



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 22ND, 2026

SUP. KATHRYN BARGER: GOOD MORNING.

SUP. HOLLY J. MITCHELL, CHAIR PRO TEM: GOOD MORNING. GOOD MORNING, LOS ANGELES COUNTY. WE'VE GOT GREAT HIGH ENERGY HERE IN THE AUDIENCE. IT'S GREAT TO SEE EVERYONE. WE WELCOME YOU TO OUR PUBLIC HEARING MEETING OF THE L.A. COUNTY BOARD OF SUPERVISORS. TODAY IS TUESDAY, SEPTEMBER 22ND, 2026. PLEASE NOTE SUPERVISOR SOLIS, OUR CHAIR, WILL BE ABSENT FROM OUR MEETING TODAY, AND AS YOUR CHAIR PRO TEM, IS THAT MY TITLE? I'LL BE CHAIRING TODAY'S MEETING. WE TAKE NOTE THAT A QUORUM OF THE BOARD IS PRESENT, THE CHIEF EXECUTIVE OFFICER, COUNTY COUNSEL, CHIEF DEPUTY EXECUTIVE OFFICER, AND THE SERGEANT AT ARMS ARE ALL HERE TO ASSIST. LET'S GO AHEAD AND GET STARTED WITH THE COUNTY'S LAND ACKNOWLEDGMENT.

SUP. HILDA SOLIS, CHAIR [VIDEO RECORDING]: 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,



THE BOARD OF
SUPERVISORS

1 AND MULTI-GENERATIONAL TRAUMA. THIS ACKNOWLEDGEMENT
2 DEMONSTRATES OUR RESPONSIBILITY AND COMMITMENT TO TRUTH,
3 HEALING, AND RECONCILIATION, AND TO ELEVATING THE STORIES,
4 CULTURE, AND COMMUNITY OF THE ORIGINAL INHABITANTS OF LOS
5 ANGELES COUNTY. WE ARE GRATEFUL TO HAVE THE OPPORTUNITY TO
6 LIVE AND WORK ON THESE ANCESTRAL LANDS. WE ARE DEDICATED TO
7 GROWING AND SUSTAINING RELATIONSHIPS WITH NATIVE PEOPLES AND
8 LOCAL TRIBAL GOVERNMENTS, INCLUDING IN NO PARTICULAR ORDER.
9 FERNANDENO TATAVIAM BAND OF MISSION INDIANS, GABRIELINO TONGVA
10 INDIANS OF CALIFORNIA TRIBAL COUNCIL, GABRIELENO/TONGVA SAN
11 GABRIEL BAND OF MISSION INDIANS, GABRIELENO BAND OF MISSION
12 INDIANS - KIZH NATION, YUHA AVIATAM OF SAN MANUEL NATION, SAN
13 FERNANDO BAND OF MISSION INDIANS, COASTAL BAND OF CHUMASH
14 NATION, GABRIELINO/TONGVA NATION, GABRIELINO TONGVA TRIBE. TO
15 LEARN MORE ABOUT THE FIRST PEOPLES OF LOS ANGELES COUNTY,
16 PLEASE VISIT THE LOS ANGELES CITY/COUNTY NATIVE AMERICAN
17 INDIAN COMMISSION WEBSITE AT LANAIC.LACOUNTY.GOV.

18
19 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** THANK YOU. THE
20 INVOCATION THIS MORNING WILL BE LED BY THE EXECUTIVE OFFICE'S
21 OWN NICHOLE LEE. IT WILL BE FOLLOWED BY THE PLEDGE OF
22 ALLEGIANCE, WHICH WILL BE LED BY BENJAMIN ANDERSON JR.,
23 MEMBER, VETERAN PEER ACCESS NETWORK, FROM THE 2ND DISTRICT. IF
24 YOU ARE ABLE, PLEASE STAND.



THE BOARD OF
SUPERVISORS

NICHOLE LEE: GOOD MORNING. OUR HEAVENLY FATHER, WE ASK YOUR BLESSING UPON THIS BOARD OF SUPERVISORS TODAY. WE PRAY THAT ALL OF THE MANY DECISIONS MADE TODAY ARE WITHIN YOUR GUIDANCE. WE PRAY THAT A GREATER UNDERSTANDING OF THE PROBLEMS OF COUNTY GOVERNMENT BY THE CITIZENS OF THIS COUNTY WILL RESULT FROM THIS MEETING. WE HAVE REVEALED YOUR WORK THAT YOUR RULE AND AUTHORITY AND GOVERNMENT ARE IN KEEPING WITH YOUR DIVINE ORDER. KEEP US MINDFUL OF THE SACRED TRUST WHICH YOU HAVE COMMITTED TO OUR CARE. GIVE US WISDOM AND UNDERSTANDING THAT WE MAY PERFORM THE DUTIES OF OUR OFFICE FOR THE GOOD OF OUR FELLOW CITIZENS. WE ASK THESE THINGS IN YOUR NAME. AMEN.

BENJAMIN ANDERSON JR.: OKAY, GOOD MORNING. PLEASE FACE THE FLAG, PLACE YOUR RIGHT HAND OVER YOUR HEART. IF YOU'RE A VETERAN, YOU MAY RENDER A HAND SALUTE AND JOIN US IN THE PLEDGE OF ALLEGIANCE. I PLEDGE ALLEGIANCE TO THE FLAG OF THE UNITED STATES OF AMERICA, TO THE REPUBLIC FOR WHICH IT STANDS, ONE NATION UNDER GOD, INDIVISIBLE, WITH LIBERTY AND JUSTICE FOR ALL. INDIVISIBLE, WITH LIBERTY AND JUSTICE FOR ALL.

SUP. HOLLY J. MITCHELL, CHAIR PRO TEM: GOOD MORNING. GOOD MORNING. AGAIN, GOOD MORNING, L.A. COUNTY, AND IT'S MY HONOR TO INTRODUCE YOU ALL TO TODAY'S PLEDGE VET, BENJAMIN ANDERSON JR. MR. ANDERSON PROUDLY SERVED IN THE UNITED STATES ARMY FROM 1972 TO 1975. ATTAINING THE RANK OF PRIVATE FIRST CLASS.



THE BOARD OF
SUPERVISORS

1 DURING HIS SERVICE, HE WORKED AS A LINEMAN AND VEHICLE
2 MECHANIC, EARNING SEVERAL DECORATIONS INCLUDING THE NATIONAL
3 DEFENSE SERVICE MEDAL AND THE ARMED FORCES EXPEDITIONARY MEDAL
4 MARKSMAN. MR. ANDERSON IS AN ACTIVE MEMBER OF THE VETERAN PEER
5 ACCESS NETWORK. HE WORKS AS A BUS OPERATOR WITH MV TRANSIT. HE
6 HOLDS A BACHELOR'S DEGREE IN SOCIAL AND BEHAVIOR SCIENCES FROM
7 OHIO STATE UNIVERSITY. A MASTER'S DEGREE IN ADDICTION
8 COUNSELING FROM BRENNING INSTITUTE AND IS A CERTIFIED
9 SUBSTANCE ABUSE COUNSELOR. MR. ANDERSON IS THE PROUD FATHER OF
10 ONE SON, BENJAMIN III.

11
12 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** I HAVE ONE SON TOO.
13 SOMETIMES ONE IS ENOUGH FOR THOSE BOYS. YES, I AGREE. HE HAS
14 LIVED IN THE CITY OF INGLEWOOD FOR 40 YEARS. PLEASE JOIN ME IN
15 EXPRESSING OUR DEEPEST GRATITUDE TO MR. ANDERSON FOR HIS
16 SERVICE TO OUR NATION, TO L.A. COUNTY, AND FOR LEADING US IN
17 TODAY'S PLEDGE OF ALLEGIANCE. GIVE HIM A ROUND OF APPLAUSE.
18 THANK YOU. I APPRECIATE YOU SO MUCH FOR COMING.

19
20 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** COLLEAGUES, TODAY IS
21 OUR PRESENTATION DAY, WHICH IS ALWAYS A FUN BOARD MEETING. SO
22 WE'LL NOW HAVE SCROLL PRESENTATIONS, AND I'LL BEGIN. WHOO!
23 WE'RE GOING TO GO IN DISTRICT ORDER, SO I'LL START, FOLLOWED
24 BY SUPERVISORS HORVATH, HAHN, AND WE WILL CONCLUDE WITH
25 SUPERVISOR BARGER'S PRESENTATION. DR. HICKS, COME ON UP AND



THE BOARD OF
SUPERVISORS

1 JOIN ME, IF YOU WILL. HOW MANY LAUSD PRODUCTS DO WE HAVE IN
2 THE HOUSE TODAY? ALL RIGHT, LAUSD, ME TOO. 42ND STREET
3 AUDUBON. ALL RIGHT, LAUSD. SO TODAY WE ARE GOING TO
4 ACKNOWLEDGE SOMEONE WHO I MET AT A NEIGHBORHOOD MEETING ALMOST
5 20 YEARS AGO WHO WAS SHARING THIS WHAT FELT TO ME LIKE A PIE-
6 IN-THE-SKY DREAM, BUT LO AND BEHOLD, IT CAME TO FRUITION. AND
7 TODAY WE'RE GOING TO ACKNOWLEDGE HER RETIREMENT. SO PLEASE
8 JOIN ME IN WELCOMING DR. ELIZABETH HICKS, FOUNDER OF THE
9 GIRLS' ACADEMIC LEADERSHIP ACADEMY. DR. HICKS IS A LONGTIME
10 EDUCATOR AND LEADER IN L.A. UNIFIED SCHOOL DISTRICT, AND SHE
11 RECENTLY RETIRED FROM HER ROLE AS PRINCIPAL OF GALA. AND I
12 WANT TO CONGRATULATE YOU ON MORE THAN 40 YEARS OF
13 EXTRAORDINARY SERVICE AND DEDICATION TO PUBLIC EDUCATION. YOUR
14 ACCOMPLISHMENTS SPAN INNOVATIVE SCHOOL DESIGN, LEADERSHIP
15 DEVELOPMENT, AND EXPANDING COLLEGE ACCESS, PARTICULARLY FOR
16 GIRLS. IN 2015, DR. HICKS FOUNDED GALA WITH THE SUPPORT AND
17 PARTNERSHIP OF THE LATE DR. MICHELLE KING, WHO WAS THE FIRST
18 AFRICAN AMERICAN WOMAN TO SERVE AS THE SUPERINTENDENT OF
19 LAUSD, BRINGING HER VISION OF AN ALL-GIRL STEM SCHOOL TO LIFE.
20 GALA OPENED ITS DOORS IN 2016 AND OPENED A NEW CAMPUS IN 2024.
21 I LEFT MY PURPLE LOCKER. I'LL TELL MY PURPLE LOCKER STORY.
22 GALA SERVES A VERY DIVERSE STUDENT POPULATION FROM ACROSS L.A.
23 COUNTY AND REMAINS FIRMLY COMMITTED TO EQUITY. IF YOU DON'T
24 KNOW THE STORY, YOU MIGHT ASK YOURSELF, WHY AN ALL-GIRL STEM
25 ACADEMY? WELL, THERE IS LOTS OF RESEARCH THAT SUGGESTS THAT



THE BOARD OF
SUPERVISORS

1 GIRLS HIT 13, 14 AND WE STOP RAISING OUR HAND IN CLASS. WE GET
2 A LITTLE SHY. WE DON'T FEEL AS CONFIDENT AS WE ONCE DID. AND
3 SO IF YOU GIVE GIRLS A SETTING THAT'S DESIGNED FOR THEM AND
4 YOU ALLOW THEM TO FOCUS ON STEM AND STEAM, GIRLS TEND TO
5 EXCEL, AND BOY DID THEY AT GALA. UNDER DR. HICKS' LEADERSHIP,
6 GALA HAS ACHIEVED A 100% GRADUATION RATE AND A 100% COLLEGE
7 ACCEPTANCE RATE SINCE ITS FIRST GRADUATING CLASS IN 2020. I
8 HAVE HAD THE INCREDIBLE OPPORTUNITY TO MEET THESE REMARKABLE
9 YOUNG WOMEN WHO MADE UP GALA'S FIRST FRESHMAN CLASS AND WAS
10 THERE WHEN THEY GRADUATED. THEY HONORED ME. THEY HAVE PURPLE
11 LOCKERS AT GALA, AND THEY HONORED ME, AND I WENT CRAZY WHEN I
12 SAW THEM BECAUSE I THOUGHT, YOU SHOULD HAVE SEEN THE LOCKERS
13 WHEN I WAS IN SCHOOL. SO THEY HONORED ME BY GIVING ME MY VERY,
14 VERY OWN MINI PURPLE LOCKER THAT I ABSOLUTELY CHERISH. AS
15 SOMETIMES IS THE CASE WHEN YOU HAVE A VISIONARY INNOVATOR,
16 SOMETIMES GOVERNMENT AND THE REST OF US HAVE TO CATCH UP WITH
17 THAT VISION. AND SO AFTER GALA OPENED, THEY ENCOUNTERED A
18 CHALLENGE AT THE STATE LEVEL. CALIFORNIA LAW HAD NOT YET
19 ALIGNED WITH THE FEDERAL FRAMEWORK THAT PERMITTED SINGLE-
20 GENDER PUBLIC EDUCATION. DR. HICKS AND THE GALA COMMUNITY CAME
21 TOGETHER, AND I WAS PROUD TO WORK ALONGSIDE THEM TO ADDRESS
22 THE ISSUE. IN 2017, I INTRODUCED AB 23 TO ALIGN CALIFORNIA'S
23 LAW WITH FEDERAL REQUIREMENTS CONCERNING SINGLE-GENDER
24 EDUCATION, AND TOGETHER WE ADVANCED THAT BILL, ENSURING GALA
25 AND OTHER LAUSD SINGLE-GENDER SCHOOLS COULD CONTINUE SERVING



THE BOARD OF
SUPERVISORS

1 STUDENTS WITH DISTINCTION. THROUGH HER LEADERSHIP, DR. HICKS
2 ENSURED THAT GALA STUDENTS HAD ACCESS TO RIGOROUS ACADEMIC
3 RESOURCES, MENTORS WHO REFLECT THEIR IDENTITIES AND EMPLOYERS
4 ACROSS STEM FIELDS WHILE ALSO EXPANDING OPPORTUNITIES FOR THEM
5 TO PURSUE STEM COURSEWORK AND EXPLORE CAREERS WHERE WOMEN AND
6 WOMEN OF COLOR HAVE HISTORICALLY BEEN UNDERREPRESENTED. PRIOR
7 TO FOUNDING GALA, DR. HICKS SERVED AS A TEACHER, DEPARTMENT
8 CHAIR, COLLEGE COUNSELOR, AND ASSISTANT PRINCIPAL. AND SHE
9 LATER TOOK ON NUMEROUS LEADERSHIP ROLES ACROSS THE DISTRICT.
10 THROUGHOUT HER CAREER, SHE REMAINED FOCUSED ON HER COMMITMENT
11 TO CREATING EQUITABLE EDUCATIONAL EXPERIENCES FOR UNDERSERVED
12 STUDENTS. SHE CO-LED THE 10-SCHOOL INITIATIVE IN LOCAL
13 DISTRICT WEST, FOCUSING ON THE SCHOOLS WITH THE LARGEST
14 AFRICAN AMERICAN STUDENT POPULATIONS AND BUILDING A
15 PARTNERSHIP WITH UCLA THAT INCREASED AFRICAN AMERICAN
16 ENROLLMENT THERE. DR. HICKS ALSO STRENGTHENED DISTRICT-WIDE
17 COLLEGE READINESS BY ENSURING STUDENTS HAD ACCESS TO COURSES
18 REQUIRED FOR ELIGIBILITY TO CALIFORNIA'S PUBLIC UNIVERSITIES.
19 AND THAT'S WHY I'M DEEPLY PROUD TO HONOR HER 40 REMARKABLE
20 YEARS OF PUBLIC SERVICE TO OUR STUDENTS, OUR SCHOOLS, OUR
21 PARENTS, AND OUR COMMUNITIES. WE HONOR YOUR WORK, YOUR
22 INCREDIBLE WORK ADVANCING EDUCATIONAL EQUITY AND CREATING
23 SPACES PARTICULARLY WHERE YOUNG WOMEN AND YOUNG WOMEN OF COLOR
24 CAN EXPLORE THEIR ACADEMIC INTERESTS IN AN ENVIRONMENT THAT
25 SEES THEM, THAT ACKNOWLEDGES THEM, THAT VALUES THEM. SO THANK



THE BOARD OF
SUPERVISORS

1 YOU FOR BELIEVING IN OUR YOUNG WOMEN AND FOR YOUR COURAGE IN
2 CREATING A PLACE WHERE THEY CAN THRIVE. SO PLEASE, WON'T YOU
3 JOIN ME IN CONGRATULATING DR. ELIZABETH HICKS ON 40 YEARS
4 CAREER AT LAUSD AND FOR BRINGING HER VISION OF GALA TO
5 FRUITION. GIVE HER A ROUND OF APPLAUSE.

6

7 **DR. ELIZABETH HICKS:** THANK YOU, THANK YOU SO MUCH. I'M JUST
8 THRILLED TO BE HONORED FOR THE 40 YEARS, IT'S ACTUALLY 45
9 YEARS. SERVICE TO THE STUDENTS OF LOS ANGELES. IT IS A JOB
10 THAT I LOVE DEARLY. IT HAS ITS CHALLENGES, BUT IT WAS JUST AN
11 AMAZING CAREER. THROUGHOUT MY CAREER, I HAVE BEEN PASSIONATE
12 ABOUT EQUITY AND ACCESS. IT STARTED WAY BACK WHEN I WAS A
13 BEGINNING TEACHER AT HAMILTON HIGH SCHOOL, STARTED TALKING TO
14 MY STUDENTS AND REALIZED THAT THEY HAD NEVER BEEN TO THE
15 BEACH. THEY HAD NEVER BEEN TO LACMA. THEY'D NEVER EVEN BEEN TO
16 UCLA. THESE ARE ALL ONE BUS RIDE AWAY. SO I, YOU KNOW, RAISED
17 MONEY, I DID SOME GRANTS, AND I MADE SURE THAT OUR STUDENTS
18 HAD A CHANCE TO EXPERIENCE AS MANY CULTURAL ACTIVITIES AS THEY
19 COULD IN LOS ANGELES. AND THERE'S SO MANY TO TAKE ADVANTAGE OF
20 AND ENCOURAGE THEIR FAMILIES TO GO VISIT AFTER WE HAD VISITED
21 THE FIRST TIME. THESE ARE THE KINDS OF THINGS THAT WE NEED TO
22 DO A BETTER JOB AT IN OUR SYSTEM, RECOGNIZING WHERE THERE ARE
23 GAPS THAT OUR CHILDREN NEED HELP WITH. AND IT'S BEEN SOMETHING
24 THAT CONTINUED THROUGHOUT MY CAREER TO TRY TO PROVIDE THOSE
25 GAPS. YOU MENTIONED MANY OF THE THINGS THAT I HAVE DONE. AND



