTS FIRE SAFETY WITH INFRASTRUCTURE IMPROVEMENTS. IT DOES
14 SO BY EXCEEDING COUNTY REQUIREMENTS IN NEARLY EVERY RESPECT,
15 PROVIDING THREE TIMES MORE AFFORDABLE HOUSING THAN REQUIRED,
16 PRESERVING 615 ACRES OF NATURAL OPEN SPACE THAT IS 1.25 ACRES
17 PER HOUSING UNIT. UNPARALLELED COMMITMENT TO CONSERVATION FOR
18 A PROJECT OF THIS SIZE. WE BELIEVE THIS IS PRECISELY WHY THE
19 PROJECT HAS EARNED THE SUPPORT OF LEADING ENVIRONMENTAL
20 ORGANIZATIONS INCLUDING THE MRCA, AND THE COUNTY'S TECHNICAL
21 EXPERTS SERVING ON THE SEA TECHNICAL ADVISORY COMMITTEE. THE
22 PROJECT ALSO INTEGRATES FIRE SAFETY INTO EVERY ASPECT OF THE
23 DESIGN, ESTABLISHING A COMPREHENSIVE FIRE PROTECTION PLAN.
24 THAT INCORPORATES PROVEN SAFETY FEATURES AND PROVIDES \$2
25 MILLION TO SUPPORT OUR FIRST RESPONDERS. THE PLAN HAS BEEN



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SUPERVISORS

1 FULLY REVIEWED, AND CREATED IN COLLABORATION WITH L.A. COUNTY
2 FIRE DEPARTMENT. FOR THE RECORD WE HAVE SUBMITTED DESIGNED
3 WRITTEN RESPONSES TO ALL OF THE CLAIMS RAISED BY THE
4 APPELLANTS, AND WE WISH TO REITERATE NONE OF THESE CLAIMS HAVE
5 MERIT. AND AGAIN THANK YOU FOR YOUR CONSIDERATION. WE
6 RESPECTFULLY REQUEST YOU DENY THE APPEAL AND OUR TEAM IS
7 AVAILABLE.

8

9 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU, CHASE THEN LYNN I
10 SHOULD HAVE CALLED YOU AS WELL, PRESIDENT OF SANTA CLARITA
11 PLANNING AND ENVIRONMENT WILL BE GIVEN TWO MINUTES. COME BACK
12 UP TO THE MIC HERE. THANK YOU, GO AHEAD.

13

14 >> CHASE PRESIADO: GOOD AFTERNOON HONORABLE SUPERVISORS, I'M
15 CHASE PRESIADO SPEAKING ON BEHALF OF SUPPORTERS FOR
16 ENVIRONMENTAL RESPONSIBILITY, SAFER. I AM HERE TO SUBMIT
17 WRITTEN COMMENTS ON BEHALF OF THE APPELLANT SAFER FOR THE
18 RECORD WITH THE ISSUES RAISED BY SAFER IN OUR APPEAL ARE
19 INCLUDED IN THIS LETTER. THAT CONCLUDES MY COMMENTS, THANK YOU
20 FOR YOUR TIME.

21

22 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU, LYNN?

23

24 >> IN-PERSON SPEAKER: I WANTED TO JUST WAIT UNTIL -- WE HAD
25 SOME INFORMATION TO BE PASSED OUT. I WANTED YOU TO SEE IT. I



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SUPERVISORS

1 GUESS YOU'LL START MY TIME, CAN YOU RESTART MY TIME SO I GET
2 THE FULL TWO MINUTES PLEASE.

3

4 >> SUP. KATHRYN BARGER, CHAIR: RESET THE CLOCK FOR TWO MINUTES
5 PLEASE.

6

7 >> IN-PERSON SPEAKER: THAT, YOU. LYNN, SANTA CLARITA
8 ORGANIZATION FOR PLANNING AND ENVIRONMENT. MANY PEOPLE
9 INCLUDING OURSELVES INCORRECTLY POSTED COMMENTS IN OPPOSITION
10 BUT WE MEANT WE WERE OPPOSED TO THE PROJECT NOT OPPOSED TO THE
11 APPEAL OF COURSE. NUMBER 2, THERE ARE SEVERAL DISCRETIONARY
12 CUP APPROVALS REQUIRED FOR THIS PROJECT, YOU CAN AND SHOULD
13 SAY NO TO BUILDING IN A SIGNIFICANT ECOLOGICAL AREA AND
14 DESTRUCTION OF OVER 300 PROTECTED TREES AND MOUNTAIN LION
15 HABITAT. MCC GOT LAND FOR THIS, SO OF COURSE THEY'RE
16 SUPPORTING IT. YOU ARE GRANTING A SUCCESS STANCE DENSITY
17 BONUS, ABOUT 3 TIMES WHAT WOULD NORMALLY BE ALLOWED IN A HIGH
18 FIRE HAZARD AREA. AND FLOOD ZONE. THE DENSITY BONUS COMES AS A
19 RESULT OF PLACING SENIOR HOUSING IN A DANGEROUS HIGH FIRE ZONE
20 SECOND SURROUNDED BY OPEN SPACE. THIS IS WRONG. WE SUPPORT LOW
21 INCOME HOUSING, SAFE LOW INCOME HOUSING FOR SENIORS BUT THIS
22 ISN'T IT. AS WAS IDENTIFIED BY DR. JOHN KEELY IN HIS REPORT IN
23 THE PALISADES FIRE WHICH WE INCLUDE BY REFERENCE, DENSITY
24 CAUSES FIRE SPREAD FROM HOUSE TO HOUSE IN THE WIND-DRIVEN
25 FIRE. WE ARE PUTTING RESIDENTS IN DANGER. IF YOU APPROVE THIS



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SUPERVISORS

1 PROJECT. THE PROJECT IS NOT MEET ITS BURDEN OF PROOF, SERVICES
2 ARE NEEDED CLOSE, THIS IS NOT WALKABLE FOR MOST SENIORS AND
3 THAT INCLUDE AS TRANSIT STOP FOR THE BUSES. THIS IS A SECOND
4 ITERRATION OF THIS PROJECT. THE 2000 PROJECT WAS SMALLER BUT
5 HAD IMPACTS SEVERAL NUMEROUS IMPACTS DEEMED TO BE SIGNIFICANT,
6 INCLUDING VIEW SHED AND BIOLOGY. THIS ONE DOESN'T. SUPPOSEDLY
7 EVEN THOUGH IT'S LARGER WE DISAGREE WITH THE FINDING. IN
8 CONCLUSION IF YOU CHOOSE TO APPROVE THIS PROJECT, PLEASE AT
9 LEAST INCLUDE THE FIRE STATION THAT WAS ELIMINATED.
10 REQUIREMENT TO WIDEN THE OLD ROAD AND REQUIRE A TWO-DAY BACKUP
11 STORAGE FOR THE SENIOR HOUSING.

12

13 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU. THANK YOU FOR THE
14 TESTIMONIES. I HAVE SOME QUESTIONS FOR DAVID DeGRAZIA, DEPUTY
15 DIRECTOR OF PUBLIC WORKS. ONE OF THE CONCERNS I HAVE HEARD AND
16 IT'S BEEN EXPRESSED ABOUT THIS PROJECT ARE REGARDING THE
17 ADEQUACY AND COMPREHENSIVENESS OF THE EMERGENCY EVACUATION
18 PLANNING. I'D LIKE TO UNDERSTAND THE PROCESS YOU ALL WENT
19 THROUGH.

20

21 >> DAVID DEGRAZIA: I'M DAVID DEGRAZIA, I'M DEPUTY DIRECTOR IN
22 REGIONAL PLANNING. I HAVE SUSAN TAE AND ERICA AGUIRRE. ERICA
23 WILL TAKE THAT QUESTION.

24

25 >> ERICA AGUIRRE: YES. GOOD AFTERNOON COMMISSIONERS, I'M ERICA



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1 AGUIRRE. I WOULD LIKE TO CORRECT THE PUBLIC RECORD, THERE WAS
2 A CORRECTION IN THE BOARD LETTER AND DEPARTMENT STATEMENT, THE
3 PROJECT WILL PRESERVE 401 TREES OF THE 849 INCLUDING PROTECTED
4 AND NONPROTECTED TREES, ALMOST HALF OF THE TREES ONSITE. SO
5 THE QUESTION IS ABOUT THE WILDFIRE EVACUATION PLANNING. BEFORE
6 I GET INTO THAT, I WANTED TO ALSO MENTION THAT THERE WAS AN
7 ORIGINAL PREVIOUS APPROVAL KNOWN AS D.R. HORTON PROJECT, A
8 LARGER PROJECT FOOTPRINT AND DEVELOPMENT AREA AND MORE
9 GRADING. THIS PROJECT ONLY INCLUDED ONE POINT OF INGRESS AND
10 EGRESS AND WENT FURTHER INTO THE SOUTHERN AND SOUTH WESTERN
11 PROJECT OF THE SITE PROPOSED AS OPEN SPACE NOW. THE D.R.
12 HORTON WAS NOT CLUSTERED OR INCLUDE AFFORDABLE HOUSING OR ANY
13 OFFSITE OPEN SPACE DEDICATION OR ENDOWMENT. THE CURRENT
14 PROJECT IS BETTER DESIGNED FOR FIRE SAFETY WITH A SMALLER
15 FOOTPRINT AND HOMES CLUSTERED CLOSER TO THE EXISTING
16 DEVELOPMENT. THE PROJECT HAS TWO POINTS OF ARE INGRESS/EGRESS
17 AS WELL AS SEVERAL TYPES OF AFFORDABLE HOUSING, FAR MORE OPEN
18 SPACE PRESERVED IN PERPETUITY, WITH 611 GROSS ACRES OF NATURAL
19 OPEN SPACE. THIS IS FIVE TIMES THE NATURAL OPEN SPACE THAN THE
20 PRIOR D.R. HORTON PROJECT. THE CURRENT PROJECT ALSO INCLUDE AS
21 \$1 MILLION ENDOWMENT FOR OVER 466 GROSS ACRES OFFSITE THAT
22 WILL BE MANAGED BY MRCA. SO GETTING TO THE WILDFIRE ANALYSIS,
23 BOTH A FIRE PROTECTION PLAN AND WILDFIRE EVACUATION PLAN WERE
24 PREPARED INCLUDING EXTENSIVE MODELLING. THE WILDFIRE
25 EVACUATION PLAN WAS BASED ON THE COUNTY OFFICE OF EMERGENCY



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MANAGEMENT OPERATION AREA, EMERGENCY RESPONSE PLAN. THE
PRIMARY EVACUATION ROUTES USED IN THE MODELLING INCLUDED PICO
CANYON ROAD, A 100 FOOT WIDE FOUR-LANE MAJOR HAH AND THE OLD
ROAD, 80 FOOT WIDE TWO-LANE SECONDARY HIGHWAY. SPECIFICALLY
MODELLING SOFTWARE WAS USED TO SIMULATE 20 DIFFERENT TRAFFIC
CONDITIONS, DETERMINING THE PERFORMANCE STUDY ROADWAYS AND
IMPACTS DURING EVACUATION SCENARIOS. FOR THE FIRE BEHAVIOR
MODELS EXISTING SITE DATA WAS INCLUDED INCLUDING TOPOGRAPHY,
AND WEATHER.

>> SUP. KATHRYN BARGER, CHAIR: WERE ANY ROADS IDENTIFIED TO
NEED -- WERE ANY OF THE ROADS IDENTIFIED THAT NEEDED TO BE
WIDENED AS IT RELATES TO EVACUATION PLANNING?

>> ERICA AGUIRRE: NO. THE MODELLING USED EXISTING ROADWAY
CONDITIONS INCLUDING EXISTING AVAILABLE EVACUATION ROUTES. AND
THE NUMBER OF AVAILABLE LANES AND CAPACITY. THE MODEL WAS
UPDATED FOR THE REVISED WILDFIRE EVACUATION IN THE FINAL EIR
AND IMPACTS WERE LESS THAN SIGNIFICANT. THE PROJECT FRONTS THE
OLD ROAD, TWO LANES. THE FULL WIDTH OF THE FRONTAGE WILL BE
IMPROVED INCLUDING A 40 FOOT WIDE DEDICATION ALONG THE OLD
ROAD TO THE CENTER LINE WITH A FULL WIDTH PAVED SIDEWALK CURB
AND GUTTER STREET LIGHTS AND UNDERGROUNDING OF FACILITIES AND
OTHER REQUIREMENTS BY PUBLIC WORKS.



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1 >> SUP. KATHRYN BARGER, CHAIR: SO DID THE SCOPE OF THE
2 EVACUATION PLAN SCENARIOS IN THE FINAL EIR CHANGE FROM THE
3 SCOPE THAT WAS USED IN THE DRAFT EIR?

4
5 >> ERICA AGUIRRE: YES, THE MODELLING WAS CONSERVATIVE USING
6 WORST CASE SCENARIO. THERE WERE SOME CHANGES. THERE WAS ONE
7 ADDITIONAL RESIDENTIAL PROJECT FOR THE CUMULATIVE ANALYSIS,
8 THAT INCLUDED 102 UNITS ADDED. IT WAS ALSO REVISED TO INCLUDE
9 FOUR ADDITIONAL HOTELS. THE HOTELS WERE ADDED TO REFLECT
10 EVACUATION ZONE BOUNDARIES. TO MATCH THE COUNTY'S DISASTER
11 RESPONSE AND EVACUATION ZONES.

12
13 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU. SUZIE, WERE YOU
14 GOING TO ADD SOMETHING?

15
16 >> SUSAN TAE: NO, THANK YOU.

17
18 >> SUP. KATHRYN BARGER, CHAIR: ANOTHER ISSUE THAT COMES UP
19 RELATES TO THE IMPACTS OF THE EXISTING OAK WOODLANDS, YOU
20 MENTIONED THAT YOU MADE A CLARIFICATION. CAN YOU AGAIN CLARIFY
21 THE NUMBER OF OAK TREES IMPACTED OR REMOVED AND IDENTIFY HOW
22 MANY OAK TREES WILL BE PLANTED AS PART OF THE PROJECT? AND
23 TELL US ABOUT THE CONDITION OF THE IMPACTED OAKS.

24
25 >> ERICA AGUIRRE: YES, THE PROJECT RESULTS IN IMPACTS TO 222



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1 OAK TREES AS MODIFIED AT THE COMMISSION HEARING. THIS WAS TO
2 PRESERVE AN ADDITIONAL 12 TREES. THESE ADDITIONAL TREES
3 INCLUDED 10 OAK TREES AND TWO ELDER BERRY TREES. ANYWAY, THIS
4 INCLUDES 222 OAK TREES, INCLUDES THE A REMOVAL OF 209 OAK
5 TREES AND 14 HERITAGE OAKS. 13 OAK TREES WILL BE ENCROACHED BY
6 THE PROJECT INCLUDING FIVE HERITAGE OAK TREES.

7
8 >> SUP. KATHRYN BARGER, CHAIR: IS THERE A STAINABILITY
9 MEASURES THAT WILL BE PUT INTO PLAY AS PART OF THIS PROJECT?

10
11 >> ERICA AGUIRRE: YES, ALL PROPOSED BUILDINGS ARE FULLY
12 ELECTRIFIED, NO NATURAL GAS, PIPELINES OR GAS UTILITIES AT THE
13 PROJECT SITE. THE PROJECT WILL COMPLY WITH CALIFORNIA ENERGY
14 STANDARDS, TITLE 24, INCLUDING SOLAR PANELS. INCLUDING THE
15 FOUR-STORY AFFORDABLE SENIOR MULTI-FAMILY BUILDING. THE
16 RECREATION CENTER INCLUDES SOLAR PANELS AS WELL. AND IT
17 INCLUDES A MINIMUM OF 92 ELECTRICAL EV CHARGING STATIONS AND
18 PREWIRING. ALSO IN COMPLIANCE WITH THE CAL GREEN BUILDING
19 STANDARDS. AND THEN THERE ARE OTHER TRANSPORTATION DEMAND
20 PROGRAM THAT ARE INCLUDED AS PART OF THE MITIGATION MEASURES.

21
22 >> SUP. KATHRYN BARGER, CHAIR: WOULD THIS CONSIDERED A NET
23 ZERO PROJECT THEN?

24
25 >> ERICA AGUIRRE: YES.



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1

2 >> SUP. KATHRYN BARGER, CHAIR: THIS IS THE SECOND WE WILL HAVE
3 IN SANTA CLARITA VALLEY, THE FIRST BEING NEW HALL.

4

5 >> ERICA AGUIRRE: YES.

6

7 >> SUP. KATHRYN BARGER, CHAIR: THE FINAL EIR IDENTIFIES THAT
8 ALL PROJECT IMPACTS CAN BE REDUCED TO LESS SIGNIFICANT LEVELS
9 EXCEPT TRANSPORTATION. CAN YOU EXPLAIN GENERALLY HOW THE
10 PROJECT IMPACTS WERE ANALYZED IN THE EIR TO IDENTIFY HOW
11 MITIGATION MEASURES ENSURE REDUCED PROJECT IMPACTS ESPECIALLY
12 GIVEN THE OLD ROAD AND THE WORK THAT WE'RE DOING THERE.

13

14 >> ERICA AGUIRRE: DO YOU MEAN GENERALLY SPEAKING HOW THE EIR -
15 -

16

17 >> SUP. KATHRYN BARGER, CHAIR: AS IT RELATES TO THE
18 TRANSPORTATION IMPACT IT HAS ON THE REGION, YES.

19

20 >> ERICA AGUIRRE: THE EIR IS DESIGNED TO INFORM GOVERNMENTAL
21 DECISIONS TO MAKE INFORMED DECISIONS, IDENTIFYING IMPACTS OF
22 THE PROJECT, PREVENTING SIGNIFICANT AND AVOIDABLE IMPACTS. AND
23 THEN DISCLOSING INFORMATION TO THE PUBLIC. SO FOR THIS
24 PROJECT, THE EIR USED THRESHOLDS OF SIGNIFICANCE WITH CERTAIN
25 CRITERIA AND JUDGE THIS AGAINST THE BASE LINE CONDITIONS. IT



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1 DID LOOK INTO SHORT AND LONG TERM PROJECT ACTIVITIES,
2 CONSTRUCTION AND OPERATION. INCLUDING ALL DIRECT OR INCORRECT
3 CUMULATIVE IMPACTS. EVERYTHING WAS REDUCED TO LESS THAN
4 SIGNIFICANT EXCEPT FOR TRANSPORTATION. THIS RESULTED IN
5 SIGNIFICANT And UNAVOIDABLE. AND THAT IS WHY WE NEED THE
6 STATEMENT OF OVERRIDING CONSIDERATION.

7

8 >> SUP. KATHRYN BARGER, CHAIR: SO ARE THERE ANY MITIGATION
9 MEASURES?

10

11 >> ERICA AGUIRRE: THERE ARE SEVERAL MITIGATION MEASURES
12 ASSOCIATED WITH TRANSPORTATION. THOSE INVOLVE PREDOMINANTLY
13 IT'S A DTTDM THAT ENCOURAGES MULTI MODAL TRAVEL, WALKING,
14 BIKING, RIDE SHARING AS WELL AS CERTAIN TRANSIT SUBSIDIES AND
15 E-BIKE LOANER PROGRAM.

16

17 >> SUP. KATHRYN BARGER, CHAIR: THAT WAS INCLUDED, INCORPORATED
18 INTO THE PLAN SO THAT IT'S WALKABLE, RIDEABLE, AND THERE WILL
19 BE MASS TRANSIT AVAILABLE AS IT RELATES TO THE COMMUNITY?

20

21 >> SUSAN TAE: CORRECT, THE TRANSPORTATION DEMAND MANAGEMENT
22 PLAN WILL BE AVAILABLE FOR RESIDENTS TO MAXIMIZE
23 SUSTAINABILITY.

24

25 >> SUP. KATHRYN BARGER, CHAIR: THAT IS IMPORTANT TO NOTE IN



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1 TERMS OF THE IMPACT. AND I WANTED TO POINT THAT OUT. CHIEF
2 MARRONE ON THE FIRE SAFETY, WHAT HAS TAKEN PLACE IN ALTADENA,
3 CAN YOU CLARIFY WHAT FIRE RESISTANT ELEMENTS WILL BE
4 INCORPORATED OR REQUIRED INTO THE OVERALL SITE DESIGN AND
5 PROJECT CONSTRUCTION? I KNOW IT'S BEEN MODIFIED, SOMETHING
6 THAT YOU'VE BEEN VIGILANT ABOUT.

7

8 >> ANTHONY MARRONE: THIS MEETS CALIFORNIA CHAPTER A, ALL OF
9 THE STRUCTURES BUILT WILL BE FIRE SPRINKLERED, HOME HARDENING
10 TO INCLUDE FIRE LEE ASSISTANT ROOFS AND SIDING. EMBER
11 RESISTANT VENTS AND MULTI PANE OR TEMPERED WINDOWS MAKING THE
12 STRUCTURES MORE RESILIENT WHEN IT COMES TO WILDFIRE. THE
13 REQUIRED FUEL MODIFICATION AND DEFENSIBLE SPACE REQUIREMENTS
14 WILL BE MAINTAINED INCLUDING THE NEW ZONE ZERO EMBER, FIVE-
15 FOOT EMBER RESISTANCE ZONE WHICH SHOULD GO INTO EFFECT ON
16 JANUARY 1, 2026. MITIGATIONS INCLUDE A RESIDENTIAL WILDFIRE
17 EDUCATION PROGRAM. WHEN IT COMES TO EGRESS AND INGRESS THERE
18 ARE TWO WAYS IN AND OUT OF THIS COMMUNITY. THERE'S ALSO A 28-
19 FOOT WIDE RING ROAD THAT GOES ALL THE WAY AROUND THIS
20 DEVELOPMENT. EVACUATION MODELLING AND FIRE BEHAVIOR ANALYSIS
21 CONFIRM THAT THIS PROJECT HAS ADEQUATE ROUTES AND DEFENSIBLE
22 SPACE.

23

24 >> SUP. KATHRYN BARGER, CHAIR: AND THEY ARE WORKING WITH YOU
25 AS IT RELATES TO EQUIPMENT AND THE NEEDS UP THERE TO ENSURE



THE BOARD OF
SUPERVISORS

1 THERE IS PROPER FIRE SAFETY, IF SOMETHING DOES HAPPEN.

2

3 >> ANTHONY MARRONE: YES, THE LIONS CANYON DEVELOPMENT TEAM HAS
4 GIVEN US \$2 MILLION TO BUY ADDITIONAL EQUIPMENT. WE DO HAVE A
5 FIRE STATION JUST 2.6 MILES AWAY IN STEVENSON RANCH.

6

7 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU. AGAIN THANK YOU ALL.
8 WE'VE HEARD TESTIMONY FROM THE DEVELOPER AS WELL AS COUNTY
9 STAFF. AND MEMBERS OF THE PUBLIC ESPECIALLY THE APPELLANTS WHO
10 BROUGHT THIS FORWARD. BUILDING MORE HOUSING IS ONE OF THE
11 TOOLS AT OUR DISPOSAL TO ADDRESS THE ONGOING HOUSING SHORTAGE
12 THAT'S PLAGUING L.A. COUNTY. AND QUITE FRANKLY THE STATE AND
13 THE NATION. WE NEED TO CONTINUE TO DO MORE TO ADDRESS
14 AFFORDABILITY. BUT ONE OF THE MOST POWERFUL SOLUTIONS AT HAND
15 IS TO BUILD ADDITIONAL HOUSING STOCK TO KEEP UP WITH THE
16 DEMAND. THIS PROJECT IS PROPOSING TO BUILD NEARLY 3 TIMES MORE
17 AFFORDABLE UNITS THAN WHAT THE COUNTY'S INCLUSIONARY HOUSING
18 ORDINANCE REQUIRES INCLUDING 47 UNITS FOR VERY LOW INCOME
19 SENIORS. SENIORS ARE ONE OF THE FASTEST GROWING DEMOGRAPHICS
20 IN THE COUNTY'S POPULATION OF PEOPLE EXPERIENCING
21 HOMELESSNESS. FURTHER IN ADDITION TO THE INCOME RESTRICTED
22 UNITS, THE PRICE POINT FOR THE HOUSING PROJECT IS MUCH MORE
23 ATTAINABLE FOR YOUNG FAMILIES AND FOR FIRST TIME BUYERS.
24 CURRENTLY THE MARKET RATE FOR SALE UNITS WITHIN THE PROJECT
25 ARE BELOW THE MEDIAN HOME SALE PRICE FOR LOS ANGELES COUNTY. I