THE BOARD OF
SUPERVISORS

1 OF COURSE, MY BIGGEST, YOU KNOW, CAREER SUCCESS IS THE GIRLS'
2 ACADEMIC LEADERSHIP ACADEMY AND FOUNDING THAT, WRITING THE
3 PLAN, GETTING IT ACCEPTED AND FOUNDING IT AND THEN BECOMING
4 ITS FIRST PRINCIPAL, FOUNDING PRINCIPAL. SO THIS WAS JUST
5 AMAZING. BUT IT DIDN'T COME EASY. IT WAS THREE YEARS OF NOS,
6 THREE YEARS OF TRYING TO GO TO THIS PERSON OR THAT PERSON. AND
7 THE, YOU KNOW, THE HELP FROM DR. MICHELLE KING, WHO AT THAT
8 TIME WAS AN ASSISTANT SUPERINTENDENT, CAN'T BE MINIMIZED. AND
9 ALSO DR. GEORGE MCKENNA, WHO HAD GONE TO AN ALL-BOYS SCHOOL
10 AND REALLY UNDERSTOOD THE WHOLE MODEL. AND THEN WE STARTED
11 WITH A GROUP OF PARENTS. I HAVE A FOUNDING PARENT, SUSAN, HERE
12 WITH US. WE STARTED A PARENT ORGANIZATION, AND KATE IS HERE AS
13 OUR PRESIDENT OF OUR PARENT ORGANIZATION AND STARTED TO WORK
14 AS A COMMUNITY TO MAKE THIS SCHOOL BE SUCCESSFUL. IN ALL THIS
15 TIME, THE REASON WHY I GOT EXPOSED TO AN ALL-GIRLS SCHOOL
16 CONCEPT WAS THAT MY DAUGHTERS WERE LUCKY ENOUGH TO GET
17 SCHOLARSHIPS TO A VERY FINE ALL-GIRLS SCHOOL HERE IN L.A. AND
18 NATASHA HICKS, MY DAUGHTER, IS HERE, AND I WANT TO JUST SAY
19 AGAIN, YOU ARE MY INSPIRATION, AND YOUR EXPERIENCE HELPED ME
20 TO THEN PROVIDE SOMETHING FOR GIRLS IN LOS ANGELES THAT THEY
21 DIDN'T HAVE BEFORE. AND EVERY TIME I STARTED GETTING TIRED AND
22 THOUGHT NOT GOING TO TAKE ANOTHER NO. I DON'T KNOW HOW I'M
23 GOING TO DO THIS. I THOUGHT ABOUT MY OWN DAUGHTERS AND THEY
24 GOT THAT CHANCE. SO WHY SHOULDN'T ALL OF OUR GIRLS IN L.A.
25 UNIFIED AND ACTUALLY ALL OF OUR GIRLS IN THE STATE OF



THE BOARD OF
SUPERVISORS

1 CALIFORNIA HAVE THE CHANCE TO HAVE THIS MODEL? IT'S NOT FOR
2 EVERYONE, BUT WE WANT THEM TO HAVE THE CHANCE AND THE CHOICE
3 TO HAVE AN ALL-GIRLS MODEL THAT HAS SHOWN SO MANY THINGS IN
4 TERMS OF ACADEMICS, BUT ALSO IN TERMS OF LEADERSHIP. AND IF
5 YOU LOOK AT THE BOARD, BEHIND ME. THEY ARE OUR INSPIRATION FOR
6 OUR STUDENTS AT OUR SCHOOL, ALL FEMALE, ALL WORKING SO HARD
7 FOR THE PEOPLE OF THE COUNTY OF LOS ANGELES. THANK YOU FOR
8 RECOGNIZING ME AND THANK YOU FOR ALL THE WORK THAT YOU ALL DO.
9 AND I ALSO WANT TO ESPECIALLY THANK. SHE WAS THEN SENATOR
10 MITCHELL, AND I KEEP THINKING ABOUT MY HEAD, SUPERVISOR
11 MITCHELL FOR HER JUST WELCOMING. SHE WAS SO INSTRUMENTAL IN
12 STARTING WITH OUR VERY FIRST FIELD TRIP TO USC, OUR VERY FIRST
13 DAY OF SCHOOL, AND SPONSORED THE WOMEN'S LEADERSHIP INSTITUTE
14 AT OUR SCHOOL, HELPED SO MANY WAYS, BUT JUST BEING AN AMAZING
15 ROLE MODEL FOR OUR CHILDREN AND FOR OUR GIRLS. IF EVERYONE
16 FOLLOWS YOUR LEADERSHIP, WE WILL BE A VERY LUCKY PLACE. LOS
17 ANGELES. SO THANK YOU SO MUCH. SUPERVISOR HORVATH, WE'RE GOING
18 TO TAKE A QUICK PICTURE, BUT WHY DON'T YOU COME ON UP?

19
20 **SUP. LINDSEY P. HORVATH:** GOOD MORNING, LOS ANGELES COUNTY, AND
21 HAPPY LATINO HERITAGE MONTH. TODAY I HAVE THE HONOR, TODAY I
22 HAVE THE HONOR OF RECOGNIZING TWO INCREDIBLE WOMEN AND
23 TRAILBLAZERS, DIANA MARTINEZ AND LUPITA INFANTE. DIANA HAS
24 SPENT 50 YEARS IN JOURNALISM, BREAKING BARRIERS AND MAKING
25 SURE OUR COMMUNITIES AND OUR STORIES ARE SEEN AND HEARD. SHE



THE BOARD OF
SUPERVISORS

1 BECAME THE FIRST LATINA IN THE NATION TO SUPERVISE A MAJOR
2 ALL-NEWS RADIO STATION, A REMARKABLE ACHIEVEMENT, ESPECIALLY
3 AT A TIME WHEN VERY FEW LATINAS WERE GIVEN THE OPPORTUNITY TO
4 LEAD IN NEWSROOMS. DIANA KNOWS WHAT IT MEANS TO BE FIRST. SHE
5 FACED RESISTANCE ALONG THE WAY, BUT SHE NEVER LET IT STOP HER.
6 AND SHE DIDN'T JUST OPEN DOORS FOR HERSELF. SHE HELD THEM OPEN
7 FOR THE JOURNALISTS WHO CAME AFTER HER. FROM BROADCAST NEWS TO
8 THE SAN FERNANDO VALLEY SUN, DIANA HAS DEDICATED HER CAREER TO
9 TELLING THE STORIES OF LOS ANGELES. AND GIVING A VOICE TO
10 COMMUNITIES TOO OFTEN OVERLOOKED. DIANA, WE THANK YOU FOR YOUR
11 50 YEARS + OF TRAILBLAZING JOURNALISM, AND WE THANK YOU FOR
12 MAKING SURE THAT YOU WERE THE FIRST BUT NEVER THE LAST. AND
13 OUR NEXT HONOREE IS LUPITA INFANTE, WHO IS ALSO BREAKING
14 BARRIERS, AND SHE'S A PROUD UCLA BRUIN. LUPITA STUDIED
15 ETHNOMUSICOLOGY AT UCLA AND PERFORMED WITH UCLA'S MARIACHI,
16 CARRYING FORWARD THE MUSICAL TRADITION OF HER GRANDFATHER, THE
17 LEGENDARY PEDRO INFANTE. BUT LUPITA HAS CREATED A VOICE AND A
18 LEGACY ALL HER OWN. IN THE TRADITIONALLY MALE-DOMINATED WORLD
19 OF MARIACHI AND MÚSICA MEXICANA, LUPITA IS MAKING SPACE FOR
20 WOMEN. OPENING DOORS AND SHOWING THE NEXT GENERATION OF
21 LATINAS THAT THEY BELONG ON THOSE STAGES TOO. DIANA OPENED
22 DOORS IN THE NEWSROOM. LUPITA IS OPENING THEM ON STAGE, AND
23 BOTH ARE MAKING THE PATH WIDER FOR THE WOMEN COMING NEXT.
24 DIANA AND LUPITA, ON BEHALF OF THE ENTIRE BOARD OF
25 SUPERVISORS, IT IS MY HONOR TO RECOGNIZE YOU BOTH AND



THE BOARD OF
SUPERVISORS

1 CELEBRATE EVERYTHING THAT YOU CONTINUE TO CONTRIBUTE TO LOS
2 ANGELES COUNTY. AND FIRST, I'D LIKE TO INTRODUCE DIANA TO SAY
3 A FEW WORDS.

4
5 **DIANA MARTINEZ:** I WAS QUITE LONG-WINDED UPSTAIRS, SO I
6 PROMISED TO DO AN ABBREVIATED VERSION. THANKS, ALL THE PEOPLE
7 WHO I INVITED UPSTAIRS, FOR COMING OUT SO EARLY. I, LIKE YOU,
8 AM VERY SLEEP-DEPRIVED RIGHT NOW. HOWEVER, I CAN'T ENTER THIS
9 SPACE WITHOUT RECOGNIZING THE LATE GLORIA MOLINA. GLORIA, WHO
10 I COVERED OVER THE YEARS THROUGH GOOD TIMES AND BAD TIMES AND
11 CONFRONTATIONAL TIMES— SHE WAS NEVER AFRAID TO BE DIRECT. AND
12 I FORGOT WHAT HARD ISSUE WAS GOING ON AT THE TIME. AND I SAID,
13 WHY ARE WE STILL FIGHTING THESE SAME FIGHTS? I THOUGHT WE TOOK
14 CARE OF THAT. AND SHE SAID, WE THOUGHT WE HAD PATTED THE
15 GROUND DOWN FOR OUR CHILDREN. BUT WHAT WE REALLY LEARNED IS
16 THAT WE HAVE TO TEACH THEM TO FIGHT. AND MY WONDERFUL SON,
17 WHO'S NOW IN HIS EARLY 30S, IT PAINS ME THAT HE HAS TO LEARN
18 WHEN HE IS APPROACHED BY A POLICE OFFICER HOW TO BE NON-
19 THREATENING. IT PAINS ME RIGHT NOW. I AM TORN TO SAY HAPPY
20 LATINO HERITAGE MONTH DURING A TIME WHEN OUR COMMUNITY IS
21 BEING TARGETED. WHEN WE ARE IN FOR-PROFIT DETENTION CENTERS,
22 WHEN WE ARE FORCED TO LABOR, IT IS SLAVERY. THOSE ARE
23 CONCENTRATION CAMPS. WE NEED TO TELL THE TRUTH. THOSE LEADERS
24 ELECTED HERE NEED TO REMEMBER THAT THEY ARE MORE THAN
25 POLITICIANS. THEY HAVE TO EXERCISE LEADERSHIP, WHETHER OR NOT



THE BOARD OF
SUPERVISORS

1 IT'S A POLITICAL YEAR, AN ELECTION YEAR, OR NOT. MY JOB IS TO
2 REPORT ACCURATELY AND WATCH. WE MAY NOT BE SITTING HERE EVERY
3 WEEK, BUT WE ARE WATCHING ONLINE. AND IT'S YOUR JOB ALSO TO
4 HOLD OUR FEET TO THE FIRE TO MAKE SURE THAT WE ARE DOING OUR
5 JOB TO REPORT ACCURATELY. I PROMISED TODAY THAT I WOULD BE
6 BRIEF BECAUSE MY FATHER ALWAYS SAID I WAS ALWAYS GOOD FOR A
7 FEW THOUSAND WORDS. I WILL GIVE LUPITA, THIS BEAUTIFUL WOMAN
8 WHO CELEBRATES THE ARTS THAT TAKE US TO A PLACE THAT HELPS US
9 DECOMPRESS A BIT. WHAT I WANT TO SAY THAT IT IS UP TO ALL OF
10 US TO COALESCE AND WHATEVER JOBS THAT WE HAVE TO TELL THE
11 TRUTH. WHEN WE HEAR SOMEONE WHO SAYS, WHETHER IT'S ONLINE OR
12 IN PASSING, THAT ILLEGAL ALIENS ARE TAKING ALL OUR JOBS OR
13 USING ALL THESE SOCIAL SERVICES, THEY NEED TO BE REMINDED THAT
14 THOSE PEOPLE ARE CONTRIBUTING TRILLIONS OF DOLLARS TO THE GNP.
15 AND BILLIONS OF DOLLARS TO THE TAX BASE FOR SERVICES THAT THEY
16 WILL NEVER RECEIVE. BUT MOST OF ALL, WE CAN'T TURN A BLIND EYE
17 TO WHAT'S GOING ON EVERY DAY. AND WE HAVE TO THINK, BECAUSE
18 EVERY ONE OF US HAS A RESPONSIBILITY TO STAND UP AND BE HEARD.
19 SO I THANK LINDSAY HORVATH. I WAS QUITE SURPRISED TO RECEIVE
20 THIS TODAY, I NEVER EXPECTED IT. IT IS VERY RARE FOR A
21 POLITICIAN, AND I WANT TO SAY A LEADER RATHER THAN A
22 POLITICIAN TO RECOGNIZE A JOURNALIST. AND I FEEL I HAVE AN
23 EVEN GREATER RESPONSIBILITY TO SLAY SOME MORE DRAGONS. AS I
24 SAID UPSTAIRS, OUR CURRENT ADMINISTRATION WANTS AN OBEDIENT
25 PRESS. AND ALL IT HAS BOUGHT HIM IS A WELL-DESERVED BLACKOUT



THE BOARD OF
SUPERVISORS

1 AND A LAWSUIT. SO AS WE CONTINUE ON, LET'S ALL REMIND
2 OURSELVES THAT IT IS NOT OUR JOB TO BE OBEDIENT. THANK YOU
3 VERY MUCH.

4

5 **SUP. LINDSEY P. HORVATH:** AND NEXT, I'D LIKE TO WELCOME LUPITA
6 INFANTE.

7

8 **LUPITA INFANTE:** HOLA, MUY BUENOS DÍAS. GOOD MORNING. I'M
9 LUPITA INFANTE, SINGER-SONGWRITER, AND JUST LIKE THE LEADERS
10 HERE BEHIND ME, JANICE HAHN IN MY DISTRICT, JUST LIKE THE
11 LEADERS HERE, I AM A SERVANT, NOT TO CONSTITUENTS, BUT TO MY
12 MUSIC AND TO REALLY SHOWCASING THE BEAUTY OF MY CULTURE
13 THROUGH MUSIC. I LOVE THIS CITY WITH ALL MY HEART. I WANT TO
14 THANK ALL OF YOU FOR PROTECTING THIS BEAUTIFUL COMMUNITY AND
15 DOING ALL THAT YOU DO. AND I LOVE L.A. SO MUCH THAT I BROUGHT
16 YOU A GIFT. THIS IS MY ALBUM, AMOR COMO EN LAS PELÍCULAS DE
17 ANTES. SO YOU COULD SHARE AMONGST YOURSELVES. AND I JUST WANT
18 TO SAY, [SINGING IN SPANISH] THANK YOU.

19

20 **SUP. LINDSEY P. HORVATH:** YOU CAN SEE WHY EACH ARE SO SPECIAL
21 AND SO POWERFUL IN THEIR OWN RIGHT, AND ON BEHALF OF THE
22 ENTIRE BOARD OF SUPERVISORS, IT IS TRULY MY PRIVILEGE TO
23 RECOGNIZE EACH OF YOU. WE ARE GRATEFUL FOR THE IMPACT YOU'RE
24 MAKING ON ALL OF US AND THROUGHOUT LOS ANGELES COUNTY. THANK
25 YOU VERY MUCH.



THE BOARD OF
SUPERVISORS

SUP. HOLLY J. MITCHELL, CHAIR PRO TEM: SUPERVISOR HAHN, YOU'RE NEXT.

SUP. JANICE HAHN: GOT IT. OKAY, GREAT. SO IT'S MY PLEASURE TO WELCOME THE WILMINGTON PONY BASEBALL, THE 11 AND UNDER AND THE 13 AND UNDER ALL-STAR TEAMS HERE TODAY. GIVE THEM A BIG ROUND OF APPLAUSE. WE ALSO HAVE HEAD COACH JUAN SANCHEZ AND MEMBERS OF THE WILMINGTON PONY BASEBALL BOARD WITH US TODAY TO CELEBRATE WHAT THESE TEAMS HAVE ACCOMPLISHED. THIS SUMMER, THE 11-AND-UNDER AS WELL AS THE 13-AND-UNDER ALL-STAR TEAMS MADE LEAGUE HISTORY WITH EACH TEAM WINNING THE DISTRICT, THE REGIONAL, AND THE SOUTHERN CALIFORNIA CHAMPIONSHIPS. TOGETHER, THESE TEAMS BROUGHT BACK SIX CHAMPIONSHIP BANNERS TO WILMINGTON. YOU KNOW, THESE CHAMPIONSHIPS WERE EARNED THROUGH TIRELESS DEDICATION FROM THE PLAYERS WHO SPENT EARLY MORNINGS AT PRACTICE, COUNTLESS HOURS SPENT MASTERING FUNDAMENTALS AND BUILDING TRUST WITH ONE ANOTHER, AND LONG DAYS ON THE ROAD SHOWING A LEVEL OF COMMITMENT FAR BEYOND THEIR YEARS. CONGRATULATIONS TO THESE YOUNG ATHLETES, AND MAY YOUR SUCCESS CONTINUE IN THE UPCOMING SEASON AND ALL OF YOUR FUTURE ENDEAVORS. AND I WANT TO ALSO CONGRATULATE COACH SANCHEZ AND THE ENTIRE COACHING TEAM WHO HAD A SUCCESSFUL RUN LAST SEASON AND WERE ABLE TO FURTHER THAT SUCCESS THIS SEASON. TO THE MEMBERS OF THE WILMINGTON PONY BASEBALL BOARD, THANK YOU FOR



THE BOARD OF
SUPERVISORS

1 SUPPORTING OUR YOUTH AND FOR PROVIDING SAFE, STRUCTURED, AND
2 ENRICHING ENVIRONMENT FOR OUR YOUNG ATHLETES FOR ALMOST FIVE
3 DECADES. AND I'D LIKE TO GIVE A HUGE SHOUT OUT TO THE PARENTS
4 TO THE VOLUNTEERS, AND TO EVERYONE ELSE BEHIND THE SCENES WHO
5 COLLECTIVELY SUPPORTED THE TEAM TO HELP MAKE THIS SEASON SUCH
6 A SUCCESS. THANK YOU TO ALL OF, TOGETHER, THESE PLAYERS, THESE
7 COACHES, THE PARENTS, THE VOLUNTEERS, THE BOARD MEMBERS, HAVE
8 PROVIDED A GREAT REMINDER OF WHAT CAN HAPPEN WHEN AN ENTIRE
9 COMMUNITY RALLIES BEHIND ITS YOUTH. AND THAT DESERVES ANOTHER
10 ROUND OF APPLAUSE. AND NOW I'D LIKE TO INVITE BOARD MEMBER
11 DANNY MONTOYA UP TO SAY A FEW WORDS.

12
13 **DANNY MONTOYA:** GOOD MORNING, EVERYBODY. FIRST, I'D LIKE TO
14 START OFF AND THANK THE COUNTY BOARD OF SUPERVISORS AND
15 SUPERVISOR HAHN FOR RECOGNIZING OUR 11 AND 13 ALL-STAR TEAMS,
16 OUR ORGANIZATION, AND OUR BOARD MEMBER FOR THEIR, THEIR
17 DEDICATION AND COMMITMENT TO OUR LEAGUE AND COMMUNITY. YOUR
18 SUPPORT MEANS SO MUCH TO OUR PLAYERS, FAMILIES, AND THE ENTIRE
19 WILMINGTON COMMUNITY, AND WE TRULY APPRECIATE YOUR CONTINUED
20 SUPPORT OF YOUTH SPORTS. I'D ALSO LIKE TO GIVE A VERY SPECIAL
21 RECOGNITION TO STEVE, WHO UNFORTUNATELY COULD NOT MAKE IT
22 TODAY BECAUSE HE IS VOLUNTEERING WITH AN ORGANIZATION
23 SUPPORTING INDIVIDUALS WITH CANCER. STEVE HAS DEDICATED
24 COUNTLESS HOURS TO GROWING OUR MARKETING AND OUR ONLINE
25 PRESIDENT, OUR ONLINE PRESENCE AND CREATING OUR JUNIOR UMPIRE



THE BOARD OF
SUPERVISORS

1 PROGRAM, WHICH PROVIDED OPPORTUNITIES FOR YOUTH THROUGHOUT
2 WILMINGTON, THE SOUTH BAY, AND THE SOUTHERN CALIFORNIA AREA.
3 STEVE, THANK YOU FOR EVERYTHING YOU'VE DONE FOR OUR
4 ORGANIZATION AND HAVE CONTINUED TO DO. TO MY BOARD MEMBERS,
5 THANK YOU ALL FOR YOUR ONGOING LEADERSHIP, TIME, DEDICATION,
6 AND YOUR COMMITMENT BEHIND THE SCENES TO KEEP OUR LEAGUE
7 STRONG AND GIVE OUR KIDS A SAFE, POSITIVE, AND SUPPORTIVE
8 ENVIRONMENT TO LEARN AND GROW. TO OUR COACHES, I'D LIKE TO
9 THANK YOU FOR YOUR HARD WORK, DEDICATION TO THESE PLAYERS.
10 WITHOUT AN AMAZING COACHING STAFF WHO KNOWS THESE KIDS' LIMITS
11 AND POTENTIAL AND PUSH THEM EVERY DAY TO BECOME BETTER, THEY
12 WOULD NOT HAVE THE KNOWLEDGE, DRIVE, AND LOVE FOR THE GAME AS
13 THEY DO TODAY. AND FINALLY, TO OUR BOYS, WHEN YOU WERE
14 SELECTED FOR THE ALL-STAR TEAM, YOU HAD JOBS TO DO, AND YOU
15 SURPASSED EVERY EXPECTATION THAT WAS GIVEN. 6 CHAMPIONSHIP
16 BANNERS LATER, YOU'VE SET THE NEW STANDARD FOR GENERATIONS
17 THAT WILL FOLLOW YOU. WE ARE INCREDIBLY PROUD OF YOUR HARD
18 WORK, DEDICATION, AND LOVE FOR THE GREAT GAME.
19 CONGRATULATIONS, BOYS AND COACHES. YOU GUYS HAVE DEFINITELY
20 EARNED THIS. THANK YOU.