THE BOARD OF
SUPERVISORS

1 WOULD ALSO NOTE THAT THE ORIGINAL PROJECT DID NOT INCLUDE ANY
2 AFFORDABLE HOUSING UNITS. ALSO, THIS WAS MUCH -- TO ME A MUCH
3 MORE THOUGHTFUL PROJECT THAN THE ONE THAT WAS PREVIOUSLY
4 APPROVED IN 2009. THE PREVIOUS PROJECT WAS DESIGNED WITH LARGE
5 LOTS, LUXURY HOMES, AND EXTENSIVE DEVELOPMENT IN A SIGNIFICANT
6 ECOLOGICAL AREA. WHILE THIS PROJECT STILL HAS DEVELOPMENT IN
7 THE SIGNIFICANT ECOLOGICAL AREA, THE MAJORITY OF THE PROJECT
8 HAS BEEN CONDENSED AND CLUSTERED TO AVOID MASS GRADING AND
9 EXTENSIVE SPRAWL. SOMETHING THAT I THINK IS A CONCERN IN 2009.
10 MOST OF THE PROJECT PROPERTY IS ACTUALLY BEING CONSERVED AS
11 OPEN SPACE WHICH WILL PROVIDE CONNECTIVITY TO THE CITY OF
12 SANTA CLARITA EXISTING TRAIL NETWORK, SOMETHING THAT THIS
13 COUNTY IS WORKING CLOSELY WITH THE CITY OF SANTA CLARITA ON
14 PUTTING FORWARD. AS NOTED BY COUNTY STAFF THE PROJECT WAS
15 ANALYZED EXTENSIVELY FOR FIRE SAFETY ELEMENTS, EVACUATION
16 PLANNING AS WELL AS SENSITIVITY TO OAK WOODLANDS. THE PROJECT
17 WILL INCLUDE SIGNIFICANT MITIGATION FOR OAK IMPACTS AT MORE
18 THAN 2 TO 1 RATIO. THE PROJECT ALSO INCLUDES SIGNIFICANT
19 SUSTAINABILITY FEATURES SUCH AS 100% ELECTRIC. NOT INCLUDING
20 ANY GAS PIPELINES OR INFRASTRUCTURE, SOLAR PANELS ON ALL
21 BUILDINGS, AND EV CHARGING STATIONS THROUGHOUT THE
22 DEVELOPMENT. QUITE FRANKLY I DON'T THINK WE HAVE HAD A PROJECT
23 COME BEFORE THIS BOARD THAT MEETS ALL THAT CRITERIA. I KNOW
24 THIS PROJECT'S EIR HAS DONE EXTENSIVE EVACUATION AND
25 CIRCULATION ANALYSIS TO ENSURE THAT THE SUBDIVISION IS BUILT



THE BOARD OF
SUPERVISORS

1 WITH A SAFETY OF THE RESIDENTS IN MIND. THE PUBLIC
2 INFRASTRUCTURE IMPROVEMENTS REQUIRE THAT THE COUNTY
3 DEPARTMENTS INCLUDING THE WIDENING OF THE OLD ROAD ALONG THE
4 ENTIRE PROJECT FRONTAGE SPEAK TO AN AND ADDRESS THOSE
5 CONCERNS, SOMETHING THAT WE HAVE BEEN PUSHING ALL THE WAY FROM
6 ABOVE CASTAIC ON DOWN. THE OTHER REQUIREMENTS INCLUDE A 28
7 FOOT WIDE EMERGENCY FIRE ACCESS AROUND THE PERIMETER OF THE
8 COMMUNITY WHICH ENSURE THAT FIRST RESPOND ISSUES HAVE THE
9 ABILITY TO RESPOND TO AND SUPPORT THE COMMUNITY IN EMERGENCY
10 SITUATIONS. I'M ALSO HAPPY TO SEE THAT THE PROJECT WILL BE
11 FUNDING FIRE SUPPRESSION EQUIPMENT THAT WILL SERVE THESE
12 FUTURE RESIDENTS ALONG WITH THE NEIGHBORING COMMUNITIES. WHILE
13 WE NEED MORE HOUSING WE HAVE TO BE THOUGHTFUL AND WORK TOWARDS
14 SUSTAINABLE DEVELOPMENT, AND THIS PROJECT THAT WE SEE HERE
15 TODAY MEETS THE MARK. WITH THAT SAID I WOULD LIKE TO VOICE MY
16 SUPPORT FOR THIS PROJECT AND CLOSE THE PUBLIC HEARING AND
17 REQUEST FOR MY COLLEAGUES TO SUPPORT ME ON THE VOTE FOR THIS
18 ITEM. YES, WE'LL DO PUBLIC COMMENT.

19
20 >> EXECUTIVE OFFICER: WILL THE FOLLOWING INDIVIDUALS COME
21 FORWARD AND STAFF WILL ASSIST YOU. DEAN WALRUF, SUSAN STONE,
22 AMANDA O'CONNOR, AND CAMERON SMITH. AS A FINAL REMINDER FOR
23 REMOTE PARTICIPANTS, TO BE PLACED IN THE SPEAKING QUEUE TO
24 ADDRESS ITEM 4 IF YOU HAVE NOT DONE SO USE THE RAISE HAND
25 FEATURE ON YOUR DEVICE OR PRESS STAR 3 ON THE TELEPHONE NOW.



THE BOARD OF
SUPERVISORS

1 MITCHELL, YOUR LINE IS OPEN, PLEASE BEGIN.

2

3 >> TELEPHONE SPEAKER: GOOD AFTERNOON CHAIR BARGER AND MEMBERS
4 OF THE BOARD. I'M MITCHELL, SPEAKING ON BEHALF OF THE SANTA
5 CLARITA VALLEY CHAMBER OF COMMERCE. SANTA CLARITA WORKFORCE
6 NEEDS AFFORDABLE PRICED HOUSING. THE TRAILS DELIVERS WITH 510
7 HOMES INCLUDING 71 AFFORDABLE UNITS FOR SENIORS AND WORKING
8 FAMILIES. THIS PROJECT KEEPS ESSENTIAL WORKERS AND YOUNG
9 PROFESSIONALS IN OUR COMMUNITY WHILE STRENGTHENING THE LOCAL
10 ECONOMY. IT ALSO IMPROVES PREVIOUS DEVELOPMENT PROPOSALS BY
11 BETTER PRESERVING CONTIGUOUS OPEN SPACE AND ENHANCING FIRE
12 SAFETY AND PROTECTIONS. WE URGE YOUR SUPPORT FOR THIS
13 IMPORTANT AND BALANCED DEVELOPMENT AND TO DENY THE APPEAL OF
14 THIS PROJECT. THANK YOU.

15

16 >> EXECUTIVE OFFICER: THANK YOU. TIFFANY, YOUR LINE IS OPEN
17 PLEASE BEGIN.

18

19 >> TELEPHONE SPEAKER: GOOD AFTERNOON, I'M TIFFANY APP,S
20 SCIENTIST AT THE CENTER FOR BIOLOGICAL DIVERSITY. I URGE THE
21 BOARD TO OVERTURN THE PLANNING COMMISSION CONDITION CERTIFYING
22 THE EIR. THE PROJECT SLICES UP AN IMPORTANT WILDLIFE AREA THE
23 COUNTY HAS IDENTIFIED AS SIGNIFICANT ECOLOGICAL AREA. AREA
24 THAT IS CRITICAL FOR THE SURVIVAL OF LOCAL MOUNTAIN LIE OWNS
25 AND SENSITIVE LIFE. LOCAL MOUNTAIN LIONS ARE CONDITIONALLY



THE BOARD OF
SUPERVISORS

1 LISTED ON THE CALIFORNIA AREA. LAND USE DECISIONS ARE DRIVING
2 EXTINCTION VORTEX. WHEN STATE LEADERSHIP ARE DISMANTLING THE
3 IDEALS THAT WE PRIDE OURSELVES ON WE LOOK TO LOCAL LEADERSHIP
4 TO LEARN FROM PAST MISTAKES AND SAFE CO-EXISTENCE. WE MUST
5 COULD MORE TO PROTECT AND ENHANCE WILDLIFE OPPORTUNITY TO
6 ALLOW WILDLIFE TO THRIVE. DOING SO MAKES THE COMMUNITY AND
7 LANDSCAPE RESILIENT TO CLIMATE CHANGE. I URGE YOU TO VOTE NO.

8
9 >> EXECUTIVE OFFICER: THANK YOU. CALLER 661-644 PLEASE STATE
10 YOUR NAME, YOUR LINE IS OPEN, YOU MAY BEGIN.

11
12 >> TELEPHONE SPEAKER: HI, I'M SHANNON, THANK YOU FOR THE
13 OPPORTUNITY TO COMMENT. THIS DEVELOPMENT IS SO CLOSE TO THE
14 CANYON AND AN AREA THAT BURNS FREQUENTLY. PLEASE RECONSIDER
15 ITS APPROVAL. IF IT MUST GO FORWARD REQUIRE THREE THINGS.
16 BATTERIES AND BACKUP ELEVATOR POWER FOR THE FOUR-STORY
17 BUILDINGS. A NEW FIRE STATION. THE STEVENSON RANCH FIRE
18 STATION COVERS AN EXTENSIVE AREA. AND MOST IMPORTANTLY, THAT
19 THE OLD ROAD BE WIDENED ALL THE WAY TO THE FREEWAY ON RAMP
20 THOUGHT JUST IN FRONT OF THE DEVELOPMENT. MY CURRENT
21 EVACUATION PLAN INVOLVES A PET WAGON AND TODDLER STROLLER.
22 EVACUATION GRIDLOCK IS REAL AND IT IS DEADLY. RESIDENTS OF
23 SANTA CLARITA WEST OF THE 5 FREEWAY ARE VERY VULNERABLE TO
24 EVACUATION GRIDLOCK. PLEASE HELP.



THE BOARD OF
SUPERVISORS

1 >> EXECUTIVE OFFICER: THANK YOU. CALLER 562-660 PLEASE STATE
2 YOUR NAME, YOU MAY BEGIN.

3

4 >> TELEPHONE SPEAKER: HI, I'M SYDNEY SHAW, I APOLOGIZE, I DO
5 NOT THINK THAT THIS IS THE APPROPRIATE TIME FOR ME TO SPEAK.
6 IT'S THE WRONG SUBJECT, I I'M SORRY.

7

8 >> EXECUTIVE OFFICER: THANK YOU. MADAM CHAIR THERE ARE NO
9 OTHER REMOTE SPEAKERS TO ADDRESS THE BOARD, REMOTE
10 PARTICIPATION FOR ITEM 4 IS NOW CONCLUDED. WE WILL GO TO IN
11 PERSON SPEAKERS. PLEASE BEGIN.

12

13 >> AMANDA O'CONNOR: GOOD AFTERNOON CHAIR BARGER AND MEMBERS OF
14 THE BOARD, I'M AMANDA O'CONNOR, BRIDGE TO HOME WHICH DAILY
15 WORKS WITH PEOPLE EXPERIENCING HOMELESSNESS IN THE SANTA
16 CLARITA VALLEY. WE FIRST HAND, WE SEE FIRST HAND WHAT HOUSING
17 INSTABILITY DOES TO INDIVIDUALS, FAMILIES AND ENTIRE
18 COMMUNITY. BRIDGE TO HOME SUPPORTS THE TRAILS AT LION'S
19 CANYON, IT OFFERS THE OPTION FOR AFFORDABLE HOUSING WHICH IS
20 NECESSITY FOR HEALTH, STABILITY AND COMMUNITY WELL-BEING. BY
21 INCLUDING UNITS FOR LOW AND MODERATE INCOME FAMILIES THIS
22 PROJECT CREATES STABILITY FOR FAMILIES AND PEOPLE WORKING HARD
23 BUT PRICED OUT OF THE MARKET. THOSE AIMING TO MOVE TOWARD
24 COMPLETE INDEPENDENCE. THE REALITY OF EVERY DAY IS THERE ARE
25 PEOPLE IN OUR COUNTY FORCED TO STAY IN SHELTERS OR LIVE IN



THE BOARD OF
SUPERVISORS

1 CARS DESPITE HAVING JOBS. THIS PROJECT HELPS CLOSE THAT GAP. I
2 ASK YOU TODAY PLEASE DENY THE APPEAL AND APPROVE THE TRAILS AT
3 LION'S CANYON WHICH MOONS SUPPORTING PEOPLE WORKING AND WANT
4 TO STAY LOCAL. WE WHO WANT TO BUILD A FUTURE WITH DIGNITY.
5 APPROVING THE PROJECT MEANS INVESTING IN PREVENTION.