21
22 **SUP. JANICE HAHN:** DO WE WANT ONE OF THE COACHES WANT TO SAY?
23 WHICH ONE IS, NONE OF THE COACHES WANT TO? YOU ONLY SPEAK ON
24 THE FIELD? OKAY, SAY SOMETHING. YOU GUYS WANT TO HEAR YOUR
25 COACH, RIGHT?



THE BOARD OF
SUPERVISORS

1

2 **JUAN SANCHEZ:** THIS IS JUAN SANCHEZ. I'M BEYOND AMAZED AND
3 PROUD OF YOU GUYS. YOU GUYS DID A HECK OF A RUN, AND LET'S GO
4 DO IT AGAIN NEXT YEAR.

5

6 **SUP. JANICE HAHN:** ALL RIGHT, THANK YOU. OKAY, THANK YOU. AND
7 I, EACH ONE OF THE YOUNG PEOPLE HAS THEIR OWN OFFICIAL,
8 PROCLAMATION FROM THE COUNTY OF LOS ANGELES, BUT I'D ALSO LIKE
9 TO PRESENT ONE MORE SCROLL TO CONGRATULATE THE PLAYERS AND THE
10 COACHES OF THE 11-AND-UNDER AS WELL AS THE 13-AND-UNDER
11 WILMINGTON PONY BASEBALL ALL-STAR TEAMS FOR YOUR HISTORIC
12 CHAMPIONSHIP SEASON. YOUR HARD WORK AND DEDICATION HAVE MADE
13 YOUR COMMUNITY AND LOS ANGELES COUNTY SO PROUD. THANK YOU.

14

15 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** OKAY, THANK YOU. SO I
16 ALSO AM SO PLEASED TO RECOGNIZE THE CITY OF HUNTINGTON PARK ON
17 THE OCCASION OF THEIR 120TH ANNIVERSARY. YEAH. JOINING US
18 TODAY ARE MAYOR EDDIE MARTINEZ, VICE MAYOR JONATHAN SANABRIA,
19 AND COUNCILMEMBER NANCY MARTÍZ. THANK YOU FOR BEING HERE
20 TODAY. YOU KNOW, THE STORY OF HUNTINGTON PARK BEGAN MORE THAN
21 A CENTURY AGO AS THE AREA TRANSITIONED FROM AGRICULTURAL LAND
22 INTO A GROWING COMMUNITY. IN 1899, A PAIR OF REAL ESTATE
23 DEVELOPERS NAMED A.L. BURBANK AND E.V. BAKER BEGAN BUYING UP
24 LAND, AND BY 1901 THEY CONTROLLED A 100-ACRE TRACT CALLED THE
25 SUNRISE TRACT. THEY BEGAN TO SUBDIVIDE THE LAND AND RENAMED



THE BOARD OF
SUPERVISORS

1 THEIR DEVELOPMENT LE PARC, BUT IN 1902 THEY CHANGED THE NAME
2 TO HUNTINGTON PARK. TO ENTICE HENRY HUNTINGTON TO EXTEND A
3 LINE OF HIS PACIFIC ELECTRIC RAILWAY THROUGH THE CITY. THEIR
4 ENTICEMENT WORKED. AND IN 1903, HUNTINGTON EXTENDED HIS
5 WHITTIER LINE THROUGH THE CITY ALONG WHAT IS NOW RANDOLPH
6 STREET. HUNTINGTON PARK WAS INCORPORATED AS A CITY ON
7 SEPTEMBER 1, 1906, WHEN THE BOARD OF SUPERVISORS I WASN'T ON
8 THE BOARD. NEITHER WAS MY DAD AT THAT TIME, 1906. WHEN THE
9 BOARD OF SUPERVISORS APPROVED THE COMMUNITY'S THIRD PETITION
10 FOR INCORPORATION. FROM THE BEGINNING, PACIFIC BOULEVARD WAS
11 THE MAJOR COMMERCIAL AND ENTERTAINMENT HUB OF THE CITY,
12 INCLUDING THE HUNTINGTON PARK CHRISTMAS LANE PARADE. THIS
13 PARADE WAS FIRST HELD IN 1946, AND NOT ONLY WAS IT ONE OF THE
14 EARLIEST LIVE TELEVISED HOLIDAY PARADES, BUT IN 1952, IT MADE
15 HISTORY AS THE FIRST LIVE EVENT TO BE BROADCAST ON BOTH RADIO
16 AND TELEVISION IN BOTH ENGLISH AND SPANISH. IN THE DECADES
17 SINCE, THAT PARADE HAS REACHED NATIONAL FAME. IT IS THE ONLY
18 HOLIDAY PARADE IN THE UNITED STATES TO WIN THE PRESTIGIOUS
19 FILM ADVISORY BOARD NATIONAL AWARD OF EXCELLENCE. IN 2023, I
20 HAD THE HONOR OF SERVING AS A GRAND MARSHAL OF THE PARADE.
21 THAT WAS SUCH A GREAT EXPERIENCE FOR ME. IT WAS INCREDIBLE TO
22 SEE THE NUMBER OF PEOPLE WHO CAMPED OUT ALONG PACIFIC
23 BOULEVARD WITH THEIR FAMILIES AND FRIENDS TO ENJOY THE
24 FESTIVITIES. FOR 120 YEARS, HUNTINGTON PARK HAS CHANGED AND
25 EVOLVED. THE POPULATION HAS GROWN. THE NEIGHBORHOODS HAVE



THE BOARD OF
SUPERVISORS

1 DEVELOPED AND BUSINESSES HAVE CHANGED WITH THE TIMES. BUT SOME
2 THINGS HAVE REMAINED CONSTANT: FAMILY, HARD WORK, RESILIENCE,
3 ENTREPRENEURSHIP, AND PRIDE IN THE COMMUNITY. CONGRATULATIONS,
4 HUNTINGTON PARK, ON THIS INCREDIBLE MILESTONE. AND I WOULD NOW
5 LIKE TO ASK MAYOR EDDIE MARTINEZ TO SAY A FEW WORDS. MAYOR.

6

7 **EDDIE MARTINEZ:** THANK YOU. THANK YOU, SUPERVISOR HAHN. IT'S AN
8 HONOR ON BEHALF OF THE CITY OF HUNTINGTON PARK AND MY
9 COLLEAGUES TO BE HERE AND TO ACCEPT YOUR RECOGNITION. THIS
10 PAST SATURDAY, WE CELEBRATED 120 YEARS WITH A MARACHI 5K. OVER
11 1,100 RUNNERS PARTICIPATED.

12

13 **SUP. JANICE HAHN:** DID YOU RUN?

14

15 **EDDIE MARTINEZ:** I DID RUN. I DID NOT FINISH FIRST, BUT I DID
16 COMPLETE THE COURSE. AND JUST TO GIVE A LITTLE BACKGROUND
17 ABOUT MY FAMILY, WE MIGRATED TO HUNTINGTON PARK 60 YEARS AGO
18 IN 1966. I THINK MY FAMILY JOURNEY IS A REFLECTION OF WHO WE
19 ARE AS A CITY. WE ARE A CITY OF IMMIGRANTS. WE'RE A CITY OF
20 HARD WORKERS. WE ARE UNION WORKERS. WE ARE EDUCATORS. WE ARE
21 LGBTQ. AND WE GET UP EACH DAY, WE FACE OUR CHALLENGES, AND WE
22 PUSH THROUGH. MY DAD PASSED AWAY A FEW YEARS AGO, BUT I KNOW
23 HE WOULD HAVE BEEN SO PROUD THAT A MEMBER OF HIS FAMILY IS
24 HERE TODAY AS MAYOR TO ACCEPT THIS RECOGNITION.

25



THE BOARD OF
SUPERVISORS

1 **SUP. JANICE HAHN:** THANK YOU. THANK YOU SO MUCH, MAYOR. AND ON
2 BEHALF OF THE L.A. COUNTY BOARD OF SUPERVISORS, 120 YEARS
3 LATER WHEN THIS VERY BOARD, NOT THIS BOARD, BUT THE BOARD OF
4 SUPERVISORS APPROVED THE INCORPORATION OF YOUR CITY, GIVES ME
5 GREAT PLEASURE TO PRESENT YOU THIS OFFICIAL SCROLL FROM THE
6 COUNTY OF LOS ANGELES RECOGNIZING YOUR CITY, HONORING YOUR
7 CITY, AND THANKING YOU FOR THE CONTRIBUTIONS THAT YOUR CITY,
8 YOUR RESIDENTS HAVE CONTRIBUTED TO OUR ENTIRE CONGRATULATIONS.
9 THANK YOU.

10

11 **SUP. KATHRYN BARGER:** ALL RIGHT. LAST BUT NOT LEAST, AS WE
12 CELEBRATE HISPANIC HERITAGE MONTH, I WANTED TO FOCUS ON
13 RESIDENTS WHO ARE INVESTING IN THEIR COMMUNITIES THROUGH
14 PHILANTHROPY. I'M HONORED TO SHINE A LIGHT ON TWO INCREDIBLE
15 5TH DISTRICT LEADERS WHOSE TALENTS AND COMMITMENT ARE MATCHED
16 BY THEIR GENEROSITY AND PASSION OF GIVING BACK. MY FIRST
17 HONOREE IS KATHY HERNANDEZ, DIRECTOR OF FOSTER CARE PROGRAMS
18 FOR FOSTERALL. THE ORGANIZATION OFFERS SUPPORT TO FOSTER
19 PARENTS DURING EVERY STEP OF THEIR FOSTERING JOURNEY.
20 BELIEVING THERE SHOULD BE A COMMUNITY OF SUPPORT FOR EVERY
21 PARENT AND A PARENT FOR EVERY CHILD. KATHY, A PASADENA
22 RESIDENT, HAS LED FOSTER ALL'S EFFORTS WITH THE FAITH
23 COMMUNITY FOR MORE THAN A DECADE, CONNECTING WITH HUNDREDS OF
24 FAITH PARTNERS TO RECRUIT AND RETAIN PROSPECTIVE FOSTER
25 PARENTS. DURING THE PROCESS OF FOSTERING, KATHY HAS EMPOWERED



THE BOARD OF
SUPERVISORS

1 FAMILIES TO OPEN THEIR HEARTS AND THEIR HOMES TO OUR MOST
2 VULNERABLE YOUTH. WITH KATHY'S LONGSTANDING AND DEEP
3 RELATIONSHIP WITH THE FAITH COMMUNITY, SHE WAS INSTRUMENTAL IN
4 DEVELOPING THE LOS ANGELES COUNTY FAITH ALLIANCE. THIS
5 INTERFAITH GROUP HAS PARTNERED WITH OUR COUNTY'S OFFICE OF
6 FAITH-BASED AND NEIGHBORHOOD PARTNERSHIPS, MAKING WAY FOR
7 BETTER COORDINATION WITH OUR FAITH PARTNERS TO SERVE THOSE
8 MOST IN NEED. PRIOR TO HER CURRENT ROLE, SHE SPENT 20 YEARS AS
9 A NATIONAL COORDINATOR FOR WINNING OUR WORLD INTERNATIONAL,
10 MOBILIZING 50,000 VOLUNTEERS AND DEVELOPING PROGRAMS FOR
11 THOUSANDS OF YOUTH. IN ADDITION TO HER STEADFAST WORK SERVING
12 YOUTH AND THE FAITH COMMUNITY, KATHY IS ALSO A COMMITTED
13 VOLUNTEER WITH THE PASADENA POLICE DEPARTMENT. AS A VOLUNTEER,
14 SHE BUILDS BRIDGES AND STRENGTHENS TRUST BETWEEN THE COMMUNITY
15 AND LAW ENFORCEMENT, WHETHER THAT'S AT A COMMUNITY EVENT,
16 RESPONDING TO A TRAFFIC INCIDENT, OR LENDING A HELPING HAND
17 DURING A DISASTER. WHEN WE ASKED KATHY WHAT HER HERITAGE MEANT
18 TO HER, SHE SAID IT TAUGHT HER FAITH, COMPASSION, AND SERVICE.
19 KATHY, THOSE VALUES ARE ABUNDANTLY CLEAR IN BOTH YOUR CAREER
20 AND YOUR VOLUNTEER WORK. WE SO APPRECIATE YOU INVESTING IN OUR
21 YOUTH AND IN OUR FUTURE— IN THE FUTURE OF OUR YOUTH. AND IN
22 THE AUDIENCE TODAY, I KNOW YOU'RE JOINED BY YOUR COLLEAGUES
23 FROM FOSTER ALL, LEADERS FROM THE PASADENA POLICE DEPARTMENT,
24 AND YOUR LOVED ONES, ALL HERE TO SHOW YOU THEIR SUPPORT. CAN
25 WE GIVE HER A ROUND OF APPLAUSE? THANK YOU FOR WHAT YOU DO.



THE BOARD OF
SUPERVISORS

1 AND NOW I'D LIKE TO INTRODUCE MY SECOND HONOREE, FRANCISCO
2 PANCHITO RAMIREZ RUEDA. A PROUD LAKE LOS ANGELES NATIVE,
3 PONCHITO HAS DEDICATED HIS LIFE TO INVESTING BACK IN THE
4 ANTELOPE VALLEY. HE'S LOVED SOCCER SINCE HE WAS FOUR YEARS
5 OLD, INSTILLING IN HIM A SENSE OF DETERMINATION AND TEAMWORK
6 FROM AN EARLY AGE. HE MADE HISTORY WHEN HE BECAME THE FIRST
7 STUDENT ATHLETE FROM LAKE LOS ANGELES TO COMPETE IN A DIVISION
8 I ATHLETIC PROGRAM WHERE HE EARNED A SPOT ON THE MEN'S SOCCER
9 TEAM AT UC RIVERSIDE. HE MADE HISTORY AGAIN WHEN UC RIVERSIDE
10 MADE HIM THEIR YOUNGEST 40, UNDER 40 HONOREES WHEN HE WAS JUST
11 25. HE THEN WENT ON TO EARN A FULL-RIDE SCHOLARSHIP TO THE
12 UNIVERSITY OF MICHIGAN TO PURSUE HIS MASTER'S DEGREE IN
13 EDUCATION. COUPLING HIS PASSION FOR BOTH EDUCATION AND
14 ATHLETICS, PONCHITO AND HIS BROTHER CHRISTIAN STARTED THE
15 DREAMERS' SOCCER CLINIC, A VOLUNTEER-RUN NONPROFIT THAT
16 UPLIFTED MORE THAN 500 UNDERSERVED YOUTH IN THE ANTELOPE
17 VALLEY. THIS PROGRAM EQUIPS YOUTH WITH TUTORING, MENTORING,
18 ACADEMIC ACHIEVEMENT, COLLEGE TOURS, SCHOLARSHIPS, AND
19 LEADERSHIP SEMINARS, INSTILLING IN YOUTH THAT GOOD GRADES ARE
20 A REQUIREMENT AND AN INCENTIVE TO PLAY SOCCER. HE ALSO
21 EQUIPPED SPANISH-SPEAKING PARENTS WITH COLLEGE WORKSHOPS TO
22 ENSURE LANGUAGE IS NEVER A BARRIER TO SUPPORTING THEIR
23 CHILDREN ON THEIR EDUCATIONAL JOURNEY. REMEMBERING HIS OWN
24 CHILDHOOD AND THE HARD TIMES HIS COMMUNITY ENDURED DURING THE
25 RECESSION WITHOUT ATHLETIC PROGRAMS OR FIELDS, HE RECOGNIZES



THE BOARD OF
SUPERVISORS

1 THE GREAT INVESTMENT HIS PARENTS MADE TO ENSURE THAT HE AND
2 HIS SIBLINGS STAYED IN SPORTS. THAT'S BEEN HIS DRIVING FORCE
3 TO HELP OTHER KIDS GROWING UP IN THE ANTELOPE VALLEY, GIVING
4 THEM ACCESS TO OPPORTUNITIES THEY WOULDN'T HAVE HAD OTHERWISE.
5 TAKING HIS LOVE FOR SOCCER TO THE PROFESSIONAL STAGE, PONCHITO
6 WORKS AS A DIRECTOR OF PARTNERSHIPS AND COMMUNITY FOR THE
7 ANTELOPE VALLEY ALTA FC, THE ANTELOPE VALLEY'S PROFESSIONAL
8 SOCCER TEAM. IN THIS ROLE, HE HAS MANAGED ABOUT 70 CORPORATE
9 PARTNERSHIPS, HIGHLIGHTING THE VALUE OF INVESTING DIRECTLY
10 INTO THE ANTELOPE VALLEY AND COORDINATING WITH SCHOOL
11 DISTRICTS AND NONPROFITS TO ENSURE LOCALS HAVE ACCESS TO ALL
12 THESE EVENTS. IN ADDITION TO THESE EFFORTS, HE'S PARTICIPATED
13 IN PROGRAMS WITH THE AV RUN WITH FAITH THE DREAMERS'
14 FOUNDATION, BEYOND EXCELLENCE, AND THE INAUGURAL LAKE L.A.
15 DESERT SUNRISE 5K, ALL DEDICATED TO USING HIS LOVE FOR
16 ATHLETICS AND EDUCATION TO BOLSTER THE COMMUNITY. WHEN WE
17 ASKED PONCHITO WHAT HIS HERITAGE MEANT TO HIM, HE EMPHASIZED
18 IT SHAPED HIS VALUES OF PERSEVERANCE, FAITH, HONORING THOSE
19 WHO, WHO'VE COME BEFORE HIM, AND PAVING THE WAY FOR THE NEXT
20 GENERATION, SOMETHING YOU TWO BOTH HAVE IN COMMON. I KNOW
21 PONCHITO HAS HIS LOVED ONES IN THE AUDIENCE, AND THAT SENSE OF
22 SUPPORT IS CLEAR IN EVERYTHING HE DOES. CAN WE GIVE PONCHITO A
23 ROUND OF APPLAUSE? WOULD YOU LIKE TO SAY SOMETHING?

24
25 **KATHY HERNANDEZ:** THANK YOU, SUPERVISOR BARGER. I AM VERY



THE BOARD OF
SUPERVISORS

1 HUMBLED BY THIS RECOGNITION. MY HISPANIC HERITAGE FILLS ME
2 WITH TREMENDOUS PRIDE. I AM SO GRATEFUL FOR THE GENERATIONS
3 THAT CAME BEFORE ME. MY GRANDFATHER IMMIGRATED FROM OAXACA AND
4 SERVED IN THE MILITARY, AND HE INSTILLED IN OUR FAMILY THE
5 VALUES OF HARD WORK, RESILIENCE, AND A STEADFAST FAITH. MY
6 FATHER, A RETIRED MARINE, CARRIED FORWARD THOSE LESSONS AND
7 TAUGHT ME THE IMPORTANCE OF SACRIFICE AND SERVICE TO OTHERS.
8 AS A MATTER OF FACT, WHEN HE WAS A YOUNG MARINE, HE WAS
9 APPOINTED TO COORDINATE THE HISPANIC HERITAGE MONTH FOR THE
10 NAVAL WEAPONS STATION BASE IN CONCORD, CALIFORNIA, AND HE
11 HIMSELF WAS RECOGNIZED FOR HIS CONTRIBUTIONS AND DEDICATION.
12 THEIR JOURNEYS SERVE AS POWERFUL REMINDERS THAT WITH
13 DETERMINATION AND HEART, WE CAN CREATE FOR OURSELVES
14 OPPORTUNITIES FOR US AND FOR THOSE WHO FOLLOW. SERVICE AND
15 SACRIFICE RUN IN MY VEINS. THEY ARE THE LEGACY MY FAMILY HAS
16 LEFT ME AND THE PATH I AM PROUD TO WALK. SUPERVISOR BARGER,
17 THANK YOU AGAIN FOR THIS INCREDIBLE HONOR. THANK YOU TO
18 COMMANDER GRASSOFI, MY POLICE COLLEAGUES, FRIENDS, LOU MOORE
19 AND THE FOSTER ALL STAFF FOR BEING HERE TODAY. THANK YOU.