6

7 >> EXECUTIVE OFFICER: THANK YOU, NEXT SPEAKER.

8

9 >> IN-PERSON SPEAKER: GOOD AFTERNOON, I'M DEAN WALLRAFF
10 ADVOCATES FOR THE ENVIRONMENT, AN ATTORNEY. OPPOSING THE
11 PROJECT. WE NEED TO STOP SPRAWLING OUT INTO THE DESERT. WE
12 HAVE NEW LAYS LIKE SB79, SB131 AND AB130 THAT MAKE IT MUCH
13 EASIER TO BUILD INFILL NEXT TO TRANSIT IN THE CITY, AND WE
14 SHOULDN'T BE WASTING 233 ACRES OF DESERT, ESPECIALLY IN AN
15 SEA, FOR A PROJECT LIKE THIS. THIS IT IS NOT NET ZERO BY ANY
16 STRETCH OF THE IMAGINATION. THE EIR SAYS THAT AFTER MITIGATION
17 THE PROJECT WILL EMIT ABOUT 4,000 METRIC TONS OF GREENHOUSE
18 GASES PER YEAR. YOU MULTIPLY THAT OUT AND IT IS USING THE
19 SOCIAL COST OF CASH GONE BAN, AROUND \$50. YOU END UP WITH LIKE
20 \$10 MILLION WORTH OF NEGATIVE EXTERNALITIES AS THE ECONOMISTS
21 WOULD SAY, COSTS THAT ARE IMPOSED ON THE WORLD AT LARGE BY
22 THIS PROJECT.

23

24 >> EXECUTIVE OFFICER: THANK YOU, NEXT SPEAKER.

25



THE BOARD OF
SUPERVISORS

>> IN-PERSON SPEAKER: SUSAN STONE. I AM SUSAN STONE AND I LIVE NEXT TO LION'S CANYON IN THE VERY HIGH FIRE ZONE. MY NEIGHBORS AND I ARE WITH ITS AND VICTIMS TO THE MANY FIRES WHICH HAVE BURNED HERE. ACTUALLY THE TRAILS WILL PROVIDE A PROTECTIVE BUFFER TO MY NEIGHBORHOOD FROM FIRES TO OUR SOUTH. BUT I MUST SPEAK UP BEFORE MORE FAMILIES ARE PUT IN SUCH A DANGEROUS PLACE. MY LETTER OUTLINES FIRE HISTORY AND THE NEW CLIMATE CHANGE DRIVEN WILDFIRES. THE TRAILS WERE NOT DESIGNED FOR THIS TYPE OF WILDFIRES. A FIRE STATION IS NECESSARY. EVACUATION IS A SERIOUS PRACTICAL PROBLEM FOR THE WEST SIDE OF I-5, ONE TRAFFIC ACCIDENT CAUSES A STANDSTILL. WIDENING THE OLD ROAD ALL THE WAY TO THE COW GROVE EXIT IS ESSENTIAL. WITH SEVERAL NEW DEVELOPMENTS APPROVED AND MUCH SAFER LOCATIONS -- DO WE HAVE TO HAVE THIS.

>> EXECUTIVE OFFICER: THANK YOU, MADAM CHAIR AND MEMBERS OF THE BOARD THAT CONCLUDES PUBLIC COMMENT ON THIS ITEM. IT WOULD BE APPROPRIATE TO CLOSE THE PUBLIC HEARING. ITEM 4 IS BEFORE YOU.

>> SPEAKER: SUPERVISOR? APOLOGIES FOR INTERRUPTING, BEFORE YOU TAKE A VOTE THE DEPARTMENT OF REGIONAL PLANNING WOULD LIKE TO MAKE A CORRECTION FOR THE RECORD.

>> SUP. KATHRYN BARGER, CHAIR: OKAY, THANK YOU, GO AHEAD.



THE BOARD OF
SUPERVISORS

1

2 >> SPEAKER: JUST TO CORRECT THE RECORD, THE PROJECT IS
3 ACTUALLY NOT NET ZERO, HOWEVER IT WAS LESS THAN SIGNIFICANT
4 PER THE EIR.

5

6 >> SUP. KATHRYN BARGER, CHAIR: OKAY, THANK YOU FOR THE
7 CLARIFICATION. THE RECORD REFLECTS THAT. WITH THAT, I HAVE
8 MOTION BY MYSELF, SECONDED BY SUPERVISOR MITCHELL TO APPROVE
9 THE ITEM. EXECUTIVE OFFICER CALL THE ROLL.

10

11 >> EXECUTIVE OFFICER: SUPERVISOR SOLIS.

12

13 >> SUP. HILDA SOLIS: AYE.

14

15 >> EXECUTIVE OFFICER: SUPERVISOR MITCHELL.

16

17 >> SUP. HOLLY J. MITCHELL: AYE.

18

19 >> EXECUTIVE OFFICER: SUPERVISOR HORVATH.

20

21 >> SUP. LINDSEY HORVATH: AYE.

22

23 >> EXECUTIVE OFFICER: SUPERVISOR HAHN.

24

25 >> SUP. JANICE HAHN: AYE.



THE BOARD OF
SUPERVISORS

1

2 >> EXECUTIVE OFFICER: SUPERVISOR BARGER.

3

4 >> SUP. KATHRYN BARGER, CHAIR: AYE.

5

6 >> EXECUTIVE OFFICER: MOTION CARRIES 5-0.

7

8 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU. AND THANK YOU TO THE
9 PUBLIC AND THANK YOU TO THE DEPARTMENT FOR BEING HERE. THANK
10 YOU FOR THE CLARIFICATION ON NET ZERO. WE'LL MOVE ON TO ITEM
11 1, THE TABULATION RESULTS EXECUTIVE OFFICER?

12

13 >> EXECUTIVE OFFICER: WE WILL RETURN TO ITEM 1 FOR THE BALLOT
14 TABULATION RESULTS. MADAM CHAIR MEMBERS OF THE BOARD AFTER
15 TABULATING THE BALLOTS DETERMINATION HAS BEEN MADE, ALL PUBLIC
16 HEARINGS HAVE NOW BEEN CLOSED ITEM 1. MADAM CHAIR AFTER
17 TABULATING THE BALLOTS DETERMINATION HAS BEEN MADE THAT NO
18 MAJORITY PROTEST EXISTS AGAINST THE PROPOSED ANNEXATION AND
19 LEVYING OF ASSESSMENTS, SINGLE LOT PROJECT L024 WITH
20 UNINCORPORATED AREA OF LAKE LOS ANGELES TO COUNTY LIGHTING
21 MAINTENANCE DISTRICT 1687 AND COUNTY LIGHTING DISTRICT
22 LANDSCAPING UNINCORPORATED ZONE. AS A RESULT IT IS APPROPRIATE
23 FOR THE BOARD TO ADOPT THE RESOLUTION ORDERING ANNEXATION AND
24 LEVYING OF ASSESSMENTS AND JOINT RESOLUTION APPROVING AND
25 ACCEPTING THE NEGOTIATED EXCHANGE OF PROPERTY TAX REVENUES



THE BOARD OF
SUPERVISORS

1 RESULTING FROM THE ANNEXATION OF SINGLE LOT TERRITORY TO
2 COUNTY LIGHTING MAINTENANCE DISTRICT AND COUNTY LIGHTING
3 DISTRICT LANDSCAPING ACT 1 FOR 26-27.

4
5 >> SUP. KATHRYN BARGER, CHAIR: I WILL MOVE, SECONDED BY
6 SUPERVISOR HAHN TO APPROVE THE ITEM, EXECUTIVE OFFICER CALL
7 THE ROLL.

8
9 >> EXECUTIVE OFFICER: SUPERVISOR SOLIS.

10
11 >> SUP. HILDA SOLIS: AYE.

12
13 >> EXECUTIVE OFFICER: SUPERVISOR MITCHELL

14
15 >> SUP. HOLLY J. MITCHELL: AYE.

16
17 >> EXECUTIVE OFFICER: SUPERVISOR HORVATH.

18
19 >> SUP. LINDSEY HORVATH: AYE.

20
21 >> EXECUTIVE OFFICER: SUPERVISOR HAHN.

22
23 >> SUP. JANICE HAHN: AYE.

24
25 >> EXECUTIVE OFFICER: SUPERVISOR BARGER.



THE BOARD OF
SUPERVISORS

1

2 >> SUP. KATHRYN BARGER, CHAIR: AYE.

3

4 >> EXECUTIVE OFFICER: MOTION CARRIES 5-0. WE'LL MOVE ON TO
5 PUBLIC COMMENT ON THE ITEM NOT HELD BY SUPERVISORS INCLUDING
6 CLOSED SESSION MATTERS AND GENERAL PUBLIC COMMENT. WE WILL
7 HEAR FROM MEMBERS OF THE PUBLIC WISHING TO ADDRESS THE BOARD
8 ON ITEM 6, CLOSED SESSION ITEMS, AND GENERAL PUBLIC COMMENT.
9 FOR MEMBERS OF THE PUBLIC JOINING US REMOTELY TO COMMENT ON
10 THESE ITEMS, PLEASE USE THE RAISE HAND FEATURE OR PRESS STAR
11 3. YOU MUST INDICATE THE AGENDA ITEM NUMBERS YOU WISH TO
12 ADDRESS TO ALLOCATE THE APPROPRIATE AMOUNT OF TIME.

13

14 >> EXECUTIVE OFFICER: WE WILL CALL IN PERSON SPEAKERS. WHILE
15 THEY ARE COMING FORWARD WE WILL TAKE REMOTE SPEAKERS. THIS
16 WILL BE FOR ITEM 6, CLOSED SESSION ITEMS, AND GENERAL PUBLIC
17 COMMENT. WILL ALLEN KATZ, BRUCE COLLINS, CANDACE YOUNG, DAHLIA
18 CUEVAS, DANIEL FRANCO, EDDIE COLLINS, EUNICE DAVIS, GUADALUPE,
19 ISABELLA, JAVIER, JOSH, KENNEDY COLLINS, AND WANDA COLLINS
20 COME FORWARD. CALLER 562-660 PLEASE STATE YOUR NAME AND THE
21 ITEM YOU WISH TO ADDRESS, PLEASE BEGIN.

22

23 >> TELEPHONE SPEAKER: HI, I'M SYDNEY SHAW, AND I'D LIKE TO
24 ADDRESS AN ITEM THAT WASN'T ON THE AGENDA TODAY, IS NOW THE
25 TIME TO DO SO.



THE BOARD OF
SUPERVISORS

1

2 >> EXECUTIVE OFFICER: YES.

3

4 >> TELEPHONE SPEAKER: THANK YOU. SO MEMBERS OF THE BOARD, GOOD
5 AFTERNOON, MY CHILDREN HAVE DISCLOSED ABUSE BY THEIR FATHER ON
6 THREE SEPARATE OCCASIONS TO EMERGENCY ROOM DOCTORS AND POLICE.
7 POLICE REPORTS WERE FILED. EACH TIME MY CHILDREN WERE SENT
8 BACK TO THEIR FATHER. MY SOCIAL WORKER WALKED IN AND BLAMED IT
9 ON ME AND SHE SHUT DOWN ALL THE INVESTIGATIONS. THE SAME
10 WORKER HAS FILED FALSE REPORTS AND STATEMENTS ABOUT ME. I HAVE
11 TRANSCRIPTS THAT PROVE IT, LETTERS FROM MY COUNSELOR SHOWING
12 THAT SHE WAS MISREPRESENTED, AND VISIT LOGS THAT CONTRADICT
13 HER CLAIMS. THESE ARE NOT MISTAKES, THEY ARE FALSE HOODS
14 PRESENTED TO A JUDGE AS FACT. MY CHILDREN HATE WHERE THEY ARE.
15 THEY HAVE BEGGED TO COME HOME WITH ME. AND THERE'S NO REASON
16 WHY THEY SHOULDN'T. THERE'S NO REASON WHY THEY CAN'T WESTBOUND
17 A MY MOTHER, SHE'S FULLY QUALIFIED, CLEARED, PLACEMENT IS
18 DENIED WITHOUT EXPLANATION. THERE HAS TO BE SOME OVERSIGHT, NO
19 WORKER SHOULD BE ABLE TO OVERRIDE POLICE REPORTS, IGNORE ABUSE
20 AND DISCLOSURES AND MISREPRESENT FAMILIES WITHOUT CONSEQUENCE.
21 MY CHILDREN'S SAFETY DEPENDS ON IT.