20
21 **FRANCISCO PANCHITO RAMIREZ RUEDA:** SUPERVISOR BARGER, THANK YOU
22 FOR THIS RECOGNITION. FIRST OF ALL, I WANT TO THANK GOD. I AM
23 NOTHING WITHOUT HIM. HE GIVES ME THE STRENGTH TO WAKE UP EVERY
24 MORNING AND GET BACK TO MY COMMUNITY. YOU KNOW, HE GAVE ME
25 THIS AMAZING PLATFORM TO BE THE CHANGE I WANT TO SEE IN MY



THE BOARD OF
SUPERVISORS

1 COMMUNITY. AND I ALWAYS SAY, YOU CAN'T BE WHAT YOU DON'T SEE.
2 SO EXPOSURE IS EVERYTHING. AND GOD ALSO SENT ME AMAZING
3 PARENTS AND AN AMAZING FUTURE WIFE WHO'S RECORDING US RIGHT
4 NOW. MY PARENTS, MOM? AT AGE 15, MY MOTHER HAD TWINS
5 DAUGHTERS. AT AGE 18, THEY HAD ME. AT AGE 21, THEY HAD ANOTHER
6 BROTHER. AND AGE 30, THE YOUNGEST ONE. WE ARE A YOUNG FAMILY.
7 LOW INCOME. WE LOST OUR HOUSE. MONEY IS ALWAYS AN ISSUE, BUT
8 SOMETHING ALWAYS REMAINED: EDUCATION. THEY TOLD US, "SON, THE
9 ONLY THING WE COULD GIVE YOU IS VALUES, AND GO OUT THERE AND
10 TAKE EDUCATION SERIOUSLY." THANKFULLY, ALL OF OUR FIVE
11 SIBLINGS HAVE A COLLEGE DEGREE. WE'RE THE FIRST ONES TO
12 GRADUATE FROM MIDDLE SCHOOL, HIGH SCHOOL, AND COLLEGE. THE
13 YOUNGEST ONE RIGHT NOW HAS A FULL RIDE AT FRESNO PACIFIC
14 UNIVERSITY. MY OLDEST TWIN SISTERS, THEY'RE PURSUING THEIR
15 PHDS RIGHT NOW. AND MY PARENTS ALWAYS TOLD US TO COME BACK AND
16 SERVE OUR COMMUNITIES. AND THAT'S WHAT WE ARE DOING. SO, MY
17 ADVICE TO YOU ALL IS LET'S WORK TOGETHER. UNITY IS REALLY
18 IMPORTANT. I UNDERSTAND THAT WE ARE A DIVERSE COUNTRY, BUT
19 LET'S BUILD COMMON GROUND TO BETTER SERVE OUR RESIDENTS, OUR
20 COMMUNITIES, OUR KIDDOS, BECAUSE THEY NEED US. THEY ARE THE
21 NEXT GENERATION, AND WE HAVE TO LEAD BY EXAMPLE EVERY SINGLE
22 DAY. AND REMEMBER, IT'S NOT ABOUT US. IT'S ABOUT REMOVING OUR
23 BIASES ASIDE, OUR DIFFERENCES ASIDE, AND BUILD A GREAT NATION.
24 AND THAT'S ALL I HAVE TO SAY. SO THANKS SO MUCH FOR ALLOWING
25 ME TO BE HERE TODAY. IT'S SUCH AN HONOR. AND I AM FULLY



THE BOARD OF
SUPERVISORS

1 COMMITTED TO GIVE BACK TO MY SMALL LITTLE TOWN, LAKE LOS
2 ANGELES, AND TRY TO PLAY MY PART AND BE THAT SEED SO I CAN
3 MAKE AN IMPACT. SO THANK YOU FOR ALLOWING ME TO BE HERE AND
4 THANK YOU.

5

6 **SUP. KATHRYN BARGER:** I JUST HAVE TO SAY, FOR BOTH KATHY AND
7 PONCHITO, THEIR CAREERS AND COMMITMENT TO CHARITY ARE DEEPLY
8 TIED TO THEIR CARE FOR OTHERS, AS YOU CAN HEAR. AND I HOPE
9 EACH AND EVERY ONE OF YOU YOUTH OUT THERE LISTEN TO WHAT HE
10 SAID. EDUCATION IS AN OPPORTUNITY FOR YOU TO DO BETTER. AND
11 TRULY MAKE A DIFFERENCE IN THIS WORLD. SO WITH THAT, I AM
12 PROUD TO RECOGNIZE BOTH OF THEM FOR THIS HISPANIC HERITAGE
13 MONTH HONORING ALL THEY HAVE INVESTED IN OUR COMMUNITIES.
14 AGAIN, LET'S GIVE THEM A ROUND OF APPLAUSE, AND I HAVE
15 PROCLAMATIONS FOR YOU.

16

17 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** ALL RIGHT. GO
18 HIGHLANDERS! HE DIDN'T HEAR ME. GO HIGHLANDERS! HE STILL
19 DIDN'T HEAR ME. WE WANT TO CONGRATULATE ALL OF TODAY'S
20 STELLAR, STELLAR COUNTY LEADERS. EXECUTIVE OFFICER, PLEASE
21 CALL THE AGENDA.

22

23 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** WE WILL BEGIN ON
24 PAGE THREE, SET MATTER 1, REPORT BY THE DIRECTOR OF HOMELESS
25 SERVICES AND HOUSING, WHICH WILL BE HELD FOR REPORT. ON PAGE



THE BOARD OF
SUPERVISORS

FOUR, PUBLIC HEARING ITEMS 2 THROUGH 6. ITEMS 2 THROUGH 6 WILL BE HELD FOR HEARING. ON ITEM 5, THIS INCLUDES A CORRECTION AS INDICATED ON THE SUPPLEMENTAL AGENDA. ON PAGE SEVEN, ADMINISTRATIVE MATTERS ITEMS 7 AND 8. ON PAGE NINE, SEPARATE MATTER ITEM 9. THE BOARD WILL TAKE A SEPARATE VOTE ON THIS ITEM. ON PAGE 10, NOTICE OF CLOSED SESSION ITEMS CS1 THROUGH CS7. ON ITEM CS6, COUNTY COUNSEL REQUESTS THAT THIS ONE CASE BE CONTINUED TO SEPTEMBER 29, 2026, AS INDICATED ON THE POSTED AGENDA. ON ITEM CS7, THE CHIEF EXECUTIVE OFFICER REQUESTS THAT THIS ITEM BE CONTINUED ONE WEEK TO SEPTEMBER 29, 2026. THE REQUESTS FOR CONTINUANCES THROUGH CS7 ARE BEFORE YOU. THAT COMPLETES THE READING OF THE AGENDA, MADAM CHAIR.

SUP. HOLLY J. MITCHELL, CHAIR PRO TEM: THANK YOU VERY MUCH. MOVED BY SUPERVISOR HORVATH, SECONDED BY SUPERVISOR BARGER, TO APPROVE THESE ITEMS, AND THAT'LL BE THE ORDER. EXECUTIVE OFFICER, COULD YOU PLEASE PLAY THE CODE OF CONDUCT?

EXECUTIVE OFFICER [AUDIO RECORDING]: LADIES AND GENTLEMEN, MAY I PLEASE HAVE YOUR ATTENTION. THE MEETING OF THE LOS ANGELES COUNTY BOARD OF SUPERVISORS IS ABOUT TO COMMENCE. A CODE OF CONDUCT WILL NOW BE READ AND WE REQUEST THAT YOU COMPLY WITH IT TO ENSURE THE EFFICIENT ADMINISTRATION OF THE MEETING. MEMBERS OF THE PUBLIC, IT IS YOUR RIGHT TO PARTICIPATE IN TODAY'S BOARD HEARING AND THE BOARD ENCOURAGES SUCH



THE BOARD OF
SUPERVISORS

PARTICIPATION. HOWEVER, 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. HOLLY J. MITCHELL, CHAIR PRO TEM: TODAY'S MEETING ORDER



THE BOARD OF
SUPERVISORS

1 WILL BE AS FOLLOWS: PUBLIC COMMENT ON ITEMS NOT HELD FOR
2 DISCUSSION BY THE BOARD, INCLUDING CLOSED SESSION MATTERS,
3 FOLLOWED BY PUBLIC HEARING ITEM 6, THEN SET MATTER 1, FOLLOWED
4 BY PUBLIC HEARING ITEMS 2 THROUGH 5, THEN GENERAL PUBLIC
5 COMMENT, AND WE WILL FINISH WITH CLOSED SESSION. BEFORE WE
6 BEGIN, WE'LL HAVE THE EXECUTIVE OFFICER READ THE CALL-IN
7 INFORMATION AND EXPLAIN THE SPEAKING RULES.

8

9 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** GOOD MORNING,
10 MEMBERS OF THE PUBLIC. INDIVIDUALS PARTICIPATING IN PUBLIC
11 COMMENT, EITHER BY PHONE OR IN PERSON, WILL HAVE THE
12 OPPORTUNITY TO REGISTER FOR THEIR DESIRED ITEMS PRIOR TO THE
13 AGENDA ITEM BEING HEARD. WE ENCOURAGE ALL MEMBERS OF THE
14 PUBLIC TO REGISTER TO SPEAK DURING TODAY'S MEETING ON OUR
15 WEBSITE AT WWW.PUBLICCOMMENT.LACOUNTY.GOV. REGISTERING ONLINE
16 WILL ALLOW YOU TO IDENTIFY THE AGENDA ITEMS THAT YOU ARE
17 INTERESTED IN ADDRESSING. YOU WILL RECEIVE A CONFIRMATION
18 EMAIL WITH FURTHER INSTRUCTIONS. TO RECEIVE NOTIFICATIONS VIA
19 TEXT MESSAGE ON YOUR PHONE WHEN THE ITEM YOU WISH TO ADDRESS
20 IS NEXT, JUST ENTER YOUR PHONE NUMBER ON THE WEBSITE. IF YOU
21 DO NOT HAVE A COMPUTER OR WISH TO MAKE A COMMENT AT ANY TIME
22 WHEN THE AGENDA ITEM IS ACTIVE, YOU MAY CALL 213-444-2600 AND
23 PRESS STAR, THEN FOLLOW THE INSTRUCTIONS TO REGISTER. AN
24 OPERATOR WILL BE ON THE PHONE TO ASSIST. YOU CAN FIND MORE
25 INFORMATION ON OUR WEBSITE AT BOS.LACOUNTY.GOV. PLEASE CLICK



THE BOARD OF
SUPERVISORS

1 ON REMOTE PARTICIPATION INSTRUCTIONS FOR MORE INFORMATION. YOU
2 WILL HAVE THE OPPORTUNITY TO ADDRESS THE BOARD THROUGHOUT THE
3 MEETING. FOR ITEMS NOT HELD BY THE BOARD, YOU WILL RECEIVE ONE
4 MINUTE FOR ONE ITEM AND UP TO TWO MINUTES FOR TWO OR MORE
5 ITEMS. FOR ITEMS HELD BY SUPERVISORS, YOU WILL HAVE ONE MINUTE
6 TO ADDRESS THE BOARD, ONE MINUTE ON EACH OF THE PUBLIC HEARING
7 ITEMS, AND ONE MINUTE TO ADDRESS THE BOARD ON GENERAL PUBLIC
8 COMMENT. PLEASE CLEARLY STATE YOUR NAME AND INDICATE THE
9 AGENDA ITEM NUMBERS YOU WILL BE ADDRESSING. PLEASE NOTE, ONCE
10 TIME HAS EXPIRED, WE WILL IMMEDIATELY MOVE TO THE NEXT
11 SPEAKER. WHEN IT IS YOUR TURN TO SPEAK, IF REGISTERED, YOUR
12 NAME OR THE LAST FOUR DIGITS OF YOUR PHONE NUMBER WILL BE
13 CALLED. TO ENSURE WE HEAR FROM BOTH IN-PERSON AND REMOTE
14 SPEAKERS, WE WILL ALTERNATE BETWEEN THE TWO SPEAKING QUEUES.
15 MEMBERS OF THE PUBLIC WHO ARE IN ATTENDANCE, WHEN YOU HEAR OR
16 SEE YOUR NAME DISPLAYED ON THE SCREEN, PLEASE COME DOWN TO THE
17 FRONT OF THE BOARDROOM AND STAFF WILL ASSIST YOU. PLEASE DO
18 NOT APPROACH THE PODIUM UNTIL DIRECTED TO DO SO. ALSO, FOR
19 MEMBERS OF THE PUBLIC IN ATTENDANCE, PLEASE NOTE THAT WE HAVE
20 A CONSTITUENT ASSISTANT TEAM THAT INCLUDES REPRESENTATIVES
21 FROM THE DEPARTMENTS OF MENTAL HEALTH, PUBLIC HEALTH, HEALTH
22 SERVICES, PUBLIC SOCIAL SERVICES, CHILDREN AND FAMILY
23 SERVICES, HOMELESS SERVICES AND HOUSING, AND PARKS AND
24 RECREATION IN THE AUDIENCE SHOULD YOU NEED ASSISTANCE FROM
25 THEM. AT THIS TIME, WE WILL HEAR FROM MEMBERS OF THE PUBLIC



THE BOARD OF
SUPERVISORS

1 WISHING TO ADDRESS THE BOARD ON ALL ITEMS NOT HELD FOR
2 DISCUSSION BY THE SUPERVISORS, INCLUDING CLOSED SESSION
3 MATTERS. THE CONSENT ITEMS WILL BE ACTED UPON WITH ONE MOTION.
4 FOR MEMBERS OF THE PUBLIC ALREADY ON THE PHONE, IF YOU HAVE
5 SIGNED UP TO SPEAK FOR THESE ITEMS, YOU DO NOT NEED TO DO
6 ANYTHING FURTHER. IF YOU ARE ON THE PHONE, HAVE NOT SIGNED UP
7 TO SPEAK, AND WOULD LIKE TO COMMENT ON THESE ITEMS, PLEASE
8 PRESS STAR NOW AND FOLLOW THE PROMPTS TO BE PLACED INTO THE
9 SPEAKING QUEUE. IF YOU'RE WATCHING THE MEETING AND WOULD LIKE
10 TO ADDRESS THE BOARD ON THESE ITEMS, PLEASE CALL 213-444-2600,
11 PRESS STAR, AND FOLLOW THE PROMPTS. AN OPERATOR WILL BE ON THE
12 PHONE TO ASSIST. PLEASE BE PREPARED TO INDICATE THE AGENDA
13 ITEMS THAT YOU WISH TO ADDRESS.

14
15 **EXECUTIVE OFFICER:** WE WILL NOW CALL ON IN-PERSON SPEAKERS, AND
16 WHILE THEY'RE COMING FORWARD, WE WILL TAKE REMOTE SPEAKERS.
17 THIS WILL BE FOR ALL ITEMS NOT HELD BY THE BOARD FOR
18 DISCUSSION AND CLOSED SESSION MATTERS. WILL THE FOLLOWING
19 INDIVIDUAL PLEASE COME FORWARD AND STAFF WILL ASSIST YOU. JACK
20 FUSON. AND MADAM CHAIR, WE DO NOT HAVE ANY REMOTE SPEAKERS TO
21 ADDRESS THE BOARD ON THESE ITEMS. WE WILL HEAR FROM OUR IN-
22 PERSON SPEAKER.

23
24 **JACK FUSON:** GOOD AFTERNOON, SUPERVISORS. MY NAME IS JACK
25 FUSON. I'M A MARINE VETERAN, AND I ALSO BELONG TO THE AMERICAN



THE BOARD OF
SUPERVISORS

1 LEGION POST 8 AS THE CHAPLAIN. I'M VERY PROUD AND VERY HONORED
2 TO BE HERE BEFORE YOU GUYS TODAY. THIS MATTER, ANYTHING THAT
3 ADDRESSES HOMELESSNESS, IS NEAR AND DEAR TO MY HEART. I'M A
4 SERVICE PROVIDER, SERVICEWORKS SATURDAYS.

5

6 **DAWYN R. HARRISON:** SIR, SO THIS IS ON MATTERS THAT ARE NOT
7 HELD BY THE BOARD, ITEMS 7, 8, 9 IN CLOSED SESSION. YOU CAN
8 DISCUSS THAT DURING GENERAL PUBLIC COMMENT.

9

10 **JACK FUSON:** YES, YES. BUT I DID WANT TO SHARE THIS. I'M ASKING
11 FOR THREE THINGS TO HAPPEN CONCERNING HUD-VASH. WHEN WE TALK
12 ABOUT THINGS THAT ARE GOING ON IN THE COMMUNITY RIGHT NOW, IN
13 THE HOMELESS COMMUNITY, WE HAVE TO --

14

15 **DAWYN R. HARRISON:** SIR, THIS IS FOR GENERAL PUBLIC COMMENT.
16 YOU CAN HAVE THE SAME COMMENTS WHEN WE DO GENERAL PUBLIC
17 COMMENT, BUT RIGHT NOW WE HAVE TO SPEAK ON VERY SPECIFIC
18 ITEMS.

19

20 **JACK FUSON:** OH, I APOLOGIZE.

21

22 **DAWYN R. HARRISON:** NO WORRIES.

23

24 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** WHEN WE CALL FOR
25 GENERAL PUBLIC COMMENT, PLEASE COME BACK UP. THANK YOU.



THE BOARD OF
SUPERVISORS

1

2 **EXECUTIVE OFFICER:** MADAM CHAIR, THAT CONCLUDES THE TIME FOR
3 PUBLIC COMMENT ON THESE ITEMS.

4

5 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** MADAM CHAIR AND
6 MEMBERS OF THE BOARD, ITEMS 7 AND 8 ARE BEFORE YOU. WE WILL
7 TAKE A SEPARATE VOTE ON ITEM 9.

8

9 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** MOVED BY SUPERVISOR
10 HAHN, SECONDED BY SUPERVISOR HORVATH TO APPROVE THESE ITEMS.
11 WITH THE EXCEPTIONS NOTED BY THE EXECUTIVE OFFICER, PLEASE
12 CALL THE ROLL.

13

14 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SUPERVISOR
15 HORVATH?

16

17 **SUP. LINDSEY P. HORVATH:** AYE.

18

19 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SUPERVISOR HAHN?

20

21 **SUP. JANICE HAHN:** AYE.

22

23 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SUPERVISOR BARGER?

24

25 **SUP. KATHRYN BARGER:** AYE.



THE BOARD OF
SUPERVISORS

1

2 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SUPERVISOR
3 MITCHELL?

4

5 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** AYE.

6

7 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** MOTION CARRIES.
8 MADAM CHAIR, WE WILL NOW VOTE ON THE SEPARATE MATTER. ITEM 9
9 IS BEFORE YOU.

10

11 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** MOVED BY MYSELF,
12 SECONDED BY SUPERVISOR BARGER TO APPROVE THIS ITEM. EXECUTIVE
13 OFFICER, PLEASE CALL THE ROLL.

14

15 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SUPERVISOR
16 HORVATH.

17

18 **SUP. LINDSEY P. HORVATH:** AYE.

19

20 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SUPERVISOR HAHN?

21

22 **SUP. JANICE HAHN:** AYE.

23

24 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SUPERVISOR BARGER?

25



THE BOARD OF
SUPERVISORS

1 **SUP. KATHRYN BARGER:** AYE.

2

3 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SUPERVISOR
4 MITCHELL?

5

6 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** AYE.

7

8 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** MOTION CARRIES.

9

10 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** SO COLLEAGUES, WE'RE
11 NOW GOING TO MOVE INTO THE PUBLIC HEARING SECTION OF THE
12 AGENDA. WE'RE GOING TO START WITH ITEM 6. EXECUTIVE OFFICER,
13 WILL YOU PLEASE SWEAR IN MEMBERS OF THE PUBLIC WHO ARE
14 REQUESTING TO ADDRESS THE BOARD ON THESE ITEMS.

15

16 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** MEMBERS OF THE
17 PUBLIC, INCLUDING IN-PERSON AND REMOTE SPEAKERS WHO ARE
18 REQUESTING TO ADDRESS THE BOARD ON THE PUBLIC HEARING ITEMS,
19 PLEASE STAND AND RAISE YOUR RIGHT HAND TO BE SWORN IN. PLEASE
20 NOTE THAT IN THE TESTIMONY YOU GIVE BEFORE THIS BOARD, YOU
21 SOLEMNLY SWEAR TO TELL THE TRUTH, THE WHOLE TRUTH, AND NOTHING
22 BUT THE TRUTH, SO HELP YOU GOD. THANK YOU. YOU MAY BE SEATED.
23 WE WILL NOW MOVE ON TO ITEM 6, HEARING ON AN APPEAL OF PROJECT
24 NUMBER PRJ2024-003038-5. KNOWN AS HOMESTEAD SOUTH, LOCATED
25 SOUTH OF STATE ROUTE 126 AND WEST OF INTERSTATE 5 IN THE SANTA



THE BOARD OF
SUPERVISORS

CLARITA VALLEY PLANNING AREA. FOR MEMBERS OF THE PUBLIC ON THE PHONE, IF YOU'VE ALREADY SIGNED UP TO SPEAK, NO FURTHER ACTION IS NEEDED. IF YOU'RE ON THE PHONE AND WISH TO COMMENT BUT HAVEN'T SIGNED UP, PRESS STAR AND FOLLOW THE PROMPTS TO JOIN THE SPEAKING QUEUE. TO ADDRESS THE BOARD FROM THE MEETING, CALL 213-444-2600, PRESS STAR, AND FOLLOW THE PROMPTS. AN OPERATOR WILL ASSIST YOU. A DEPARTMENTAL STATEMENT WAS SUBMITTED AND CORRESPONDENCE WAS RECEIVED. DAVID DEGRAZIA, DEPUTY DIRECTOR, DEPARTMENT OF REGIONAL PLANNING, IS AVAILABLE FOR QUESTIONS. FOR THE DEPARTMENTAL SPEAKER, PLEASE STATE YOUR NAME AND TITLE FOR THE RECORD WHEN YOU ADDRESS THE BOARD.

SUP. KATHRYN BARGER: MADAM CHAIR, RATHER THAN GET A REPORT, I KNOW WE'VE GOT THE APPELLANT HERE, AND CAN WE JUST GO AHEAD AND HEAR FROM THE PUBLIC UNLESS YOU ALL HAVE A STAFF REPORT THAT YOU WANT TO PROVIDE? OKAY, WOULD THAT BE OKAY?

SUP. HOLLY J. MITCHELL, CHAIR PRO TEM: ABSOLUTELY. LET'S GO AHEAD AND PROCEED WITH PUBLIC COMMENT ON AGENDA ITEM 6.

EXECUTIVE OFFICER: WILL THE FOLLOWING INDIVIDUALS PLEASE COME FORWARD AND STAFF WILL ASSIST YOU? RICHARD LAMBROS. JOHN MUSELLA, CHASE PRECIADO, KEVIN TAMAKI, JOE FINGER, MIKE WARD, MARK VILLASENOR, DOUG AUTEN, PAMELA VILLASENOR, MATTHEW GAINES, JIM VENTURES, DEBORAH ESMERALDA. ANDREA SELTZER,



THE BOARD OF
SUPERVISORS

1 ROBERT PATERI, LAMONT ZENO, NAOMI SCOTT. WE'LL NOW GO TO OUR
2 REMOTE CALLER, STACY.

3

4 **SUP. KATHRYN BARGER:** YEP. CAN I JUST SAY, I ACTUALLY THE
5 APPELLANT, I WAS JUST ASKING COUNTY COUNSEL, THE APPELLANT
6 USUALLY GETS AN OPPORTUNITY TO SPEAK FOR TWO MINUTES. WOULD
7 THAT BE OKAY TO HEAR FROM --

8

9 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** IS THERE A REASON WHY
10 WE'VE DEVIATED FROM THAT? BECAUSE THAT HAS BEEN OUR PATTERN.

11

12 **SUP. KATHRYN BARGER:** YEAH, NO, I KNOW. AND THAT'S WHY I THINK,
13 I DON'T THINK THEY HEARD YOU SAY THE APPELLANT FIRST AND THEN
14 PUBLIC COMMENT.

15

16 **EXECUTIVE OFFICER:** ALEX HARRELL, CHASE PRECIADO, AND LYNNE
17 PLAMBECK, PLEASE COME FORWARD.

18

19 **SUP. KATHRYN BARGER:** YEAH, THANK YOU, MADAM CHAIR. LYNNE, YOU
20 CAN COME UP HERE.

21

22 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** AND AGAIN, TO CLARIFY,
23 YOU HAVE TWO MINUTES.

24

25 **LYNNE PLAMBECK:** SO OUR CORRESPONDENCE DIDN'T SEEM TO BE IN THE



THE BOARD OF
SUPERVISORS

1 PUBLIC CORRESPONDENCE FILE, SO I DID ASK THAT IT BE PASSED OUT
2 TO YOU, BUT I DON'T THINK IT WAS. HONORABLE SUPERVISORS, I'M
3 HERE TO SPEAK TRUTH TO POWER. I'M HERE REPRESENTING MYSELF,
4 AND YOU'LL HEAR FROM 30 OTHER PEOPLE THAT WERE ORGANIZED BY
5 THE DEVELOPER AND BUSSED DOWN. AND THAT'S LOVELY, BUT YOU
6 REALLY NEED TO LOOK AT THIS PROJECT. IN 2014, THE BOARD OF
7 SUPERVISORS DID FIND THAT IN A NOTICE OF PREPARATION, THAT AN
8 EIR WAS NECESSARY BECAUSE OF THE SIGNIFICANT IMPACTS TO THE
9 OAK WOODLANDS, FIRE HAZARDS, AND OTHER THINGS. BUT NOW SOMEHOW
10 IT'S CHANGED. BUT IT HASN'T CHANGED. IT'S GOTTEN EVEN MORE
11 IMPORTANT TO HAVE AT LEAST AN INITIAL STUDY ON THIS PROJECT.
12 IT SHOULD NOT GO WITHOUT ANY CEQA REVIEW. WHAT HAS CHANGED?
13 100 HERITAGE OAKS WILL BE LOST. NO ENDANGERED, NEW ENDANGERED
14 SPECIES HAVE BEEN LISTED. IT'S A MAJOR FIRE RISK AREA WITH
15 INCREASED WILDFIRES. NO COMMERCE CENTER BRIDGE OR SANITATION
16 PLANT HAS BEEN BUILT YET. MAJOR INFRASTRUCTURE NEEDS. FOR THE
17 PROJECT, THE SANITATION DISTRICT WAS SUPPOSED TO BE BUILT
18 AFTER 6,000 UNITS. THIS WOULD BE 9,600 UNITS APPROVED. WHAT
19 ARE YOU GOING TO DO? STOP THE OTHER APPROVALS FROM BEING
20 BUILT? WE USED TO HAVE A DEVELOPMENT MONITORING SYSTEM THAT
21 ADDRESSED INFRASTRUCTURE ISSUES. CHIQUITA CANYON LANDFILL IS
22 RIGHT ACROSS FROM THIS, WITH PEOPLE SUFFERING, AND NOW YOU'RE
23 GOING TO PUT ANOTHER 3,600. FAMILIES IN AN AREA THAT'S GOING
24 TO BE SUFFERING FROM THE LANDFILL WITHOUT CONDITIONS TO
25 ADDRESS THAT. THE ELIMINATION OF THE COMMERCIAL FROM THE



THE BOARD OF
SUPERVISORS

1 PROJECT MAKES THE PROJECT FAIL THE SUBSTANTIAL CONFORMANCE
2 FINDING. IT'S REALLY IMPORTANT THAT YOU DO AN INITIAL STUDY ON
3 THIS PROJECT. WE ASK THAT YOU SUPPORT OUR APPEAL AND REMEMBER
4 THE PEOPLE IN VAL VERDE AND WHAT THEY ARE SUFFERING.

5
6 **EXECUTIVE OFFICER:** THANK YOU.

7
8 **ALEX HARRELL:** GOOD MORNING, SUPERVISORS. I'M ALEX HARRELL,
9 SENIOR VICE PRESIDENT AT FIVEPOINT, AND IT'S A PLEASURE TO BE
10 HERE BEFORE YOU AGAIN FOR THE HOMESTEAD SOUTH PROJECT. THIS
11 PROJECT CONTINUES THE VALENCIA VISION FOR A BALANCED COMMUNITY
12 OUR COMPANY FIRST CREATED IN THE 1960S. WHICH HAS PROVIDED
13 HOMES FOR GENERATIONS OF FAMILIES AND SUPPORTED THOUSANDS OF
14 QUALITY JOBS IN THE SANTA CLARITA VALLEY, MAKING IT A
15 CORNERSTONE OF THE THIRD LARGEST ECONOMY IN THE COUNTY. THE
16 PROJECT CONTINUES THAT LEGACY, HELPING THE COUNTY ADVANCE ITS
17 HOUSING GOALS WITH BOTH MARKET RATE AND AFFORDABLE HOMES.
18 HOMESTEAD SOUTH INCLUDES MORE THAN 3,600 HOMES, INCLUDING
19 AFFORDABLE HOUSING. HOMESTEAD SOUTH WILL ALSO CONTRIBUTE
20 \$25,000,000 OUT OF OUR \$62,000,000 COMMITMENT TO FUND THE
21 COUNTY'S OLD ROAD PROJECT. LIKE THE REST OF VALENCIA,
22 HOMESTEAD SOUTH WILL BE AMONG THE MOST ENVIRONMENTALLY
23 SUSTAINABLE COMMUNITIES OF ITS KIND, WITH NET-ZERO GREENHOUSE
24 GAS EMISSIONS, AND INCLUDES MORE THAN 1,000 ACRES OF PROTECTED
25 OPEN SPACE. HOMESTEAD SOUTH IS DESIGNED AS A WILDFIRE-



THE BOARD OF
SUPERVISORS

1 RESILIENT COMMUNITY, MEETING CALIFORNIA'S MODERN WILDLAND-
2 URBAN INTERFACE BUILDING REQUIREMENTS, INCORPORATING
3 PREVENTION AND RESPONSE STRATEGIES DEVELOPED IN PARTNERSHIP
4 WITH COUNTY FIRE OFFICIALS AND INCLUDES A NEW FIRE STATION. WE
5 REMAIN COMMITTED TO MEETING PREVAILING WAGE REQUIREMENTS ON
6 ALL PUBLIC IMPROVEMENTS AND FACILITIES CONSISTENT WITH THE
7 EXISTING CFD AGREEMENT. HOMESTEAD SOUTH IS ESTIMATED TO
8 PROVIDE \$480,000,000 IN PREVAILING WAGE JOBS. WE ARE PROUD OF
9 THIS PLAN AND OF THE OVER 150 SUPPORT LETTERS RECEIVED AND OF
10 THE LONG-TERM CONTRIBUTIONS IT WILL MAKE TO BOTH THE SANTA
11 CLARITA VALLEY AND LOS ANGELES COUNTY. WE RESPECTFULLY ASK
12 THAT YOU DENY THE APPEAL AND UPHOLD THE REGIONAL PLANNING
13 COMMISSION'S UNANIMOUS APPROVAL. THANK YOU, AND WE'RE HERE TO
14 ANSWER ANY QUESTIONS.

15
16 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** THANK YOU. SO SINCE
17 WE'VE HEARD FROM BOTH THE REPRESENTATIVES OF THE APPELLANT AND
18 THE APPLICANT, WE'LL NOW GO TO PUBLIC COMMENT. HANG ON ONE
19 SECOND. YOU'VE GOT ONE MORE. I APOLOGIZE. GO AHEAD.

20
21 **CHASE PRECIADO:** GOOD MORNING. MY NAME IS CHASE PRECIADO. I'M A
22 PARALEGAL WITH LAZO JURY SPEAKING ON BEHALF OF APPELLANT
23 SUPPORTERS' ALLIANCE FOR ENVIRONMENTAL RESPONSIBILITY, OR
24 SAFER. I'M ALSO SUBMITTING A WRITTEN LETTER ON ITS BEHALF.
25 SAFER RESPECTFULLY REQUESTS THAT YOU GRANT THE APPEAL AND



THE BOARD OF
SUPERVISORS

1 REQUIRE PROPER CEQA REVIEW BEFORE APPROVING THIS PROJECT. THE
2 COUNTY CANNOT RELY ON THE RESIDENTIAL EXEMPTION BECAUSE THIS
3 IS NOT SOLELY A RESIDENTIAL PROJECT, IT INCLUDES SCHOOLS, A
4 FIRE STATION, PRIVATE RECREATION FACILITIES, AND OTHER NON-
5 RESIDENTIAL COMPONENTS. THERE IS ALSO SUBSTANTIAL EVIDENCE OF
6 CHANGED CIRCUMSTANCES AND NEW ENVIRONMENTAL IMPACTS SINCE THE
7 PRIOR SPECIFIC PLAN EIRS WERE CERTIFIED. SAFER'S WILDLIFE.
8 EXPERT IDENTIFIED 142 SPECIAL STATUS WILDLIFE SPECIES NEAR THE
9 SITE, INCLUDING 55 WHOSE STATUS HAS INCREASED SINCE THE
10 EARLIER EIRS. SAFER'S AIR QUALITY EXPERT FOUND THAT THE
11 PROJECT'S CONSTRUCTION EMISSIONS INCLUDE 773 POUNDS PER DAY OF
12 NOX AND 3,076 POUNDS PER DAY OF PM10, WHICH HE DESCRIBED AS
13 EXTRAORDINARILY HIGH EMISSIONS THAT COULD LEAD TO VIOLATIONS
14 OF AMBIENT AIR QUALITY STANDARDS AND SIGNIFICANT HEALTH
15 IMPACTS. THESE IMPACTS REQUIRE FURTHER ANALYSIS AND MITIGATION
16 IN A SUBSEQUENT EIR. THANK YOU.

17
18 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** AND SO NOW WE'LL
19 TRANSITION TO PUBLIC COMMENT ON AGENDA ITEM 6. ARE WE GOING TO
20 GO TO PHONE FIRST OR IN PERSON?

21
22 **EXECUTIVE OFFICER:** OKAY, WE HAVE ONE CALLER REMOTELY. STACY
23 PARTNER, YOUR LINE IS OPEN. PLEASE BEGIN. STACY, YOUR LINE IS
24 OPEN. ALL RIGHT, WE WILL GO BACK TO IN-PERSON SPEAKERS.



THE BOARD OF
SUPERVISORS

RICHARD LAMBROS: GOOD MORNING, MY NAME IS RICHARD LAMBROS. I'M
MANAGING DIRECTOR OF THE SOUTHERN CALIFORNIA LEADERSHIP
COUNCIL. I'M ALSO SPEAKING TODAY ON BEHALF OF THE CENTRAL CITY
ASSOCIATION, LOS ANGELES AREA CHAMBER OF COMMERCE, LOS ANGELES
BUSINESS COUNCIL, LOS ANGELES BUSINESS FEDERATION, SOUTHLAND
REGIONAL ASSOCIATION OF REALTORS, AND THE VALLEY INDUSTRY
ASSOCIATION. OUR ORGANIZATIONS ARE UNITED IN OUR STRONG
SUPPORT FOR VALENCIA BY FIVEPOINTS HOMESTEAD SOUTH COMMUNITY.
THIS PROJECT WILL DELIVER MORE THAN 3,600 NEW HOMES, HELPING
PROVIDE THE WORKFORCE HOUSING OUR REGION NEEDS AND SUPPORTING
NEARBY EMPLOYMENT CENTERS. AT THE SAME TIME, IT CONTINUES
VALENCIA BY FIVEPOINTS' COMMITMENT TO ACHIEVING NET-ZERO
GREENHOUSE GAS EMISSIONS. IN THIS WAY, HOMESTEAD SOUTH
ADDRESSES THREE OF L.A. COUNTY'S MOST PRESSING CHALLENGES:
EXPANDING OUR HOUSING SUPPLY, STRENGTHENING OUR ECONOMY, AND
REDUCING GREENHOUSE GAS. FOR THESE REASONS AND MORE, WE
RESPECTFULLY URGE YOU TO SUPPORT AND APPROVE THIS IMPORTANT
PROJECT. THANK YOU.

EXECUTIVE OFFICER: THANK YOU. NEXT SPEAKER, PLEASE.

JOHN MUSELLA: GOOD MORNING, SUPERVISORS. MY NAME IS JOHN
MUSELLA, AND I'M HERE REPRESENTING THE SANTA CLARITA VALLEY
CHAMBER AS WELL AS A NUMBER OF COMMUNITY SUPPORTERS WE'RE
TRYING TO CONSOLIDATE THE HEARING THIS MORNING, AND I'D ASK



THE BOARD OF
SUPERVISORS

1 THAT EVERYONE WHO'S HERE SUPPORTING HOMESTEAD SOUTH JOIN ME IN
2 STANDING, AND PARTICULARLY INCLUDING LOGIX FEDERAL CREDIT
3 UNION, HENRY MAYO NEWHALL HOSPITAL, THE BUILDING INDUSTRY
4 ASSOCIATION, AND THE VALLEY INDUSTRY AND COMMERCE ASSOCIATION.
5 WE OBVIOUSLY URGE YOU TO SUPPORT HOMESTEAD AND OPPOSE THIS
6 APPEAL. WE ALL BELIEVE THAT BY DELIVERING 3,600 NEW HOMES THIS
7 PROJECT WILL HELP ADDRESS THE REGION'S MOST PRESSING
8 CHALLENGE, THE CONTINUED SHORTAGE OF HOUSING FOR WORKING
9 FAMILIES. WE COMMEND FIVEPOINT FOR ITS THOUGHTFUL PLANNING AND
10 INVESTMENT IN THE COMMUNITY. ALL THESE COMMUNITY LEADERS
11 DEMONSTRATE THE DIVERSE SUPPORT FOR FIVEPOINT, AND WE
12 ENCOURAGE YOU TO DENY THE APPEAL AND SUPPORT HOMESTEAD SOUTH.
13 THANK YOU.

14

15 **EXECUTIVE OFFICER:** THANK YOU. NEXT SPEAKER, PLEASE.

16

17 **KEVIN TAMAKI:** GOOD MORNING AND HELLO, SUPERVISORS. I'M KEVIN
18 TAMAKI. I'VE LIVED IN THE ORIGINAL VALENCIA NEIGHBORHOOD FOR
19 OVER 16 YEARS. WHEN I WAS A TEENAGER GROWING UP IN ORANGE
20 COUNTY, I REMEMBER SEEING THIS COMMERCIAL ON THE TV, AND MIND
21 YOU, THIS IS ABOUT 55 YEARS AGO. IT SHOWED A HOUSEWIFE IN HER
22 KITCHEN EXTOLLING THE VIRTUES OF SOME HOUSEHOLD PRODUCT. THE
23 FONT BELOW HER READ VALENCIA, CALIFORNIA. AT THE TIME, I
24 DIDN'T KNOW WHERE VALENCIA WAS. BUT IN FIVE DECADES SINCE,
25 I'VE CERTAINLY LEARNED WHERE IT IS AND HAVE GROWN TO LOVE



THE BOARD OF
SUPERVISORS

1 WHERE I LIVE WITH GOOD FRIENDS AND NEIGHBORS NEARBY AND THE
2 HOME WHERE MY WIFE AND I LIVE. AND WE'VE DECIDED TO LIVE OUT
3 OUR RETIREMENT LIVES THERE. FIVEPOINT DESIGNED VALENCIA WITH
4 THE GOAL OF FOSTERING COMMUNITY AND BRINGING PEOPLE TOGETHER
5 THROUGH WELCOMING GATHERINGS, SPACES, EVENTS, AND CLUBS,
6 INCLUDING MONTHLY NIGHT MARKETS, WALKING CLUBS AND GARDENING
7 CLUB, AND AT THESE EVENTS YOU CAN --

8

9 **EXECUTIVE OFFICER:** THANK YOU. NEXT SPEAKER, PLEASE.