22

23 >> EXECUTIVE OFFICER: THANK YOU.

24

25 >> BEFORE WE GO TO THE NEXT CALLER --



THE BOARD OF
SUPERVISORS

1

2 >> SUP. LINDSEY HORVATH: EXCUSE ME, BEFORE WE GO TO THE NEXT
3 CALLER, CAN WE MAKE SURE THE WOMAN WHAT JUST CALLED IN GETS
4 SUPPORT FROM OUR COMMUNITY AFFAIRS TEAM. IT SOUNDS LIKE SHE
5 NEEDS SOME ASSISTANCE AND I JUST WANT TO MAKE SURE --

6

7 >> EXECUTIVE OFFICER: WE WILL HAVE OUR TEAM TRACK DOWN THE
8 NUMBER.

9

10 >> EXECUTIVE OFFICER: THANK YOU. CALLER PLEASE STATE YOUR NAME
11 AND THE AGENDA ITEMS YOU WISH TO ADDRESS, PLEASE BEGIN.

12

13 >> TELEPHONE SPEAKER: YES, MEL DAILY, GENERAL COMMENTS FROM
14 DISTRICT 2. I JUST WANTED TWO THINGS. I MENTIONED BEFORE, I
15 JUST WANT TO KEEP ON IT YOUR MIND, I THINK IT WOULD BE
16 APPROPRIATE AS A COUNTY CONSTITUENT THAT YOU ASSESS AND
17 EVALUATE THE COUNTY OPERATED BUILDINGS FOR ASBESTOS, WHETHER
18 IT'S FOR EMPLOYEES, OR GENERAL PUBLIC. OR EVEN YOURSELVES. IF
19 YOU GO INTO ANY OF THE COUNTY BUILDINGS, COUNTY OPERATED
20 BUILDINGS. SECONDLY, I NOTICE THAT SEDGWICK WAS IDENTIFIED AS
21 A LEAD AS RELATES TO SOME COUNTY MATTERS. I PERSONALLY DON'T
22 THINK THAT'S A GREAT IDEA. BUT PLEASE INVESTIGATE INTO THEIR
23 RETURN TIME, BECAUSE I THINK THEY'RE A SIGNIFICANT PART OF WHY
24 YOU ARE MISSING EMPLOYEES SPECIFICALLY WITH PROBATION
25 DEPARTMENT. AND CHILD SUPPORT AND DMH AS WELL. SEDGWICK COULD



THE BOARD OF
SUPERVISORS

1 DO A BETTER JOB IF SOMEONE WERE TO PROPERLY LOOK NIGHT.

2

3 >> EXECUTIVE OFFICER: THANK YOU. CALLER 661-644 PLEASE STATE
4 YOUR NAME AND THE AGENDA ITEMS YOU WISH TO ADDRESS. YOU MAY
5 BEGIN.

6

7 >> TELEPHONE SPEAKER: THIS IS DAVID ROGERS CALLING, RESIDENT
8 OF SANTA CLARITA REGARDING ITEM 4, THE LION'S TRAIL CANYON
9 PROJECT. FOR THE FOLLOWING REASONS I URGE THE BOARD VOTE NO ON
10 THIS PROJECT. THE PROJECT DOESN'T ADEQUATELY ADDRESS --

11

12 >> SUP. KATHRYN BARGER, CHAIR: I'M SORRY THAT, PROJECT HAS
13 ALREADY BEEN APPROVED, WHEN WE CALLED PUBLIC COMMENT.

14

15 >> TELEPHONE SPEAKER: I TRIED TO GET IN -- I WAS CALLED AND
16 WASN'T GIVEN A CHANCE TO SPEAK ON IT.

17

18 >> SUP. KATHRYN BARGER, CHAIR: COUNTY COUNSEL?

19

20 >> TELEPHONE SPEAKER: I TRIED TO SPEAK ON IT AND CUT OFF BY
21 ANOTHER CALLER WHO APPARENTLY HAD THE SAME AREA CODE AND THREE
22 DIGITS.

23

24 >> SPEAKER: IT IS FINE IF ACCEPTABLE TO THE CHAIR.

25



THE BOARD OF
SUPERVISORS

1 >> SUP. KATHRYN BARGER, CHAIR: OKAY.

2

3 >> TELEPHONE SPEAKER: IS IT OKAY IF I FINISH?

4

5 >> SUP. KATHRYN BARGER, CHAIR: YES, GO AHEAD AND FINISH.

6

7 >> TELEPHONE SPEAKER: I DISAGREE THAT THIS IS ADEQUATE TO
8 ADDRESS THE HIGH FIRE RISK TO THE RESIDENTS, ESPECIALLY
9 SENIORS. THE PROJECT PLAN CALLS FOR REMOVAL OF 312-PLUS TREES
10 INCLUDING AT LEAST 160 NATIVE OAK TREES. I THINK THAT'S
11 IMPROPER AND THAT THE PLANTING OF 772 SEEDLINGS DOESN'T MAKE
12 UP FOR THE LOST ECO-SYSTEMS AND CARBON DIOXIDE OF THOSE
13 REMOVED TREES, EVER. LION'S CANYON IS IN A DESIGNATED
14 SENSITIVE AREA, THAT AREA IS GOING TO BE DESTROYED BY THE
15 GRADING, ETCETERA THAT INCLUDES HABITAT FOR ENDANGERED
16 SOUTHERN CALIFORNIA MOUNTAIN LION AS WELL AS DEER WHICH ARE
17 ITS PRIMARY SPECIES. AND THUS THAT HABITAT WOULD BE DESTROYED.

18

19 >> EXECUTIVE OFFICER: THANK YOU.

20

21 >> TELEPHONE SPEAKER: THAT COVERS IT.

22

23 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU.

24

25 >> EXECUTIVE OFFICER: THANK YOU. CALLER 310-695 PLEASE STATE



THE BOARD OF
SUPERVISORS

1 YOUR NAME AND THE ITEMS YOU WISH TO ADDRESS. PLEASE BEGIN.

2

3 >> TELEPHONE SPEAKER: HI, MY NAME IS -- I'M SPEAKING GENERAL
4 PUBLIC COMMENT REGARDING IN CUSTODY DEATH. I'M BORN AND RAISED
5 IN DISTRICT 3 WITH THE JUSTICE L.A. COALITION AND DIGNITY AND
6 POWER NOW. SINCE THE START OF 2025, 38 PEOPLE HAVE LOST THEIR
7 LIVES TO SHERIFF CUSTODY. AND THIS IS THE MOST CUSTODY DEATHS
8 IN 20 YEARS. ALREADY OVER 1,800 LETTERS HAVE BEEN SENT TO THIS
9 BOARD DEMANDING AN END TO IN-CUSTODY DEATHS. NOT ONCE HAS THIS
10 BOARD OF SUPERVISORS ASKED THE SHERIFF TO ACCOUNT FOR THEIR
11 RESPONSIBILITY FOR OUR COMMUNITY MEMBERS. IN FACT THE
12 EXECUTIVE OFFICE IS PLANNING TO DEFUND THE OFFICE OF INSPECTOR
13 GENERAL. HOW DOES THAT MAKE ANY SENSE GIVEN THE ATTORNEY
14 GENERAL'S LAWSUIT? I DEMAND THE BOARD ADOPT A PLAN TO CLOSE
15 THE DANGEROUS AND DECREPIT MEN'S CENTRAL JAIL CAN WITH NO
16 REPLACEMENT AND HAVE COMMUNITY TREATMENT BEDS AND FUND THE
17 OFFICE OF INSPECTOR GENERAL.

18

19 >> EXECUTIVE OFFICER: THANK YOU. ROY HUMPHREYS STATE THE
20 AGENDA ITEMS YOU WISH TO ADDRESS, YOU MAY BEGIN.

21

22 >> TELEPHONE SPEAKER: GENERAL PUBLIC COMMENT. GOD PROTECT
23 PRESIDENT TRUMP FROM THE DEMOCRATS, ASSASSINS, PERVERTS, CHILD
24 MOLESTERS, SEX TRAFFICKERS. WOMEN CAN TALK ANYTHING TO DEATH.
25 THE LAND ACKNOWLEDGEMENT IS STUPID AND MUST BE ENDED



THE BOARD OF
SUPERVISORS

1 IMMEDIATELY. ROB SNYDER, HARRISON FORD, SUPERVISOR MITCHELL
2 MUST RESIGN IMMEDIATELY HAVING PROVEN BLACK LIVES DO NOT
3 MATTER FOR TYRANTS. MAYOR OF CHICAGO, BURNING BLACK BUSINESSES
4 AND 12 BLACK MURDERS. SUPERVISOR SOLIS MUST RESIGN TO BREAK
5 THE BONDS OF LATINO SLAVERY. THIS BOARD MUST FOLLOW THE LEAD
6 TO DECRIMINALIZE SEX WORK AND CLEAR THE CALIFORNIA EPIDEMICS.
7 ONE PENNY ON ILLEGALS FOR POLITICAL GAIN WHILE GUTS ON THE
8 STREETS YOU ARE FELONS, SO MANY LEVELS, IN FACT ALCATRAZ CAN
9 CREATE THIS MONSTER. YOU CREATED THIS MONSTER AND NOW IT CAN
10 BITE YOU IN THE ASS. THANK YOU.

11
12 >> EXECUTIVE OFFICER: THANK YOU. THERE ARE NO OTHER REMOTE
13 SPEAKERS TO ADDRESS THE BOARD. REMOTE PARTICIPATION FOR THESE
14 ITEMS IS NOW CONCLUDED. WE WILL GO TO IN PERSON SPEAKERS.
15 PLEASE BEGIN.

16
17 >> IN-PERSON SPEAKER: PROTEST THE RAISE OF MARRIAGE LICENSES
18 AT YOUR LAST MEETING. THE RAISE MARRIAGE LICENSES VIOLATES
19 FROM \$91 TO \$176 FOR PUBLIC MARRIAGE LICENSE, AND CONFIDENTIAL
20 LICENSES VIOLATES FUNDAMENTAL LEGAL PRINCIPLES. GOVERNMENT
21 CODE 66016 AND FAMILY CODE SECTIONS 24840 AND 501 STRICTLY
22 GOVERN THESE FEES. THEY REQUIRE ONLY A MODEST 5% INCREASE NOT
23 CHARGED ANNUALLY BUT CHARGED PER INCREASE. PROPOSITION 26
24 ENACTED IN 2010 FURTHER PROTECTS CITIZENS CLASSIFYING THESE
25 FEES AS TAXES. WE DON'T WANT THESE TAXES, WE DON'T WANT THE



THE BOARD OF
SUPERVISORS

1 FEES TO GO UP. YOU ARE HURTING PEOPLE IN THE WEDDING INDUSTRY.
2 PEOPLE WILL GO TO ORANGE COUNTY TO GET MARRIAGE LICENSES,
3 VEGAS. BY RAISING YOUR PRICES YOU ARE REALLY HURTING EVERYBODY
4 AND GOING TO CLOSE ALL OF THE WEDDING CHAPELS IN THE INDUSTRY.
5 WE ASK THAT YOU PLEASE RECONSIDER YOUR PASSING THIS. THANK
6 YOU.

7

8 >> EXECUTIVE OFFICER: THANK YOU, NEXT SPEAKER.