10

11 **JOE FINGER:** GOOD MORNING, SUPERVISORS. I AM JOE FINGER, AREA
12 MANAGER OF INDEPENDENT CONSTRUCTION COMPANY. I AM HERE TODAY
13 TO SHARE OUR ENTHUSIASTIC SUPPORT FOR VALENCIA BY FIVEPOINT
14 AND THEIR CURRENT PROPOSAL HOMESTEAD SOUTH. OUR COMPANY IS A
15 LICENSED GENERAL CONTRACTOR AND A MEMBER OF INTERNATIONAL
16 UNION OF OPERATING ENGINEERS LOCAL TWELVE AND SOUTHERN
17 CALIFORNIA DISTRICT COUNCIL OF LABOR'S. AND WE EMPLOY UNION
18 MEMBERS. WE HAVE WORKED ON THE DEVELOPMENT OF VALENCIA BY
19 FIVEPOINTS FIRST COMMUNITY. IT HAS BEEN PROVEN TO BE A
20 POWERFUL ECONOMIC DRIVER FOR OUR COMPANY, OUR EMPLOYEES, AND
21 OUR COMMUNITIES. HOMESTEAD SOUTH WILL CARRY FORWARD THIS PROUD
22 LEGACY AND WILL BE AN EVEN STRONGER CATALYST FOR HIGH-QUALITY
23 JOBS AND PROSPERITY FOR THE REGION. IT INCLUDES EXTENSIVE OPEN
24 SPACE, CLEAN ENERGY, COMPREHENSIVE MOBILITY OPTIONS, AND MORE.
25 IMPORTANTLY, IT COMPLIES WITH CALIFORNIA'S STRINGENT FIRE



THE BOARD OF
SUPERVISORS

1 CODES TO PROMOTE COMPREHENSIVE FIRE PROTECTION. VALENCIA BY
2 FIVEPOINT WILL HELP INJECT NUMEROUS VITALITY INTO THE SANTA
3 CLARA VALLEY WHILE PROVIDING OPPORTUNITY FOR OUR EMPLOYEES TO
4 WORK. PLEASE VOTE YES TODAY. THANK YOU.

5
6 **EXECUTIVE OFFICER:** THANK YOU. NEXT SPEAKER, PLEASE.

7
8 **MARK VILLASEÑOR:** GOOD MORNING, SUPERVISORS. THANK YOU FOR
9 HAVING ME TODAY. MY NAME IS MARK VILLASEÑOR. I AM THE VICE
10 PRESIDENT FOR THE FERNANDEÑO TATAVIAM BAND OF MISSION INDIANS.
11 AND I'M HERE TO SUPPORT FIVEPOINT'S HOMESTEAD SOUTH PROJECT.
12 VALENCIA BY FIVEPOINT FALLS WITHIN OUR ANCESTRAL LANDS, AND
13 FOR MORE THAN 20 YEARS, FIVEPOINT HAS BEEN A TRUSTED
14 COLLABORATIVE PARTNER FOR OUR TRIBE. IN THE DEVELOPMENT OF
15 EACH NEW NEIGHBORHOOD, FIVEPOINT CONSULTS WITH US EARLY IN THE
16 PLANNING PROCESS TO IDENTIFY AND PROTECT TRIBAL RESOURCES,
17 WORKS HAND IN HAND WITH OUR TRIBAL MONITORS DURING
18 CONSTRUCTION, AND REGULARLY MEETS WITH OUR TRIBAL PRESIDENT TO
19 MAINTAIN CLEAR COMMUNICATION ACROSS ALL PROJECT ACTIVITIES.
20 MORE BROADLY, THEY HAVE WORKED CLOSELY WITH US TO IMPLEMENT
21 OUR SHARED SUSTAINABILITY AND CONSERVATION GOALS FOR THIS
22 LAND, INCLUDING 10,000 ACRES OF THE SANTA CLARITA HIGH VALLEY
23 COUNTRY. FIVEPOINT HAS BEEN AN ADMIRABLE STEWARD OF THIS
24 PROPERTY AND A COLLABORATIVE AND GENEROUS PARTNER. WE URGE
25 BOARD SUPPORT ON THE HOMESTEAD SOUTH PROJECT.



THE BOARD OF
SUPERVISORS

1

2 **EXECUTIVE OFFICER:** THANK YOU. NEXT SPEAKER, PLEASE.

3

4 **PAMELA VILLASEÑOR:** GOOD MORNING, SUPERVISORS. MY NAME IS
5 PAMELA VILLASEÑOR. I'M A RESIDENT OF SANTA CLARITA AND
6 EXECUTIVE DIRECTOR OF PUKUU CULTURAL COMMUNITY SERVICES, WHICH
7 IS A NONPROFIT FOUNDED BY MY OWN TRIBAL COMMUNITY, THE
8 FERNANDEÑO TATAVIAM BAND OF MISSION INDIANS. OVER THE YEARS,
9 PUKUU HAS WORKED WITH MANY PARTNERS, AND WHAT WE'VE LEARNED
10 WHAT MATTERS MOST IS TRUST AND CONSISTENT ACTION. AND
11 FIVEPOINT HAS DONE BOTH. THEY'VE CONSISTENTLY SHOWN UP FOR OUR
12 COMMUNITY, INCLUDING CREATING AN ANNUAL MEMORIAL SCHOLARSHIP,
13 WHICH HELPS US BUILD THE NEXT GENERATION OF NATIVE LEADERS IN
14 CULTURAL AND ENVIRONMENTAL PROTECTION. AND IT'S ONE THING TO
15 BUILD ON THE NETHERLAND, IT'S ANOTHER THING TO STEWARD IT. AND
16 VALENCIA BY FIVEPOINT HAS PERMANENTLY PROTECTED THOUSANDS OF
17 ACRES OF NATURAL SPACE, AND THAT IS WHY WE ARE SO PROUD TO
18 PRESENT THEM WITH OUR LEADERSHIP AND CULTURAL PRESERVATION
19 AWARD. FIVEPOINT IS A TRUSTED PARTNER WITH PUKUU, AND WE
20 ENCOURAGE YOUR SUPPORT OF THIS PROJECT. THANK YOU.

21

22 **EXECUTIVE OFFICER:** THANK YOU. NEXT SPEAKER, PLEASE.

23

24 **JIM VENTRESS:** HELLO, SUPERVISORS. I'M JIM VENTRESS. I'VE
25 SERVED AS EXECUTIVE DIRECTOR FOR THE BOYS AND GIRLS CLUB IN



THE BOARD OF
SUPERVISORS

1 SANTA CLARITA VALLEY FOR 29 YEARS, AND I'M HERE TODAY IN
2 SUPPORT OF VALENCIA BY FIVEPOINTS' NEW PROJECT, HOMESTEAD
3 SOUTH. FIVEPOINTS AND ITS PREDECESSOR COMPANY, NEWHALL LAND
4 AND FARMING HAVE BEEN SUPERB PARTNERS AND SUPPORTERS OF OUR
5 ORGANIZATION FOR MANY, MANY YEARS. THE FIVEPOINT TEAM IS
6 COMMITTED TO PRESERVING OPEN SPACE AND PROTECTING THE
7 ENVIRONMENT, WITH PLANS FOR TWO MORE PUBLIC PARKS AND 15
8 ADDITIONAL MILES OF INTERCONNECTED TRAILS OPEN FOR EVERYONE TO
9 ENJOY. AND THE TAX REVENUES GENERATED BY VALENCIA ALSO HELP
10 FUEL IMPORTANT PUBLIC SERVICES WE RELY ON FOR OUR YOUTH AND
11 THEIR FAMILIES IN THE SANTA CLARITA VALLEY. I KNOW I SPEAK FOR
12 MANY WHEN I SAY THAT WE ARE SO VERY FORTUNATE TO HAVE THIS
13 GREAT COMPANY INVESTING IN OUR COMMUNITY. LET'S KEEP THE
14 MOMENTUM GOING AND PLEASE VOTE YES ON HOMESTEAD SOUTH. THANK
15 YOU.

16
17 **EXECUTIVE OFFICER:** THANK YOU. NEXT SPEAKER, PLEASE.

18
19 **ROBERT PITERI:** GOOD MORNING. MY NAME IS ROBERT PITERI, AND I
20 LIVE IN FIVEPOINTS WITH MY WIFE AND MY SON AND DAUGHTER-IN-
21 LAW. I'VE BEEN A REAL ESTATE BROKER IN ANOTHER STATE FOR MANY,
22 MANY YEARS, RETIRED, AND I HAVE TO TELL YOU THAT THIS IS A
23 WONDERFUL PLACE TO LIVE. MY GRANDDAUGHTER WAS RECENTLY
24 MARRIED, AND SHE AND HER NEW HUSBAND JUST BOUGHT ANOTHER HOME
25 IN FIVEPOINTS. I HAVE ENCOURAGED A NUMBER OF MY FRIENDS TO



THE BOARD OF
SUPERVISORS

1 COME INTO FIVEPOINTS BECAUSE I FEEL SO STRONGLY ABOUT THE FACT
2 THAT IT'S JUST A GREAT COMMUNITY. IT'S SAFE, IT'S CLEAN, AND
3 IT HAS WONDERFUL PEOPLE. AND I'VE JUST GOTTEN TO KNOW SO MANY
4 WONDERFUL FRIENDS. AND I WOULD JUST ENCOURAGE YOU TO VOTE IN
5 FAVOR OF THIS PROPOSITION. THANK YOU.

6
7 **EXECUTIVE OFFICER:** THANK YOU. NEXT SPEAKER, PLEASE.

8
9 **ANDRE SELTZER:** GOOD MORNING, L.A. COUNTY BOARD OF SUPERVISORS.
10 MY NAME IS ANDRE SELTZER. I'M THE PRESIDENT AND CEO OF THE
11 SANTA CLARITA VALLEY ECONOMIC DEVELOPMENT CORPORATION. I'M
12 HERE ON BEHALF OF THE SANTA CLARITA VALLEY EDC, THE VALENCIA
13 COMMERCE CENTER ASSOCIATION, THE VALLEY INDUSTRY ASSOCIATION,
14 AND CBRE, WHO ARE HERE WITH ME TODAY. FIVEPOINT HAS BEEN A
15 LONGSTANDING PARTNER IN CREATING JOBS, ATTRACTING INVESTMENT,
16 AND SUPPORTING CONTINUED GROWTH IN OUR REGIONAL ECONOMY.
17 HOMESTEAD SOUTH REPRESENTS ANOTHER IMPORTANT COMPONENT OF THAT
18 BROADER INVESTMENT IN VALENCIA THAT WILL PROVIDE AN
19 APPROXIMATELY 3,600 NEW HOMES, INCLUDING AFFORDABLE HOUSING.
20 IMPORTANTLY, THIS IS ABOUT MORE THAN HOUSING. THE PROJECT ALSO
21 INCLUDES SCHOOLS, PARKS, TRAILS, AND SUBSTANTIAL OPEN SPACE.
22 AND WE PARTICULARLY RECOGNIZE THE PROJECT'S CONTRIBUTION
23 TOWARDS IMPROVEMENTS TO THE OLD ROAD AS WELL. WE RESPECTFULLY
24 SUPPORT THE HOMESTEAD SOUTH PROJECT AND REALLY APPRECIATE YOUR
25 TIME TODAY. THANK YOU VERY MUCH.



THE BOARD OF
SUPERVISORS

1

2 **EXECUTIVE OFFICER:** THANK YOU. NEXT SPEAKER, PLEASE.

3

4 **MIKE WARD:** GOOD MORNING. I'M MIKE WARD, VICE PRESIDENT OF WARD
5 CORPORATION. I'M ALSO SPEAKING ON BEHALF OF TAFT ELECTRIC AND
6 MILLER EQUIPMENT COMPANY. ALL THREE OF US ARE SIGNATORY UNION
7 CONTRACTORS. WE ALL HAVE WORKED ON THE FIRST PHASE OF VALENCIA
8 BY FIVEPOINT, AND WE HAVE SEEN THE ECONOMIC BENEFITS FOR THIS
9 PROJECT IT BRINGS OUR COMPANY, OUR EMPLOYEES, AS WELL AS THE
10 REGION. HOMESTEAD SOUTH WILL BUILD ON THAT SUCCESS WITH THE
11 3,600 NEW HOMES AT A VARIETY OF PRICE POINTS, ALONG WITH PLANS
12 FOR THREE NEW PUBLIC SCHOOLS, A FIRE STATION, AND TWO PUBLIC
13 PARKS. THESE ARE AMENITIES THAT WILL BENEFIT THE ENTIRE
14 REGION. THIS PROJECT SUPPORTS GOOD JOBS, STRENGTHENS THE JOB-
15 HOUSING BALANCE, AND GENERATES LONG-TERM ECONOMIC GROWTH, ALL
16 WHILE MAINTAINING NET-ZERO GREENHOUSE GAS EMISSIONS. WE
17 ENTHUSIASTICALLY SUPPORT VALENCIA BY FIVEPOINT AND ARE EXCITED
18 FOR THE ECONOMIC BOOST THAT THIS IMPORTANT NEXT CHAPTER WILL
19 BRING TO OUR COMPANY AND TO THE GREATER LOS ANGELES REGION.
20 THANK YOU.

21

22 **EXECUTIVE OFFICER:** THANK YOU. NEXT SPEAKER, PLEASE.

23

24 **DEBORAH ESMERALDA:** HELLO AND GOOD MORNING. I'M DEBORAH
25 ESMERALDA, AND I LIVE WITH MY HUSBAND AND FAMILY AT VALENCIA



THE BOARD OF
SUPERVISORS

1 AT FIVEPOINTS. I AM HERE TO VOICE MY SUPPORT FOR THE HOMESTEAD
2 SOUTH EXTENSION. WE'RE FOR A COMMUNITY THAT MEANS SO MUCH TO
3 OUR FAMILY. MY FAMILY AND I LOVE THE OUTDOORS, AND WE
4 FREQUENTLY WALK AND RUN THE TRAILS AND PASEOS IN THE
5 COMMUNITY. WE ARE EXCITED THAT THE HOMESTEAD SOUTH WILL
6 PRESERVE EVEN MORE SPACE AND CREATE NEW PARKS AND TRAILS FOR
7 OUR FAMILIES TO ENJOY. THEY WILL DEFINITELY BE PUT TO GREAT
8 USE, BELIEVE ME, BECAUSE WE ARE A VERY ATHLETIC FAMILY. BEING
9 EV OWNERS, WE ALSO APPRECIATE THE COMMUNITY'S COMMITMENT TO
10 ZERO-EMISSIONS TRANSPORTATION, WITH AN EV CHARGING STATION
11 INSTALLED IN EVERY GARAGE AT NEIGHBORHOOD PARKS AND OTHER
12 AREAS THROUGHOUT THE COMMUNITY. SUSTAINABILITY IS JUST NOT A
13 NICE THING TO HAVE FEATURE, IT'S VITAL FOR A LONG-TERM FUTURE
14 FOR OUR FAMILIES. I ENCOURAGE YOU TO SUPPORT THIS VERY
15 THOUGHTFUL PLAN. THANK YOU FOR YOUR TIME AND CONSIDERATION.

16
17 **EXECUTIVE OFFICER:** THANK YOU. NEXT SPEAKER, PLEASE.

18
19 **DOUG OTTEN:** GOOD MORNING, SUPERVISORS. I'M DOUG OTTEN, CFO
20 WITH SAM HILL AND SONS. I'M ALSO SPEAKING ON BEHALF OF ADAM
21 RASMUSSEN WITH CA RASMUSSEN. OUR CREWS ARE COMPRISED OF
22 OPERATORS BELONGING TO LOCAL 12 AND LABORERS BELONGING TO
23 LOCAL 585. WE WERE PLEASED TO WORK ON THE FIRST NEIGHBORHOOD
24 IN VALENCIA BY FIVEPOINT, MISSION VILLAGE, AND WE'RE HERE
25 TODAY TO SHOW SUPPORT FOR THE NEXT PHASE, HOMESTEAD SOUTH.



THE BOARD OF
SUPERVISORS

1 VALENCIA BY FIVEPOINT DRIVES ECONOMIC PROSPERITY THROUGHOUT
2 L.A. COUNTY. HOMESTEAD SOUTH WILL CREATE THOUSANDS OF
3 CONSTRUCTION JOBS ALONG WITH SIGNIFICANT ECONOMIC OUTPUT AND
4 TAX REVENUES TO SUPPORT PUBLIC SERVICES. FOR US, IT REPRESENTS
5 THE OPPORTUNITY TO CONTINUE PUTTING OUR EMPLOYEES TO WORK WITH
6 HIGH-QUALITY CONSTRUCTION JOBS. THIS PROJECT IS A WIN-WIN FOR
7 OUR BUSINESSES AND FOR THE ENTIRE SANTA CLARITA VALLEY. WE
8 STRONGLY SUPPORT THIS INNOVATIVE PROPOSAL, AND WE HOPE YOU'LL
9 VOTE YES. THANK YOU.

10

11 **EXECUTIVE OFFICER:** THANK YOU. NEXT SPEAKER, PLEASE.

12

13 **MATTHEW GAINES:** GOOD MORNING. MATTHEW GAINES, OPERATING
14 ENGINEERS LOCAL 12. THE INTERNATIONAL UNION OF OPERATING
15 ENGINEERS LOCAL UNION NUMBER 12 REPRESENTS 21,000 MEN AND
16 WOMEN PRIMARILY EMPLOYED IN THE CONSTRUCTION INDUSTRY. SINCE
17 OUR FORMATION IN 1939, MEMBERS OF LOCAL 12 HAVE PLAYED A VITAL
18 ROLE IN THE EVOLUTION OF LOS ANGELES COUNTY, CONTRIBUTING TO
19 THE CONSTRUCTION OF THE REGION'S VITAL INFRASTRUCTURE. LOCAL
20 12 MEMBERS HAVE ALSO BEEN INSTRUMENTAL IN THE HEAVY GRADING
21 COMPONENT OF HOUSING DEVELOPMENT. THE HOMESTEAD SOUTH
22 NEIGHBORHOOD OF VALENCIA BY FIVEPOINT WILL PROVIDE THOUSANDS
23 OF WORK HOURS FOR OUR MEMBERS, PROVIDING OPPORTUNITY AND
24 STABILITY FOR JOURNEYMEN AND APPRENTICES ALIKE. THIS NEW
25 COMMUNITY WILL PROVIDE A GATEWAY TO THE MIDDLE CLASS, FOR



THE BOARD OF
SUPERVISORS

1 OPERATING ENGINEERS AND HELP ENSURE THAT SKILLED TRADESPEOPLE
2 CAN LIVE IN THE SAME COMMUNITIES THEY HAVE HELPED TO CREATE.
3 BECAUSE THIS PROJECT PROVIDES GOOD UNION JOBS WHILE ALSO
4 ADDRESSING THE COUNTY'S HOUSING SHORTAGE, THE INTERNATIONAL
5 UNION OF OPERATING ENGINEERS, LOCAL UNION NUMBER 12, STRONGLY
6 ENCOURAGES THE BOARD OF SUPERVISORS TO VOTE IN FAVOR OF
7 HOMESTEAD SOUTH. THANK YOU.

8

9 **EXECUTIVE OFFICER:** THANK YOU. NEXT SPEAKER, PLEASE.