9

10 >> IN-PERSON SPEAKER: GOOD AFTERNOON, I'M YENMAN ON BEHALF OF
11 CANDACE YOUNG. THIS FEE INCREASE CREATES A STARK AND UNJUST
12 INEQUITY BETWEEN THE PUBLIC AND CONFIDENTIAL MARRIAGE LICENSE
13 FEES OF THE CONFIDENTIAL LICENSE FEE IS \$6 CHEAPER BUT AFTER
14 THE FEE INCREASE IT WILL BE \$44 MORE EXPENSIVE. THIS IS
15 CRITICAL BECAUSE CONFIDENTIAL MARRIAGE LICENSES OFFER MUCH
16 NEEDED PRIVACY AND PROTECTION FOR PEOPLE IN VULNERABLE
17 SITUATIONS SUCH AS SURVIVORS OF DOMESTIC VIOLENCE, PEOPLE IN
18 PUBLIC EYE SUCH AS LAW ENFORCEMENT, PUBLIC FIGURES AND THOSE
19 IN GENERAL WHO WANT TO SHIELD FROM IDENTITY THIEVES AND
20 TELEMARKETERS. THESE LICENSES DELIBERATELY SHIELD THE PUBLIC
21 FROM ACCESS TO THE INDIVIDUALS. SO BY RAISING THE CONFIDENTIAL
22 LICENSE FEE SO DRAMATICALLY ABOVE THE FEE OF PUBLIC LICENSES,
23 L.A. COUNTY PLACES THIS FINAL PROTECTION OUT OF REACH FOR THE
24 VERY PEOPLE WHO NEED IT MOST. THIS FEE STRUCTURE UNFAIRLY
25 PENALIZES THOSE SEEKING PRIVACY AND SAFETY CONTRARY TO THE



THE BOARD OF
SUPERVISORS

1 INTENT OF FAMILY CODE SECTION 501. RECONSIDER THIS FEE
2 INCREASE. THANK YOU.

3

4 >> EXECUTIVE OFFICER: THANK YOU, NEXT SPEAKER.

5

6 >> IN-PERSON SPEAKER: I'M DAALIA CUEVAS, I RUN AND OWN TINA'S
7 WEDDING CHAPEL. THIS FEE HIKE IS BAD. THE HIGHER FEES FORCE
8 THE CLOSURE OF MANY WEDDING CHAPELS IN LOS ANGELES COUNTY
9 WHICH CANNOT COMPETE AND SUSTAIN THEIR BUSINESSES AS COUPLES
10 FLEE TO NEIGHBORING COUNTIES WITH AFFORDABLE LICENSING FEES.
11 LONG STANDING COLLABORATIONS BETWEEN THE COUNTY AND NOTARY
12 HELP IMAGINE PUBLIC DEMAND EFFICIENTLY. THIS HIKE WILL REDUCE
13 LOCAL WEDDINGS, LESS RECEIVE HUE FOR SMALLER BUSINESSES AND
14 FEWER OPPORTUNITIES FOR WEDDING VENDORS. THIS CREATES
15 INSTABILITY, THREATENS JOBS AND RISKS TURNING LOS ANGELES FROM
16 A CELEBRATED WEDDING DESTINATION INTO A PLACE COUPLES AVOID.
17 TRIPLES THE COST OF MARRIAGE LICENSE MAY SEEM SMALL ON PAPER
18 BUT CAN HAVE A BIG IMPACT ON THE COMMUNITY. MANY COUPLES
19 ESPECIALLY YOUNG PEOPLE LOW INCOME FAMILIES, AND THOSE JUST
20 STARTING OUT, THE EXTRA FEE CAN BE A REAL FINANCIAL BURDEN.
21 LET'S KEEP MARRIAGE LICENSES ACCESSIBLE TO EVERYONE.

22

23 >> EXECUTIVE OFFICER: THANK YOU, NEXT SPEAKER.

24

25 >> IN-PERSON SPEAKER: I'M DANIEL FRANCO, I WANT TO SAY THAT



THE BOARD OF
SUPERVISORS

1 LOVE IS REAL AND CLEARLY INFLATION IS TOO. THE COST OF A
2 MARRIAGE LICENSE IS GOING UP FROM \$85 TO \$220. AND FOR
3 FAMILIES OR COUPLES THAT DO NOT HAVE \$400 IN THE BANK IN
4 SAVINGS IN CASE OF EMERGENCY, BEST NOT HAVE AN EMERGENCY WHILE
5 THEY ARE IN LOVE. THEY'RE NOT GOING TO BE ABLE TO AFFORD TO
6 GET MARRIED. IF I WERE YOU I'D TAKE THIS STAND AND SAVE
7 MARRIAGE BEFORE LOVE, IMAGINE WHAT THIS COULD DO FOR
8 LOS ANGELES. YOU'RE PROMOTING LOVE. YOU DON'T WANT TO SEND TO
9 IT VEGAS. LOS ANGELES COUNTY SHOULD BE THE MECCA FOR MARRIAGE,
10 FOR LOVE. SAVE OUR INDUSTRY, SAVE MARRIAGE, MAKE IT EASY FOR
11 ALL COMMUNITIES TO HAVE THIS. IT SHOULDN'T JUST BE
12 ASPIRATIONAL ONLY FOR THE RICH TYPE OF ENDEAVOR. MARRIAGE IS
13 FOR EVERYONE.

14

15 >> EXECUTIVE OFFICER: THANK YOU, NEXT SPEAKER.

16

17 >> IN-PERSON SPEAKER: I'M PATRICIA WITH SIMPLY BEAUTIFUL
18 WEDDINGS. WE URGE THE BOARD TO RECONSIDER THIS DECISION AND
19 ACT IN TRANSPARENCY AND FAIRNESS, SPECIFICALLY WE ASK THAT THE
20 INCREASE OF FEES TO BE REPEALED IMMEDIATELY UNTIL AN
21 INDEPENDENT THIRD PARTY AUDIT CAN VERIFY THE TRUE COST AND
22 LEGAL COMPLIANCE OF THE FEE. HOLD MEANINGFUL PUBLIC HEARINGS,
23 WHERE COMMUNITY VOICES ESPECIALLY THOSE MOST IMPACTED
24 INCLUDING VULNERABLE POPULATIONS AND SMALL BUSINESSES THAT
25 SUPPORT WEDDINGS CAN BE HEARD. COLLABORATE WITH STAKEHOLDERS



THE BOARD OF
SUPERVISORS

1 FOR SAFE, REASONABLE LAWFUL FEE SCHEDULE. ONE THAT IS BALANCED
2 IN SOUND FISCAL MANAGEMENT WITH EQUITY ACCESS. I WANT TO SAY
3 TO THE NOTARY PROGRAM WE ISSUE MARRIAGE LICENSES OUTSIDE OF
4 BUSINESS HOURS, PROVIDE ESSENTIAL SERVICES TO THE COMMUNITY.
5 IF YOU FORCE US TO SELL A MARRIAGE LICENSE THAT IS FOUR TIMES
6 MORE EXPENSIVE THAN ORANGE COUNTY, WE WILL BE PUT OUT OF
7 BUSINESS AND IT WILL ROB US OF THE OPPORTUNITY TO SERVE OUR
8 COMMUNITY.

9

10 >> EXECUTIVE OFFICER: THANK YOU, NEXT SPEAKER.

11

12 >> IN-PERSON SPEAKER: HELLO, I'M JOSHUA SKLAR, SAME DAY
13 MARRIAGE CHAPEL. I WANT TO FOCUS ON A FEW STEPS HERE.
14 FINANCIAL POTENTIAL LOSS, THERE IS THIS HIKE ALSO HARMS
15 ANOTHER SAY CAL COMMUNITY. OUR MILITARY FAMILIES. FOR SERVICE
16 MEMBERS, MARRIAGE IS NOT ONLY A PERSONAL COMMITMENT BUT ALSO
17 THE GATEWAY TO ESSENTIAL BENEFITS AND STABILITY FOR THESE
18 CAUSES. BY MAKING THIS EVEN BASIC STEP, MORE COSTLY, THE
19 COUNTY ADDS FINANCIAL STRESS TO THOSE WHO ALREADY SHOULDER
20 HEAVY SACRIFICES. THIS UNDERMINES MORALE AND SENDS THE MESSAGE
21 THAT THERE THEIR SERVICE IS NOT FULLY VALUED. EQUALLY
22 CONCERNING IS THE FACT ON HOSPITALIZED RESIDENTS. FOR
23 INDIVIDUALS ALREADY COPING WITH ILLNESS, MEDICAL BILLS AND
24 DAILY HARDSHIPS, EVEN A MODEST FEE INCREASE CAN BE A CRUSHING
25 BURDEN. MANY RELY ON MARRIAGE TO SECURE CARE GIVING, HEALTH



THE BOARD OF
SUPERVISORS

1 INSURANCE, AND STABILITY DURING THE MOST -- THANK YOU.

2

3 >> EXECUTIVE OFFICER: THANK YOU, NEXT SPEAKER.

4

5 >> IN-PERSON SPEAKER: (SPEAKING SPANISH).

6

7 >> INTERPRETER: 23RD OF SEPTEMBER 2025 WITH RESPECT AND
8 ADMIRATION FOR THE AUTHORITIES OF LOS ANGELES BOARD OF
9 SUPERVISORS. REFLECTIONS, IN POLITICS FRIENDS ARE OFTEN FAKE
10 AND ENEMIES ARE REAL. HOWARD DOES THE INTELLIGENT AND DRIVES
11 A FOOLISH MAN. MOVING ON TO ANOTHER TOPIC I WOULD LIKE TO
12 THANK SUPERVISOR SOLIS FOR HER SOLIDARITY WITH THE NATIONAL
13 CELEBRATION ON SEPTEMBER 15 OF THIS YEAR. THANK YOU.

14

15 >> EXECUTIVE OFFICER: NEXT SPEAKER.

16

17 >> IN-PERSON SPEAKER: I'M KENNEDY COLLINS, MY FAMILY ARE
18 TOGETHER, WE'D LIKE TO KNOW CAN WE COMBINE OUR ONE MINUTE TO
19 FIVE IT WILL BE TWO SPEAKERS, IS THAT POSSIBLE?

20

21 >> SUP. KATHRYN BARGER, CHAIR: EACH PERSON GETS ONE MINUTE.

22

23 >> IN-PERSON SPEAKER: FINE I'LL TAKE -- CAN I HAVE ONE MINUTE.

24

25 >> SUP. KATHRYN BARGER, CHAIR: YES, START THE CLOCK WITH ONE



THE BOARD OF
SUPERVISORS

1 MINUTE.

2

3 >> IN-PERSON SPEAKER: I'M KENNEDY COLLINS, I'M HERE ON BEHALF
4 OF MY BROTHER, REGINALD, WHO WAS KILLED IN LONG BEACH. WE HAVE
5 A GREAT NEGLIGENT OF LAW ENFORCEMENT OF LIFE IN LONG BEACH.
6 I'M ADDRESSING THIS BOARD BECAUSE YOU GUYS IF YOU CAN'T HELP
7 OUR HAVE THE RESOURCES TO RESOLVE IT, WE'RE GOING TO SEEK HOPE
8 THROUGH THE UNITED STATES DEPARTMENT OF JUSTICE TO HELP NEWS
9 LOS ANGELES COUNTY. THERE HAVE BEEN A LOT OF VIOLATIONS OF LAW
10 AND CIVIL RIGHTS REGARDING MY BROTHER, REGGIE. PROCEDURE
11 WASN'T FOLLOWED, AND HE WAS ON HIS MOTORCYCLE, SHE WAS RIDING
12 A CAR, SHE HAS ISSUES OF DRUNKEN -- DRIVING UNDER THE
13 INFLUENCE, AND IT IS A RACIAL THING, AND IT REALLY NEEDS TO BE
14 ADDRESSED. IF YOU CAN'T HELP WE'LL GO TO THE UNITED STATES
15 DEPARTMENT OF JUSTICE. THANK YOU.

16

17 >> SUP. JANICE HAHN: SO THIS IS LONG BEACH, CORRECT?

18

19 >> IN-PERSON SPEAKER: YES.

20

21 >> SUP. JANICE HAHN: I'LL HAVE SOMEBODY FROM MY STAFF COME OUT
22 AND SEE IF WE CAN HAVE FURTHER DIALOGUE ON THIS.

23

24 >> IN-PERSON SPEAKER: ONE MORE THING, TOO, I ALSO ON YOUR
25 WEBSITE, I PUT INFORMATION ON THERE FOR YOURSELF, IF YOU LOOK



THE BOARD OF
SUPERVISORS

1 NIGHT, YOU WILL REALLY SEE WHAT'S THERE AND YOU SEE IF YOU
2 CAN'T HELP THE UNITED STATES DEPARTMENT OF JUSTICE WILL BE IN
3 COUNTY OF LOS ANGELES.

4

5 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU.

6

7 >> EXECUTIVE OFFICER: NEXT SPEAKER.