10

11 **LAMONT ZENO:** YES, GOOD DAY. MY NAME IS LAMONT ZENO. I AM A
12 RESIDENT OF VALENCIA FIVEPOINTS. ABOUT A MONTH AGO, MY WIFE
13 AND I ARE JUST TAKING A WALK IN RIPARIAN PARK. WE BUMP INTO A
14 FEMALE SHERIFF, AND AS WE'RE TALKING, TWO SURVEYORS PULL UP.
15 ONE OF THE SURVEYORS ACTUALLY APPROACHED US AND BEGAN TO JUST
16 DIVULGE INFORMATION. HE SAYS, HEY, YOU KNOW WHAT, WE'RE
17 REBUILDING THIS ROAD BECAUSE IT'S REALLY CLOSE TO 5 TO 6 PONDS
18 THAT ARE CARRYING AN ENDANGERED SPECIES, A FISH CALLED THE
19 SPECKLED DACE. HE SAYS THAT THE DEVELOPERS ARE PROBABLY GOING
20 TO SPEND ABOUT \$5 TO \$6,000,000 APIECE ON EACH POND JUST TO
21 PROTECT THOSE FISH. THEN HE MENTIONS THE SPINE FLOWER. SO THAT
22 HIT ME. I DIDN'T KNOW ANYTHING ABOUT THE ENVIRONMENT, ANYTHING
23 ABOUT THIS MEETING, BUT BY DIVINE PROVIDENCE THAT SURVEYOR
24 SHARES THE INFORMATION. SO I'M HERE BECAUSE I KNOW THAT THIS
25 ORGANIZATION AND THE DEVELOPERS ARE A CONSCIOUS COMPANY. THEY



THE BOARD OF
SUPERVISORS

1 CARE ABOUT THE PEOPLE, BUT NOT ONLY THEY CARE ABOUT THE
2 PEOPLE, THEY CARE ABOUT THE FLORA AND THE FAUNA, THE
3 ENVIRONMENT.

4
5 **EXECUTIVE OFFICER:** THANK YOU. NEXT SPEAKER, PLEASE.

6
7 **NAOMI SCOTT:** GOOD MORNING, SUPERVISORS. MY NAME IS NAOMI
8 SCOTT, AND I'M WITH THE LOS ANGELES GREATER L.A. AFRICAN
9 AMERICAN CHAMBER OF COMMERCE. OUR MISSION IS TO FOSTER JOB
10 CREATION, PROMOTE ENTREPRENEURSHIP, AND EXPAND ECONOMIC
11 OPPORTUNITY THROUGHOUT THE LOS ANGELES REGION. WE ARE PROUD TO
12 SUPPORT FIVEPOINTS HOMESTEAD SOUTH PROJECT BECAUSE IT REFLECTS
13 THE KIND OF VISIONARY DEVELOPMENT AND THAT STRENGTHENS OUR
14 ECONOMY AND WILL ADVANCE ENVIRONMENTAL SUSTAINABILITY AND
15 CORPORATE RESPONSIBILITY. VALENCIA BY FIVEPOINT IS ALREADY A
16 THRIVING COMMUNITY, AND THAT'S WHY OUR CHAMBER HAS HAD THE
17 OPPORTUNITY TO RECOGNIZE FIVEPOINT AS A DEVELOPER OF THE YEAR.
18 HOMESTEAD SOUTH WILL BUILD ON THAT SUCCESS BY CREATING
19 THOUSANDS OF NEW HOMES, GENERATING HIGH-QUALITY JOBS, AND
20 EXPANDING CONTRACTING OPPORTUNITIES FOR DIVERSE BUSINESSES. WE
21 RESPECTFULLY ENCOURAGE THE BOARD TO APPROVE THIS VISIONARY,
22 THANK YOU.

23
24 **EXECUTIVE OFFICER:** WE WILL NOW GO BACK TO OUR REMOTE CALLERS.
25 STACY FORTNER, YOUR LINE IS OPEN. PLEASE BEGIN.



THE BOARD OF
SUPERVISORS

1

2 **STACY FORTNER:** HI, CAN YOU HEAR ME OKAY?

3

4 **EXECUTIVE OFFICER:** YES, GO AHEAD.

5

6 **STACY FORTNER:** THANK YOU SO MUCH. I JUST WANTED TO SAY THAT
7 WHILE ALL OF THIS SOUNDS WONDERFUL AND I APPRECIATE THE
8 LABORERS AND OPERATORS AND JOB CREATION, AND I APPRECIATE ALL
9 OF THAT. I AM SIMPLY ASKING THAT AN EIR BE PERFORMED ON THIS
10 AREA. IT HAS BEEN A LONG TIME SINCE IT HAS BEEN LOOKED AT. THE
11 PROJECT IS NOT SUBSTANTIAL IN CONFORMANCE WITH THE 2003
12 SPECIFIC PLAN. WE BELIEVE THAT A NEW EIR SHOULD BE UPDATED AND
13 STUDIES ON CO2 EMISSIONS AND OTHER GCH, GHC GASES AND WATER
14 SUPPLY THAT INCLUDE AN EVALUATION AND SIGNIFICANT GROUNDWATER
15 LEVEL DROP AND OTHER SAFETY HAZARDS SUCH AS WILDFIRE
16 EVACUATION. A STUDY REGARDING THE SAFETY OF BUILDING ON OR
17 NEAR EXISTING OIL WELLS WITH THE DISCLOSURE OF COUNTY
18 REQUIREMENTS AND HOW THEY WILL BE MONITORED.

19

20 **EXECUTIVE OFFICER:** MADAM CHAIR, THAT CONCLUDES THE TIME FOR
21 PUBLIC COMMENT ON THIS ITEM.

22

23 **SUP. KATHRYN BARGER:** THANK YOU.

24

25 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** THANK YOU. WOULD YOU



THE BOARD OF
SUPERVISORS

1 LIKE TO GO TO THE PANEL OR YOU WANT TO GO STRAIGHT TO
2 QUESTIONS?

3

4 **SUP. KATHRYN BARGER:** I'VE JUST GOT A COUPLE, TWO QUESTIONS FOR
5 THE PANEL. SOMETHING THAT'S COME UP, CAN YOU CONFIRM THE CEQA
6 EXEMPTION STILL INVOLVES ENVIRONMENTAL CONSIDERATION FOR THE
7 PROJECTS? I KNOW THAT'S BEEN MENTIONED A FEW TIMES. AND DID
8 THE ENVIRONMENTAL CHECKLIST REVIEWED WHEN CONSIDERING A CEQA
9 DETERMINATION EVALUATE THE WILDFIRE, BIOLOGICAL RESOURCES,
10 WATER SUPPLY, UTILITIES AND GREENHOUSE GASES?

11

12 **JOSH HUNTINGTON:** GOOD MORNING, SUPERVISORS. MY NAME IS JOSH
13 HUNTINGTON, SUPERVISING REGIONAL PLANNER WITH THE DEPARTMENT
14 OF REGIONAL PLANNING. THE CEQA STATUTORY EXEMPTION, WHICH IS
15 PER CALIFORNIA GOVERNMENT CODE SECTION 65457. I'M SORRY. YES,
16 THE ENVIRONMENTAL REVIEW CONDUCTED FOR THE HOMESTEAD SOUTH
17 PROJECT INCLUDED A RESIDENTIAL EXEMPTION ENVIRONMENTAL
18 CHECKLIST AND MORE THAN 35 TECHNICAL STUDIES, WHICH THE SAME,
19 WITH THE SAME CEQA ENVIRONMENTAL TOPIC AREAS AS AN EIR. THESE
20 STUDIES ANALYZED WILDFIRE, BIOLOGICAL RESOURCES, WATER SUPPLY,
21 UTILITIES, GREENHOUSE GASES, AMONG OTHER ENVIRONMENTAL
22 CONSIDERATIONS. THE CHECKLIST AND SUPPORTING APPENDICES
23 SUBSTANTIATE THE DETERMINATION THAT THE CURRENT HOMESTEAD
24 SOUTH PROJECT IS NOT MORE IMPACTFUL THAN WHAT WAS PREVIOUSLY
25 ANALYZED. FURTHERMORE, THERE ARE NO NEW SIGNIFICANT



THE BOARD OF
SUPERVISORS

1 ENVIRONMENTAL IMPACTS OR SUBSTANTIAL INCREASES IN THE SEVERITY
2 OF THE PREVIOUSLY IDENTIFIED SIGNIFICANT IMPACTS THAT WOULD
3 REQUIRE A SUBSEQUENT EIR.

4
5 **SUP. KATHRYN BARGER:** AND THEN, HOW DID THE PROJECT ARRIVE AT
6 THE 10% AFFORDABLE HOUSING SET-ASIDE, AND HOW DOES THAT
7 COMPARE TO OTHER COUNTY REQUIREMENTS?

8
9 **JOSH HUNTINGTON:** THANK YOU. THE COUNTY'S INCLUSIONARY HOUSING
10 ORDINANCE REQUIRES FOR-SALE PROJECTS LIKE THIS ONE WITHIN THE
11 SANTA CLARITA VALLEY SUBMARKET TO PROVIDE AN AFFORDABLE UNIT
12 SET-ASIDE OF 5%. CONSISTENT WITH THE NEWHALL RANCH SPECIFIC
13 PLAN, THE HOMESTEAD SOUTH PROJECT IS PROVIDING A 10% SET-
14 ASIDE, DOUBLE THE NUMBER OF AFFORDABLE UNITS REQUIRED BY THE
15 COUNTY'S INCLUSIONARY HOUSING ORDINANCE.

16
17 **SUP. KATHRYN BARGER:** THANK YOU FOR THAT. I HAVE NO FURTHER
18 QUESTIONS. DOES ANYONE HAVE ANY QUESTIONS?

19
20 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** THANK YOU. DO ANY OTHER
21 BOARD MEMBERS HAVE QUESTIONS OR COMMENTS ON THIS ITEM?

22
23 **SUP. KATHRYN BARGER:** SO CAN I JUST MAKE A CLOSING IN TERMS OF

24 - -
25



THE BOARD OF
SUPERVISORS

SUP. HOLLY J. MITCHELL, CHAIR PRO TEM: ABSOLUTELY.

SUP. KATHRYN BARGER: THANK YOU. I WANT TO THANK THE STAFF. I KNOW YOU'VE PUT A LOT OF TIME INTO THIS, AND I WANT TO THANK THE APPELLANTS AND THE MEMBERS OF THE PUBLIC WHO JOINED US TODAY AND SHARED THEIR PERSPECTIVES. WE'VE HAD THE OPPORTUNITY TO HEAR TESTIMONY FROM THE DEVELOPER AS WELL AS COUNTY STAFF AND THE PUBLIC. AS WE ALL KNOW, INCREASING HOUSING SUPPLY IS ONE OF THE MOST IMPORTANT TOOLS THAT WE HAVE TO ADDRESS THE COUNTY'S ONGOING HOUSING SHORTAGE. THE PROJECT MAKES A MEANINGFUL CONTRIBUTION TOWARD THAT GOAL. BY DELIVERING MORE THAN 3,600 MUCH-NEEDED HOMES, INCLUDING 362 AFFORDABLE UNITS. IMPORTANTLY, OVER 200 OF THESE AFFORDABLE HOMES ARE DEDICATED TO THE WORKFORCE HOUSING INCOME LEVEL, SOMETHING THAT I'VE BEEN ADVOCATING FOR A LONG TIME. I CALL IT THE MISSING MIDDLE, PROVIDING OPPORTUNITIES FOR ESSENTIAL AND MIDDLE-WAGE WORKERS SUCH AS TEACHERS, NURSES, POLICE OFFICERS, FIREFIGHTERS, AND OTHER CRITICAL COMMUNITY WORKERS. BEYOND HOUSING, THE PROJECT PROVIDES MAJOR INVESTMENTS IN CRITICAL INFRASTRUCTURE: A NEW FIRE STATION, PUBLIC SCHOOL SITES, PARKS, ROADWAY IMPROVEMENTS, AND THE STATE-RECOGNIZED COMPREHENSIVE NET-ZERO GREENHOUSE GAS PROGRAM THAT REFLECTS THE TYPE OF FORWARD-LOOKING SUSTAINABILITY THAT WE ALL NEED. OVER 1,000 ACRES, ABOUT 61% OF THE PROJECT SITE WILL BE MAINTAINED AS OPEN SPACE AND WILL INCLUDE PUBLIC PARKS, TRAIL NETWORKS, AND



THE BOARD OF
SUPERVISORS

1 PRESERVATION LOTS FOR THE ENDANGERED SPINEFLOWER PRESERVE.
2 THESE TRAILS WILL CONNECT SCHOOLS, PARKS, RECREATION
3 FACILITIES, AND THE NEIGHBORING COMMUNITIES. THE ISSUES RAISED
4 IN THE APPEALS HAVE BEEN THOROUGHLY EVALUATED, AND STAFF'S
5 FINDINGS SHOW NO NEW SIGNIFICANT IMPACT FACTS, CIRCUMSTANCES
6 THAT WOULD REQUIRE A SUPPLEMENTAL CEQA REVIEW, WHICH IS WHY I
7 ASKED THAT QUESTION. THE DEVELOPER HAS A PROVEN TRACK RECORD
8 OF PROVIDING QUALITY HOUSING AND COMMUNITY MINDSET AND FOCUS,
9 PROVIDING HUNDREDS OF MILLIONS OF DOLLARS WORTH OF PREVAILING
10 WAGE CONSTRUCTION JOBS AND INVESTING IN THE SUPPORTING
11 FACILITIES AND INFRASTRUCTURE NEEDED TO MAKE THESE
12 NEIGHBORHOODS SUCCESSFUL. AFTER REVIEWING THE EXTENSIVE
13 RECORD, INCLUDING TWO PREVIOUSLY CERTIFIED EIRS, THE PLANNING
14 COMMISSION'S UNANIMOUS VOTE, AND THE SUBSTANTIAL EVIDENCE
15 PRESENTED, I AM CONFIDENT THAT THIS PROJECT IS CONSISTENT WITH
16 THE NEWHALL SPECIFIC PLAN, SOMETHING THAT'S COME BEFORE THIS
17 BOARD. WITH THAT SAID, I'D LIKE TO VOICE MY SUPPORT FOR THIS
18 PROJECT, CLOSE THE PUBLIC HEARING, AND VOTE ON THIS ITEM.
19 THANK YOU, MADAM CHAIR.

20
21 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** AND WITH THAT, HAVING
22 HEARD ALL PUBLIC COMMENT, PUBLIC HEARING IS CLOSED. WE'VE
23 RECEIVED A MOTION BY SUPERVISOR BARGER, SECONDED BY SUPERVISOR
24 HAHN, TO APPROVE THE ITEM. WITH THAT EXECUTIVE OFFICER, WILL
25 YOU PLEASE CALL THE ROLL?



THE BOARD OF
SUPERVISORS

1

2 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SUPERVISOR
3 HORVATH?

4

5 **SUP. LINDSEY P. HORVATH:** AYE.

6

7 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SUPERVISOR HAHN?

8

9 **SUP. JANICE HAHN:** AYE.

10

11 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SUPERVISOR BARGER?

12

13 **SUP. KATHRYN BARGER:** AYE.

14

15 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SUPERVISOR
16 MITCHELL?

17

18 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** AYE.

19

20 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** MOTION PASSES.

21

22 **SUP. KATHRYN BARGER:** AGAIN, THANK YOU TO THE STAFF FOR PUTTING
23 IN THE EFFORT. THANK YOU, MADAM CHAIR.

24

25 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** YOU'RE VERY WELCOME.



THE BOARD OF
SUPERVISORS

1

2 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** WE WILL NOW MOVE
3 ON TO SET MATTER 1, REPORT ON THE IMPLEMENTATION OF THE
4 DEPARTMENT OF HOMELESS SERVICES AND HOUSING, WHICH WAS HELD
5 FOR REPORT. FOR MEMBERS OF THE PUBLIC ON THE PHONE, IF YOU'VE
6 ALREADY SIGNED UP TO SPEAK, NO FURTHER ACTION IS NEEDED. IF
7 YOU'RE ON THE PHONE AND WISH TO COMMENT BUT HAVEN'T SIGNED UP,
8 PRESS STAR AND FOLLOW THE PROMPTS TO JOIN THE SPEAKING QUEUE.
9 TO ADDRESS THE BOARD FROM THE MEETING, CALL 213-444-2600,
10 PRESS STAR, AND FOLLOW THE PROMPTS. AN OPERATOR WILL ASSIST
11 YOU. SARAH MAHIN, DIRECTOR OF HOMELESS SERVICES AND HOUSING,
12 WILL MAKE A PRESENTATION. FOR THE DEPARTMENTAL SPEAKER, PLEASE
13 STATE YOUR NAME AND TITLE FOR THE RECORD WHEN YOU ADDRESS THE
14 BOARD.

15

16 **SARAH MAHIN:** GOOD MORNING, SUPERVISORS. FOR THE RECORD, I'M
17 SARAH MAHIN, DIRECTOR OF THE DEPARTMENT OF HOMELESS SERVICES
18 AND HOUSING. THANK YOU FOR HAVING ME HERE TODAY TO PRESENT
19 HSH'S THIRD QUARTERLY REPORT. GIVEN THIS BOARD'S DIRECTIVES
20 FROM THE SEPTEMBER 15TH MEETING, I'M GOING TO GO FAIRLY
21 QUICKLY OVER PROGRAMMATIC UPDATES. I WILL THEN CONCLUDE WITH A
22 STATUS UPDATE ON THE LOS ANGELES CONTINUUM OF CARE. THE
23 METRICS I PRESENT TODAY ARE A SUBSET OF THE DATA AVAILABLE ON
24 THE PUBLIC KEY PERFORMANCE INDICATORS DASHBOARDS ON HSH'S
25 WEBSITE. NEXT SLIDE. AND NEXT SLIDE, PLEASE. THIS QUARTER, WE



THE BOARD OF
SUPERVISORS

1 HAD THE HIGHEST NUMBER OF COMPLETED ENCAMPMENT RESOLUTIONS OF
2 THE FISCAL YEAR, 248. WE SIMULTANEOUSLY HAD THE QUICKEST
3 RESPONSE TIME FOR HOST PROTOCOLS WITH AN AVERAGE OF 33 DAYS TO
4 COMPLETE THE OPERATION FROM THE TIME OF RECEIPT IN THE HEARS
5 SYSTEM. I'M ALSO PLEASED TO REPORT THAT 429 PATHWAY HOME
6 PARTICIPANTS ENTERED INTO PERMANENT HOUSING AT THE END OF THE
7 FISCAL YEAR. NEXT SLIDE. NEXT SLIDE TO SLIDE 6, PLEASE. ECRC.
8 ECRC RECEIVED 5,748 TICKETS AND CLOSED 5,770 TICKETS IN THE
9 FOURTH QUARTER, MORE TICKETS THAN ANY OTHER QUARTER IN THE
10 FISCAL YEAR, DEMONSTRATING OUR RESPONSIVENESS TO ADDRESSING
11 ISSUES RAISED BY OUR COMMUNITIES. PLEASE GO TO SLIDE 9,
12 INTERIM HOUSING. TURNING TO OUR INTERIM HOUSING SYSTEM, 6,304
13 PEOPLE WERE NEWLY PLACED INTO INTERIM HOUSING. THIS IS FEWER
14 PEOPLE NEWLY PLACED IN INTERIM HOUSING THAN IN PREVIOUS
15 QUARTERS. I WOULD ALSO LIKE TO NOTE THAT WE SERVED ABOUT 10%
16 FEWER PEOPLE IN FY26 COMPARED TO FY25, WHICH WE ATTRIBUTE TO A
17 LACK OF PERMANENT HOUSING RESOURCES, WHICH CREATES A
18 BOTTLENECK IN OUR SYSTEM. THIS ALSO MEANS FEWER NEW PEOPLE ARE
19 ABLE TO MOVE INTO THOSE BEDS OVER THE COURSE OF THE YEAR. THIS
20 REINFORCES THE NEED WE HAVE AS A REGION TO CONTINUE INCREASING
21 THE SUPPLY OF AFFORDABLE HOUSING AND SUBSIDIES TO MAKE HOUSING
22 AFFORDABLE. PLEASE GO TO SLIDE 12. PLACEMENT AND EXITS INTO
23 PERMANENT HOUSING PROGRAMS. I DO WANT TO EMPHASIZE HERE THE
24 MASSIVE SCALE OF OUR PERMANENT HOUSING SYSTEM ACROSS OUR
25 REGION. IN THE LAST QUARTER, 53,261 PEOPLE WERE EITHER NEWLY