8

9 >> IN-PERSON SPEAKER: I'M WANDA COLLINS, REGGIE'S SISTER.
10 KAMARA JANE, TOOK MY BROTHER'S LIFE OCTOBER 14, 2023. HE DIED
11 RIGHT THERE ON THE SCENE. THEY DIDN'T DO NO SOBRIETY TEST.
12 WHEN WE WENT TO COURT, THEY FOUND OUT THAT SHE DID HAVE A DUI,
13 IT WAS A FELONY, MY FIRST COURT. THEN WHEN WE WENT TO THE
14 SECOND COURT, PROSECUTOR, CITY PROSECUTOR, KIM, DIDN'T EVEN
15 BRING THAT UP. ONLY CAME UP BECAUSE WE -- SHE SAID THAT WE CAN
16 WRITE LETTERS ABOUT WHAT OUR BROTHER MEANT TO US. ONE OF THEM
17 SAID SOMETHING ABOUT A DUI, SHE LIED AND SAID IT WAS A
18 MISDEMEANOR. IT WAS A FELONY. SHE HAVE A RECORD OF BEING DUIs.
19 WE JUST WANT JUSTICE, THAT'S ALL WE WANT, JUSTICE FOR HIS
20 LIFE. THANK YOU FOR LISTENING.

21

22 >> EXECUTIVE OFFICER: THANK YOU, NEXT SPEAKER.

23

24 >> IN-PERSON SPEAKER: YES, HELLO, I'M EUNICE DAVIS. BEHALF OF
25 MY BROTHER REGGIE COLLINS. WE'VE BEEN TO THE COURT, IT'S



THE BOARD OF
SUPERVISORS

1 ALMOST TWO YEARS. AND NO JUSTICE HAS BEEN SERVED. IT'S ALL I
2 ASK, GIVE JUSTICE WHAT JUSTICE IS DUE. REGGIE NEED JUSTICE.
3 THANK YOU.

4

5 >> EXECUTIVE OFFICER: THANK YOU, NEXT SPEAKER.

6

7 >> IN-PERSON SPEAKER: HELLO, I'M BRUCE COLLINS, I'M REGGIE
8 COLLINS' BROTHER. ALL I'M ASKING FOR IS JUST JUSTICE FOR HIS
9 DEATH. SHE'S WALKING AROUND, LIKE NOTHING HAPPENED. YOU KILL A
10 PERSON, I THINK YOU SHOULD GET JUSTICE FOR THAT. THAT'S ALL I
11 HAVE TO SAY.

12

13 >> SUP. KATHRYN BARGER, CHAIR: THANK YOU. SUPERVISOR HAHN HAS
14 STAFF THAT IS GOING TO TALK TO YOU, AND OUR CONDOLENCES ON THE
15 LOSS OF YOUR BROTHER.

16

17 >> EXECUTIVE OFFICER: THANK YOU, THAT CONCLUDES OUR TIME FOR
18 PUBLIC COMMENT ON THESE ITEMS.

19

20 >> SUP. JANICE HAHN: MADAM CHAIR, CAN I -- I WANT TO THANK THE
21 OFFICIANTS FOR COMING DOWN -- OFFICIANTS FOR COMING DOWN AND
22 SPEAKING. I KNOW THIS WAS AN ITEM THAT WE PASSED LAST TIME ON
23 CONSENT ABOUT THE RAISING --

24

25 >> SUP. KATHRYN BARGER, CHAIR: MR. COLLINS?



THE BOARD OF
SUPERVISORS

1

2 >> SUP. JANICE HAHN: NO, NO, THE OFFICIANTS -- OFFICIANT, LOVE
3 AND MARRIAGE. WHAT'S LOVE GOT TO DO WITH IT? [LAUGHING] AND I
4 THINK THEY BROUGHT UP SOME VERY INTERESTING POINTS, UNINTENDED
5 CONSEQUENCES, POSSIBLY, ABOUT THE RAISING OF THESE FEES AS IT
6 RELATES TO THE CONFIDENTIAL MARRIAGE LICENSE FEES. WE HAVE NOT
7 ENACTED THIS, IS MY UNDERSTANDING IT IS COMING BACK FOR
8 ANOTHER READING OR TO CREATE THE ORDINANCE. ITS MY
9 UNDERSTANDING THAT WE HAVEN'T ENACTED THESE FEES YET.

10

11 >> JOE NICCHITTA: WE WILL HAVE TO LOOK AT THAT I'M NOT SURE.

12

13 >> SUP. JANICE HAHN: I KNOW OUR REGISTRAR RECORDER IS COMING
14 NEXT -- TWO WEEKS TO TALK TO US ABOUT THE SPECIAL ELECTION. I
15 DON'T KNOW IF THAT'S AN OPPORTUNITY. BUT I CERTAINLY HAVE A
16 FEW MORE QUESTIONS ABOUT THESE FEES. AND SOME OF THESE
17 UNINTENDED CONSEQUENCES.

18

19 >> SUP. KATHRYN BARGER, CHAIR: YES, I'D LIKE TO UNDERSTAND --
20 I WAS ASKING MY STAFF, I KNOW THAT THE CONFIDENTIAL WAS LESS
21 THAN THE MARRIAGE PRIOR TO THE INCREASE. HAVING SAID THAT I
22 CAN'T BELIEVE THAT THE PAPER IS MORE EXPENSIVE IN L.A. COUNTY
23 THAN ORANGE COUNTY. I'M TRYING TO UNDERSTAND WHY THE HUGE COST
24 DIFFERENCE.

25



THE BOARD OF
SUPERVISORS

1 >> SUP. JANICE HAHN: I THINK WE ALL HAVE A LOT OF QUESTIONS,
2 SO MAYBE THERE'S AN OPPORTUNITY FOR US TO RAISE THESE AND SEE
3 WHETHER OR NOT THERE'S AN ALTERNATIVE TO ENACTING THESE
4 PARTICULAR FEES. THE IT WE CAN HAVE THE REGISTRAR RECORDER
5 ANSWER SOME MORE DEEP QUESTIONS. THANK YOU FOR BRINGING IT UP.
6 SOMETIMES WE VOTE ON THINGS AND WE'RE TOLD THAT NONE OF THE
7 FEES HAVE BEEN RAISED IN 10 YEARS AND A LOT OF BUDGET ISSUES
8 IN THE RECORDER'S OFFICE. NEVERTHELESS, THANK YOU FOR BRINGING
9 IT TO OUR ATTENTION. I KNOW THAT I HAVE A LOT MORE QUESTIONS.
10 SO THANK YOU.

11
12 >> SUP. KATHRYN BARGER, CHAIR: ARE YOU APPLYING FOR ONE? NO.
13 WITH THAT -- [PUBLIC SPEAKING OFF MICROPHONE]

14
15 >> EXECUTIVE OFFICER: MADAM CHAIR, MEMBERS OF THE BOARD, THE
16 ITEMS ARE BEFORE YOU.

17
18 >> SUP. KATHRYN BARGER, CHAIR: CHEAPER TO GET DIVORCE?

19
20 >> EXECUTIVE OFFICER: ITEM 6 IS BEFORE YOU.

21
22 >> SUP. KATHRYN BARGER, CHAIR: MOVED BY SUPERVISOR HAHN AND
23 SECONDED BY HORVATH TO APPROVE THE ITEM. EXCEPTIONS NOTED BY
24 THE EXECUTIVE OFFICER. PLEASE CALL THE ROLE.



THE BOARD OF
SUPERVISORS

1 >> EXECUTIVE OFFICER: SUPERVISOR SOLIS.

2

3 >> SUP. HILDA SOLIS: AYE.

4

5 >> EXECUTIVE OFFICER: SUPERVISOR SOLIS, AYE. SUPERVISOR
6 MITCHELL.

7

8 >> SUP. HOLLY J. MITCHELL: AYE.

9

10 >> EXECUTIVE OFFICER: SUPERVISOR MITCHELL, AYE. SUPERVISOR
11 HORVATH.

12

13 >> SUP. LINDSEY HORVATH: AYE.

14

15 >> EXECUTIVE OFFICER: SUPERVISOR HORVATH, AYE. SUPERVISOR
16 HAHN.

17

18 >> SUP. JANICE HAHN: AYE.

19

20 >> EXECUTIVE OFFICER: SUPERVISOR HAHN, AYE. SUPERVISOR BARGER.

21

22 >> SUP. KATHRYN BARGER, CHAIR: AYE.

23

24 >> EXECUTIVE OFFICER: SUPERVISOR BARGER, AYE. MOTION CARRIES.

25 5-0.



THE BOARD OF
SUPERVISORS

1

2 >> SUP. KATHRYN BARGER, CHAIR: ALL RIGHT. EXECUTIVE OFFICER,
3 PLEASE READ US INTO CLOSED SESSION.

4

5 >> EXECUTIVE OFFICER: MEMBERS OF THE PUBLIC, THE BOARD WILL BE
6 NOW GOING INTO CLOSED SESSION. WHILE THE BOARD IS IN CLOSED
7 SESSION, WE'LL BE SHOWING VIDEO PRESENTATIONS. SUPERVISOR
8 SOLIS HAS A VIDEO PRESENTATION, WITH MEXICAN INDEPENDENCE RUNS
9 DEEP IN EAST L.A. SUPERVISOR HORVATH HAS VIDEO RECOGNIZING
10 LIGHT OF HOPE. WITH ACCORDANCE TO BROWN ACT ACCORDANCE, GIVEN
11 THE BOARD OF SUPERVISORS WILL CONVENE IN CLOSED SESSION TO
12 DISCUSS CS1, CONFERENCE WITH LEGAL COUNSEL, REGARDING
13 ANTICIPATED LITIGATION, ONE CASE. ITEM NUMBER CS2 CONFERENCE
14 WITH LABOR NEGOTIATOR, FESIA DAVENPORT AND DESIGNATED STAFF AS
15 DESIGNATED ON THE POSTED AGENDA.

16

17 >> SUP. LINDSEY HORVATH (VIDEO RECORDING): LIGHT FOUNDATION TO
18 CELEBRATE THE INCREDIBLE WORK THAT THEY DO TO TOUCH THE LIVES
19 OF SO MANY FAMILIES THAT NEED OUR HELP AND SUPPORT THE MOST.
20 SO ON BEHALF OF LOS ANGELES COUNTY, WE ARE PRESENTING THEM
21 WITH THIS BEAUTIFUL SCROLL, DESIGNED BY OUR COUNTY ARTIST AND
22 IT READS, ON BEHALF OF THE BOARD OF SUPERVISORS, THE COUNTY OF
23 LOS ANGELES, I LINDSEY HORVATH, SUPERVISOR THIRD DISTRICT HERE
24 BY COMMEND IGNITE THE LIGHT OF HOPE FOUNDATION FOR NOURISHING
25 AND SUPPORTING THE IMMIGRANT COMMUNITY AND COUNTLESS FAMILIES



THE BOARD OF
SUPERVISORS

1 BY PROVIDING FRESH FOOD AND NOURISHMENT IN THE SAN FERNANDO
2 VALLEY MAKING A DIFFERENCE AND UPLIFTING THE COMMUNITY IN THE
3 THIRD DISTRICT. AND THIS IS EXACTLY WHO THEY ARE. AND WHAT
4 THEY DO. EACH AND EVERY DAY. THEY ARE A PLACE OF SAFETY. THEY
5 ARE A PLACE OF WELCOME. AND THEY ARE A PLACE OF SUPPORT FOR
6 OUR FAMILIES. AND WE HOPE THAT YOU WILL SUPPORT THEM IN THE
7 WORK THAT THEY ARE DOING. AS WE ARE TODAY.

8

9 >> SPEAKER (VIDEO RECORDING): WELL, THAT IS BEAUTIFUL. THANK
10 YOU SO MUCH. I WANT TO SAY THANK YOU. HUGE GRATITUDE TO YOU
11 LINDSEY HORVATH FOR TRUSTING IN US, SEEING OUR MISSION AND
12 BELIEVING WHAT WE ARE DOING. WE ARE IMPACTING SO MANY LIVES
13 RIGHT NOW, ESPECIALLY DURING THE ICE CRISIS AND THIS IS REALLY
14 GOING TO HELP US TREMENDOUSLY AND I WANT TO THANK YOU FROM THE
15 BOTTOM OF OUR HEARTS AND TEAM HERE CELEBRATE HOPE FOR YOU.
16 YOUR TEAM AS WELL. I JUST WANT TO GIVE YOU A BIG HUG. [
17 LAUGHTER]

18

19 >> SUP. LINDSEY HORVATH: IT IS NICE TO HAVE A LITTLE BIT OF
20 LIGHT IN OUR WORLD IN SUCH DARK TIMES AND THESE PEOPLE ARE
21 DOING THIS WORK EACH AND EVERY DAY. I CANNOT THANK THEM
22 ENOUGH. THANK YOU FOR ALL THAT YOU DO.

23

24 >> SPEAKER (VIDEO RECORDING): THANK YOU. [APPLAUSE]

25



THE BOARD OF
SUPERVISORS

>> SUP. LINDSEY HORVATH (VIDEO RECORDING): FOUNDATION TO CELEBRATE THE INCREDIBLE WORK THAT THEY DO TO TOUCH THE LIVES OF SO MANY FAMILIES THAT NEED OUR HELP AND SUPPORT THE MOST. SO ON BEHALF OF LOS ANGELES COUNTY, WE ARE PRESENTING THEM WITH THIS BEAUTIFUL SCROLL DESIGNED BY OUR COUNTY ARTIST. AND IT READS, ON BEHALF OF THE BOARD OF SUPERVISORS OF THE COUNTY OF LOS ANGELES, I LINDSEY HORVATH, SUPERVISOR THIRD DISTRICT, HERE BY COMMEND IGNITE THE LIGHT OF HOPE FOUNDATION FOR NOURISHING AND SUPPORTING THE IMMIGRANT COMMUNITY AND COUNTLESS FAMILIES BY PROVIDING FRESH FOOD AND NOURISHMENT IN THE SAN FERNANDO VALLEY, MAKING A DIFFERENCE AND UPLIFTING THE COMMUNITY IN THE THIRD DISTRICT. AND THIS IS EXACTLY WHO THEY ARE AND WHAT THEY DO EACH AND EVERY DAY. THEY ARE A PLACE OF SAFETY. THEY ARE A PLACE OF WELCOME. THEY ARE A PLACE OF SUPPORT FOR OUR FAMILIES. WE HOPE THAT YOU WILL SUPPORT THEM IN THE WORK THAT THEY ARE DOING. AS WE ARE TODAY.

>> SPEAKER (VIDEO RECORDING): WOW. THAT IS BEAUTIFUL. THANK YOU SO MUCH. I JUST WANT TO SAY THANK YOU AND HUGE GRATITUDE TO YOU LINDSEY HORVATH FOR TRUSTING IN US, AND SEEING OUR MISSION AND SEEING WHAT WE ARE DOING. WE ARE IMPACTING SO MANY LIVES RIGHT NOW, ESPECIALLY DURING THE ICE CRISIS AND THIS IS GOING TO HELP US TREMENDOUSLY AND I WANT TO THANK YOU FROM THE BOTTOM OF OUR HEART A YOUR TEAM AS WELL. I WANT TO GIVE YOU A BIG HUG! [LAUGHTER]



THE BOARD OF
SUPERVISORS

1

2 >> SUP. LINDSEY HORVATH: IT IS NICE TO HAVE A LITTLE BIT OF
3 LIGHT IN OUR WORLD IN SUCH DARK TIMES. THESE PEOPLE ARE DOING
4 THAT WORK EACH AND EVERY DAY. I CAN'T THANK THEM ENOUGH.
5 THANKS FOR ALL THAT YOU DO.

6

7 >> SPEAKER (VIDEO RECORDING): THANK YOU.

8

9 >> SPEAKER (VIDEO RECORDING): THANK YOU.

10

11 >> SUP. LINDSEY HORVATH (VIDEO RECORDING): OKAY. [APPLAUSE]
12 SO THIS IS FOR YOU TOO.

13

14 >> SPEAKER (VIDEO RECORDING): THANK YOU SO MUCH. I APPRECIATE
15 IT.

16

17 >> SUP. LINDSEY HORVATH (VIDEO RECORDING): ABSOLUTELY. THANK
18 YOU SO, SO MUCH. TODAY WE ARE HERE CELEBRATING AND INVESTING
19 THE WORK OF HOME AGAIN L.A. THEY ARE PROVIDING CRITICAL
20 ASSISTANCE IN THESE VERY DIFFICULT TIMES TO FAMILIES WHO NEED
21 OUR HELP THE MOST. AND SO ON BEHALF OF LOS ANGELES COUNTY, WE
22 ARE RECOGNIZING YOUR GREAT WORK WITH THIS SCROLL DESIGNED BY
23 OUR FABULOUSLY TALENTED ARTIST IN LA COUNTY AND IT READS, ON
24 BEHALF OF THE BOARD OF SUPERVISORS, COUNTY OF LOS ANGELES, I
25 LINDSEY HORVATH, SUPERVISOR THIRD DISTRICT, HEREBY COMMEND



THE BOARD OF
SUPERVISORS

1 HOME AGAIN LOS ANGELES FOR SERVING THE IMMIGRANT COMMUNITY AND
2 COUNTLESS FAMILIES GRAPPLING WITH HOMELESSNESS, PROVIDING
3 HOUSING, EMPLOYMENT ASSISTANCE AND WRAP AROUND SERVICES AND
4 APPROACH TO SAVE AND IMPROVE LIVES FOR A BRIGHTER FUTURE. AT
5 SUCH A DIFFICULT TIME, I KNOW THAT IN LOS ANGELES WE WERE
6 ALREADY FACING A HOMELESSNESS CRISIS AND NOW TO HAVE OUR
7 IMMIGRANT FAMILIES TARGETED IN THIS WAY HAS ONLY BEEN MORE
8 DEVASTATING AND YET YOU STEPPED UP TIME AND AGAIN TO MAKE SURE
9 THAT THE COMMUNITY KNOWS THAT THEY ARE NOT ALONE. I CANNOT
10 THANK YOU ENOUGH FOR THE EXAMPLE THAT YOU SET. FOR THE SERVICE
11 THAT YOU PROVIDE. AND THE HEART WHICH YOU DO IT ALL.

12
13 >> SPEAKER (VIDEO RECORDING): I APPRECIATE THAT SO MUCH. IT
14 TAKES A TEAM EFFORT. I'M BLESSED TO HAVE GREAT STAFF, GREAT
15 BOARD MEMBERS WHO REALLY STAND UP AND ADVOCATE FOR OUR
16 FAMILIES. THESE ARE DIFFICULT TIMES. WE ARE GETTING PHONE
17 CALLS LEFT AND RIGHT FROM FAMILIES IN FEAR WHO THEY CAN TRUST,
18 THESE INITIATIVES THAT YOU ARE SUPPORTING AND THE CITY HERE OF
19 SAN FERNANDO IS SUPPORTING. IT MEANS A LOT TO US, BUT EVEN
20 THOSE FAMILIES ARE SCARED TO CONTACT US AND JUST DON'T KNOW
21 WHO THEY CAN TRUST. HAVING YOUR SUPPORT, LEVERAGING YOUR NAME,
22 YOUR OFFICE, IT MEANS THE WORLD TO US. BECAUSE PEOPLE KNOW
23 THAT THEY CAN SUPPORT HOME AGAIN L.A. WE HAVE BEEN DOING IT
24 FOR 15 YEARS, COUNTLESS FAMILIES IMPACTED POSITIVELY AND NOW
25 BACK IN HOUSING BECAUSE OF PEOPLE LIKE YOU. IT MEANS A LOT ON



THE BOARD OF
SUPERVISORS

1 BEHALF OF MY STAFF, MY BOARD FOR ALL YOU HAVE DONE TO INVEST
2 IN THE COMMUNITY AND LOOK FORWARD TO MAKING YOU PROUD WITH
3 THESE FUNDS THAT YOU HAVE ALLOCATED TO OUR PROGRAM.

4

5 >> SUP. LINDSEY HORVATH (VIDEO RECORDING): WE'LL ONLY SEE THE
6 PARTNERSHIP CONTINUE. THANK YOU FOR THE WORK YOU ARE DOING.
7 THANK YOU. THIS IS FOR YOU.

8

9 >> SPEAKER (VIDEO RECORDING): THANK YOU SO MUCH. I APPRECIATE
10 IT.

11

12 >> SUP. LINDSEY HORVATH (VIDEO RECORDING): ABSOLUTELY.

13

14 >> SUP. HILDA SOLIS (VIDEO RECORDING): WE ARE HERE IN EAST LOS
15 ANGELES, CELEBRATING THE 79TH MEXICAN AMERICAN INDEPENDENCE
16 PARADE IN EAST LOS ANGELES. WE ARE EXPECTING THOUSANDS AND
17 THOUSANDS OF PEOPLE. IT IS A WONDERFUL CELEBRATION TO HONOR
18 OUR LOCAL HEROES. ALL OF THE COMMUNITY MEMBERS BUT TODAY WE
19 ARE CELEBRATING OUR CULTURE, OUR FOOD, OUR LEADERS #NAME? HAS
20 FOUGHT FOR. AS WE CELEBRATE HISPANIC HERITAGE MONTH FROM
21 SEPTEMBER TO OCTOBER IT IS EVEN MORE IMPORTANT FOR US TO LIFT
22 UP EVERYONE IN OUR COMMUNITY. ALL IMMIGRANTS, ALL PEOPLE THAT
23 HAVE HELPED TO CONTRIBUTE TO THE GREAT COUNTY OF LOS ANGELES.

24

25 >> SPEAKER (VIDEO RECORDING): THIS IS A VERY GOOD COMMUNITY.



THE BOARD OF
SUPERVISORS

1 VERY PROUD OF WHERE WE CAME FROM. AND WE REPRESENT SO MUCH.
2 THERE IS A LOT OF SUCCESSFUL PEOPLE. I WAS BORN HERE. I LIVED
3 HERE UNTIL I WAS IN THE FIFTH GRADE. A LOT OF MY ROOTS ARE
4 HERE. IT IS IMPORTANT THAT A LOT OF THE MIGRATION THAT
5 HAPPENED OVER THE LAST SEVERAL DECADE, A LOT OF THE FAMILIES
6 THAT EXPANDED INTO LA COUNTY, ORIGINATED HERE IN EITHER THE
7 UNINCORPORATED AREA OF EAST LA OR BOYLE HEIGHTS.

8

9 >> SPEAKER (VIDEO RECORDING): IMMIGRANTS HAVE BEEN A
10 FOUNDATIONAL PART OF THIS COMMUNITY AND WE ARE HAPPY TO
11 CELEBRATE WHO WE ARE, OUR IDENTITY AN ALL OF THE CONTRIBUTIONS
12 THAT WE MAKE TO THIS COMMUNITY IN LOS ANGELES. WE ARE PROUD TO
13 BE A PART OF THIS IN THE COMMUNITY. WE WILL CONTINUE TO
14 PARTNER AS LONG AS TIME ALLOWS US TO. TO MAKE THIS CONTINUOUS
15 AT THIS EVENT, GO ON AND ON YEAR AFTER YEAR, TO SHOW HOW
16 POWERFUL AND STRONG WE ARE.

17

18 >> SPEAKER (VIDEO RECORDING): WE JUST GO BACK FROM ALABAMA. IT
19 WAS REALLY IMPORTANT FOR ME TO BRING MY DAUGHTER SO THEY
20 CONNECT WITH THEIR HERITAGE AND ALABAMA, THIS IS THE SOMETHING
21 THAT WOULD TYPICALLY, WOULD HAVE ACCESS TO. IT REALLY GIVES ME
22 STRENGTH TO BE AROUND SO MANY PEOPLE WHO COME FROM THE SAME
23 COMMUNITY AND CELEBRATE THE UNIQUE ASPECTS OF THE DIFFERENT
24 PARTS OF MEXICO. [MUSIC]

25



THE BOARD OF
SUPERVISORS

1 [CLOSED SESSION]

2

3 >> SUP. KATHRYN BARGER, CHAIR: EXECUTIVE OFFICER, PLEASE READ
4 US REPORTABLE ACTION TAKEN IN CLOSED SESSION.

5

6 >> EXECUTIVE OFFICER: FOLLOWING TAKEN ON SEPTEMBER 23, 2025,
7 CS1 AND 2, NO REPORTABLE ACTION WAS TAKEN.

8

9 >> SUP. KATHRYN BARGER, CHAIR: THAT CONCLUDES TODAY'S MEETING.
10 NEXT REGULAR MEETING OF THE BOARD HELD ON TUESDAY, SEPTEMBER
11 30, 2025 AT 9:30 A.M. GOOD NIGHT.