THE BOARD OF
SUPERVISORS

1 PLACED OR CONTINUED TO BE SERVED IN PERMANENT HOUSING
2 PROGRAMS. NO OTHER COUNTY IN THE STATE OF CALIFORNIA MATCHES
3 THE SIZE, SCALE, AND COMPLEXITY OF OUR PERMANENT HOUSING
4 SYSTEM. NEXT SLIDE. PERMANENT HOUSING RETENTION REMAINS
5 STRONG, WITH 91% REMAINING STABLY HOUSED AFTER ONE YEAR AND
6 84% AFTER TWO YEARS. ONGOING CASE MANAGEMENT AND OTHER
7 SUPPORTIVE SERVICES FUNDED BY HSH AND OTHER COUNTY DEPARTMENTS
8 PLAY A VITAL ROLE IN THIS RETENTION. NEXT SLIDE. THE BOARD
9 CREATED HSH TO HAVE A MORE TRANSPARENT, ACCOUNTABLE, AND
10 EFFECTIVE RESPONSE TO OUR REGION'S HOMELESSNESS CRISIS. THIS
11 INCLUDES ENHANCING THE COLLABORATION WE HAVE WITH OUR
12 DEPARTMENT PARTNERS ON HOMELESSNESS. BUSINESS. I'D LIKE TO
13 HIGHLIGHT TWO EXAMPLES OF INTERDEPARTMENTAL COLLABORATION.
14 NEXT SLIDE. FIRST, HSH IS SEEING REAL PROGRESS THROUGH THE
15 ONGOING ENGAGEMENT WE HAVE WITH THE DEPARTMENT OF MENTAL
16 HEALTH AND THE SPECIALTY MENTAL HEALTH SERVICES IMPROVEMENT
17 WORKGROUP, WHICH WAS CREATED IN RESPONSE TO A MOTION APPROVED
18 BY YOUR BOARD. THIS GROUP HAS BEEN MEETING ON AT LEAST A
19 WEEKLY BASIS TO IDENTIFY WAYS TO IMPROVE THE ACCESS TO CARE
20 AND UTILIZATION OF CARE BY UNSHELTERED PEOPLE WITH SERIOUS
21 MENTAL ILLNESS. WE HAVE MAPPED THE CLIENT JOURNEY FROM
22 REFERRAL TO ELIGIBILITY ASSESSMENT TO SERVICE OF CARE
23 ASSIGNMENT TO OUTREACH AND ENROLLMENT TO SERVICE PROVISION,
24 AND WE'VE IDENTIFIED AREAS FOR BOTH INDIVIDUAL DEPARTMENT AND
25 COLLECTIVE CROSS-AGENCY ACTION. NEXT SLIDE. ANOTHER HIGHLIGHT



THE BOARD OF
SUPERVISORS

1 IS THAT HSH IS WORKING CLOSELY WITH THE DEPARTMENT OF CHILDREN
2 AND FAMILY SERVICES, DEPARTMENT OF ECONOMIC OPPORTUNITY,
3 DEPARTMENT OF YOUTH DEVELOPMENT, AND JCOD ON A PROPOSAL TO
4 EXPAND PREVENTION, HOUSING, AND ECONOMIC OPPORTUNITY RESOURCES
5 FOR YOUNG ADULTS WHO ARE AT RISK OR EXPERIENCING HOMELESSNESS.
6 PHILANTHROPIC FUNDERS ARE VETTING THE PROPOSAL NOW, IT'S OVER
7 \$100,000,000 WITH A GOAL OF SECURING RESOURCES FOR THIS
8 INITIATIVE BEGINNING IN EARLY 2027. BUT WE'VE ALREADY STARTED
9 THE PRE-IMPLEMENTATION WORK WITH YOUNG PEOPLE AND YOUTH
10 PROVIDERS SO THAT WE'RE READY TO HIT THE GROUND RUNNING. WE
11 WILL NEVER BE ABLE TO RESOLVE HOMELESSNESS IN LOS ANGELES
12 COUNTY IF WE DON'T PREVENT IT. I AM OPTIMISTIC ABOUT THE
13 POTENTIAL FOR THIS INCREDIBLE PARTNERSHIP TO MAKE REAL HEADWAY
14 ON HOMELESSNESS FOR OUR YOUNG PEOPLE. NEXT SLIDE. I'D LIKE TO
15 FINISH THIS PORTION OF THE PRESENTATION WITH SOME OPERATIONAL
16 DATA RELATED TO CONTRACTS AND STAFFING. NEXT SLIDE. THE
17 SERVICE PROVIDERS THAT ADMINISTER VITAL SERVICES TO ADDRESS
18 HOMELESSNESS IN OUR REGION SHOULD FOCUS THEIR TIME ON SERVICE
19 PROVISION, NOT WORRYING IF THEY'LL BE ABLE TO COVER THEIR
20 PAYROLL. THROUGHOUT Q4, ROUGHLY 96% OF INVOICES WERE PROCESSED
21 WITHIN TARGET TIMEFRAMES, INCLUDING WITH 95 NEW PROVIDERS.
22 AHEAD OF THE FY 26/27 YEAR, HSH LAUNCHED TWO KEY INITIATIVES
23 TO IMPROVE PROVIDER CASH FLOW, SUPPORT TIMELY PAYMENTS, AND
24 INCREASE TRANSPARENCY. THE FIRST IS A STANDARDIZED CASH
25 ADVANCE PROGRAM FOR COST REIMBURSEMENT AGREEMENTS, AND THE



THE BOARD OF
SUPERVISORS

1 SECOND IS A NEW ELECTRONIC INVOICE PORTAL WHERE EVERYONE CAN
2 SEE THE STATUS OF INVOICE SUBMISSIONS, AND PAYMENT. HSH HAS
3 TAKEN MEASURES TO INCREASE OUR CONTRACT MONITORING AND
4 OVERSIGHT AS WELL. WE ESTABLISHED A CONTRACT MONITORING
5 GOVERNANCE TEAM THAT BRINGS TOGETHER THE CONTRACT OVERSIGHT
6 ROLES FROM OUR PROGRAMS, CONTRACTS, RISK MANAGEMENT, AND
7 FINANCE DIVISIONS TO EXCHANGE INFORMATION ABOUT PERFORMANCE
8 AND RISK ISSUES, TO COORDINATE RESPONSES AND ENHANCE CONTRACT
9 MONITORING AT THE SITE LEVEL. THIS REALLY HELPS TO BREAK DOWN
10 SILOS BETWEEN THE VARIOUS TEAMS INVOLVED IN OVERSIGHT OF OUR
11 CONTRACTS. HSH IS ESTABLISHING A FULL PERFORMANCE INTERVENTION
12 PROGRAM WITH PROVIDERS THAT BEGINS WITH INCREMENTAL
13 PERFORMANCE OBSERVATIONS AND WILL SCALE TO THE POINT OF FORMAL
14 CONTRACT TERMINATION AND INTERVENTIONS AS NEEDED AND
15 APPROPRIATE. THIS INCLUDES THE POINT AT WHICH, AS I MENTIONED,
16 HSH WILL TERMINATE CONTRACTS IF NEEDED AND TO PURSUE
17 DISBARMENT. WITHIN THIS, HSH HAS ALREADY CENTRALIZED THE
18 DOCUMENTATION OF ALL PERFORMANCE ISSUES THROUGH CONTRACT
19 DISCREPANCY REPORTS WITHIN OUR CONTRACT TEAMS, WHICH WAS
20 PREVIOUSLY DISPERSED ACROSS THE ORGANIZATION. HSH IS ALSO
21 MODIFYING HOW SUBCONTRACTS ARE ALLOWED TO PERFORM SERVICES
22 WITHIN OUR CONTRACTS. WE'RE MOVING TO A PRE-APPROVAL OF
23 SUBCONTRACTORS AS PART OF INITIAL AGREEMENTS, PERFORMING
24 CONFLICT OF INTEREST DETERMINATIONS, AND REVIEWING THE
25 FINANCIAL VIABILITY TO PERFORM SERVICES WITHIN HSH PORTFOLIO.



THE BOARD OF
SUPERVISORS

1 I'D ALSO LIKE TO NOTE, PREVIOUSLY WITH YOUR BOARD, WE
2 DISCUSSED A PROPOSAL BY THE AUDITOR CONTROLLER TO CONDUCT
3 AUDITS OF OUR HIGHEST-RISK CONTRACTS. WE'VE IDENTIFIED 13 OF
4 THOSE CONTRACTS. WE HAD INITIALLY SUBMITTED A BUDGET REQUEST
5 TO SUPPORT THAT, BUT WE'VE REALLOCATED EXISTING NCC FUNDING TO
6 ADVANCE THAT AND NOT WAIT TO GET THOSE AUDITS BY THE AUDITOR
7 CONTROLLER MOVING. WE ALSO, IN THE SUPPLEMENTAL BUDGET
8 REQUEST, HAVE SUBMITTED A REQUEST TO USE MEASURE A
9 ADMINISTRATIVE DOLLAR'S FUNDING THAT WE ALREADY HAVE TO CREATE
10 EIGHT NEW MONITORING POSITIONS WITHIN OUR CONTRACT MONITORING
11 TEAM BECAUSE WE BELIEVE THAT WE NEED TO INCREASE THE STAFF TO
12 BE ABLE TO DO THIS TYPE OF MONITORING. NEXT SLIDE. AND NEXT
13 SLIDE. REGARDING STAFFING, THERE WERE 413 COUNTY STAFF AND 227
14 NON-COUNTY WORKFORCE MEMBERS AT HSH AT THE END OF Q4 WITH 160
15 VACANT POSITIONS. AS OF SEPTEMBER 15TH, HSH HAS REDUCED ITS
16 VACANCY COUNT TO 119, REPRESENTING A 26% DECREASE SINCE JUNE
17 30TH AND A 45% DECREASE SINCE APRIL 30TH. WE'RE MOVING FAST.
18 THERE WERE SOME HIGH-LEVEL TAKEAWAYS FROM THE PREPARED
19 QUARTERLY REPORT PRESENTATION. THAT'S WHAT I JUST PRESENTED.
20 BUT I'M NOW GOING TO SHIFT TO PROVIDING REQUESTED UPDATES ON
21 THE LOS ANGELES CONTINUUM OF CARE, OR COC. PLEASE ADVANCE TO
22 THE NEXT SLIDE. AND THE NEXT SLIDE. THE LOS ANGELES CONTINUUM
23 OF CARE BOARD, IN RESPONSE TO JUDGE CARTER'S AUGUST 13TH
24 RULING, ISSUED A PUBLIC SOLICITATION FOR ENTITIES TO SERVE AS
25 COLLABORATIVE APPLICANT, HMIS LEAD, CES MANAGEMENT ENTITY, AND



THE BOARD OF
SUPERVISORS

1 POINT-IN-TIME COUNT ADMINISTRATOR FOR THE FISCAL YEAR 2027 COC
2 NATIONWIDE GRANT COMPETITION. THERE ARE FOUR DISTINCT
3 CONTINUUM OF CARE FUNCTIONS. IF YOU MOVE TO THE NEXT SCREEN.
4 NEXT SCREEN, PLEASE. THERE WE GO. THOSE ARE THE FOUR FUNCTIONS
5 ON THE SCREEN AND THEIR DEFINITIONS AS OUTLINED BY THE REQUEST
6 FOR QUALIFICATIONS ISSUED BY THE LACOC BOARD ON SEPTEMBER
7 11TH. IT IS IMPORTANT TO STRESS THAT THESE ARE REGIONAL
8 RESPONSIBILITIES FOR OUR ENTIRE REGION. THE LOS ANGELES
9 CONTINUUM OF CARE IS NOT JUST FOR THE COUNTY AND NOT JUST FOR
10 THE CITY OF LOS ANGELES. IT SUPPORTS ALL CITIES AND
11 UNINCORPORATED AREAS, FACILITATING OVER \$240,000,000 IN
12 FEDERAL FUNDING TO HOUSE AND SERVE MORE THAN 11,000 PEOPLE. A
13 COC LEAD ENTITY OR ENTITIES PROVIDES THE BACKBONE OF FEDERALLY
14 MANDATED INFRASTRUCTURE, TRAINING, DATA, AND PROCESSES THAT
15 SUPPORT THE ENTIRE REGION IN OUR SHARED MISSION TO SOLVE
16 HOMELESSNESS. FIRST, THE COLLABORATIVE APPLICANT OPERATES AT
17 THE CENTER OF THE COC'S ADMINISTRATIVE AND PLANNING STRUCTURE.
18 RESPONSIBILITIES INCLUDE COORDINATING THE ANNUAL HUD COC
19 PROGRAM COMPETITION, STAFFING THE LACOC GOVERNANCE BODIES,
20 COORDINATING SYSTEM PLANNING AND PERFORMANCE IMPROVEMENT
21 ACTIVITIES, SUPPORTING FEDERAL COMPLIANCE AND REPORTING, AND
22 FACILITATING COMMUNITY ENGAGEMENT AND STAKEHOLDER
23 PARTICIPATION. THE HMIS LEAD IS RESPONSIBLE FOR ADMINISTERING
24 THE COC-DESIGNATED HMIS PLATFORM, MAINTAINING SYSTEM
25 AVAILABILITY, CONFIGURATION, SECURITY, PRIVACY, AND DATA



THE BOARD OF
SUPERVISORS

1 QUALITY. THE ENTIRE REGION'S HOMELESS SYSTEM DEPENDS ON THE
2 STRONG FUNCTIONING OF HMIS TO HELP COORDINATE CARE FOR PEOPLE
3 EXPERIENCING HOMELESSNESS ACROSS OUR JURISDICTIONS. THE ENTITY
4 SUPPORTS PARTICIPATING ORGANIZATIONS AND END USERS, MANAGES
5 APPLICABLE TECHNOLOGY AND VENDOR RELATIONSHIPS, AND PRODUCES
6 AND SUPPORTS HUD AND OTHER REQUIRED REPORTING. THE L.A. HMIS
7 FUNCTIONS AS A SHARED IMPLEMENTATION, NOT JUST USED BY THE LOS
8 ANGELES CONTINUUM OF CARE, BUT ALSO LONG BEACH, PASADENA, AND
9 GLENDALE COCS. AND THE HMIS LEAD COORDINATES FUNCTIONS THAT
10 AFFECT REGIONAL IMPLEMENTATION WHILE RECOGNIZING THE
11 INDEPENDENT GOVERNANCE RESPONSIBILITIES OF EACH PARTICIPATING
12 COC. SO IT HAS COUNTYWIDE REACH. SIMILARLY, THE CES MANAGEMENT
13 ENTITY PROVIDES THE OPERATIONAL LEADERSHIP, ADMINISTRATION,
14 AND COORDINATION NEEDED TO IMPLEMENT, IMPLEMENT COORDINATED
15 ENTRY ACROSS THE REGION, INCLUDING IN THE L.A. COC, GLENDALE,
16 PASADENA, AND LONG BEACH. CURRENT L.A. CES OPERATIONS INCLUDE
17 PERMANENT SUPPORTIVE HOUSING PRIORITIZATION AND MATCHING,
18 SELECT INTERIM HOUSING REFERRAL MATCHING WORKFLOWS, TIME-
19 LIMITED SUBSIDY THAT'S FUNDED BY HUD, AND HOUSING NAVIGATION
20 REFERRAL PATHWAYS. WE UNDERSTAND THAT THE CURRENT RFQ
21 ENVISIONS THAT THE CES MANAGEMENT ENTITY ALSO PLAYS A ROLE
22 WITH STAFFING THE CES POLICY COUNCIL. FINALLY, THE POINT-IN-
23 TIME COUNT ADMINISTRATOR SERVES AS THE OPERATIONAL AND PROJECT
24 MANAGEMENT LEAD FOR THE HUD-REQUIRED PIT COUNT AND THE HOUSING
25 INVENTORY COUNT. THE ADMINISTRATOR DEVELOPS AND MANAGES THE



THE BOARD OF
SUPERVISORS

1 ANNUAL COUNT METHODOLOGY AND WORK PLAN, COORDINATES FIELD
2 PROVIDER SURVEY TECHNOLOGY, STATISTICAL AND DATA VALIDATION
3 ACTIVITIES, AND SUPPORTS PREPARATION OF REQUIRED FEDERAL
4 SUBMISSIONS AND PUBLIC REPORTING. NEXT SLIDE. ON SEPTEMBER
5 15TH, HSH SUBMITTED ITS INTENT TO APPLY, AND COMPLETE
6 APPLICATIONS ARE DUE ON FRIDAY, SEPTEMBER 25TH. THIS FRIDAY,
7 HSH INTENDS TO APPLY FOR ALL FOUR COC FUNCTIONS. WE DO NOT
8 TAKE THIS RESPONSIBILITY LIGHTLY. HOWEVER, GIVEN EVERYTHING
9 THAT IS AT STAKE, WE KNOW THAT THE COUNTY IS UNIQUELY
10 POSITIONED WITH THE INFRASTRUCTURE, EXPERIENCE, TRACK RECORD,
11 AND REGIONAL REACH THAT'S NECESSARY TO TAKE ON THESE
12 FUNCTIONS. AS WE APPROACH OUR APPLICATION, WE SEEK BOTH TO
13 ENSURE CONTINUITY OF KEY INFRASTRUCTURE WHILE ALSO REIMAGINING
14 OUR SYSTEM IN A WAY THAT'S MORE TRANSPARENT, MORE EFFECTIVE,
15 AND MORE COLLABORATIVE WITH OUR REGIONAL PARTNERS. THE
16 DECISION OF WHO WILL TAKE ON THESE FUNCTIONS IS DRIVEN BY THE
17 LEADERSHIP OF THE L.A. CONTINUUM OF CARE BOARD, WHO WILL MAKE
18 THE DECISION REGARDING HMIS LEAD PER THE CHARTER. THE COC
19 BOARD WILL ALSO MAKE RECOMMENDATIONS ON THE REST OF THESE
20 FUNCTIONS ON OCTOBER 7TH, WITH FINAL DECISIONS BEING MADE BY
21 OUR REGION, BY THE LOS ANGELES CONTINUUM OF CARE MEMBERSHIP,
22 WHO WILL VOTE ON OCTOBER 9TH. THIS IS AN IMPORTANT MOMENT FOR
23 MEMBERS OF THE LOS ANGELES CONTINUUM OF CARE TO BE A PART OF
24 THE PROCESS. MEMBERSHIP IN THE LOS ANGELES CONTINUUM OF CARE
25 IS DEFINED FOR THE LACOC BOARD CHARTER, AND I QUOTE, AS



THE BOARD OF
SUPERVISORS

1 PERSONS AND ENTITIES INTERESTED IN COLLABORATIVE, SOLUTION-
2 ORIENTED PLANNING TO ADDRESS HOMELESSNESS IN L.A. COUNTY, WITH
3 THE EXCEPTION OF GLENDALE, LONG BEACH, AND PASADENA.
4 THROUGHOUT THIS PROCESS, WE HAVE BEEN COMMUNICATING REGULARLY
5 WITH THE CITY OF LOS ANGELES. WE UNDERSTAND THEY HAVE
6 SUBMITTED AN INTENT TO APPLY FOR THE CES AND HMIS FUNCTIONS.
7 WE WANT TO REITERATE OUR COMMITMENT TO COLLABORATION AND
8 ADVANCING AN APPLICATION THAT SEEKS TO ADDRESS THE NEEDS OF
9 THE CITY OF LOS ANGELES AS AN IMPORTANT AND ESSENTIAL REGIONAL
10 PARTNER, AS WELL AS THE NEEDS OF THE OTHER CITIES AND
11 UNINCORPORATED AREAS ACROSS L.A. WE APPRECIATE THE
12 CONSTRUCTIVE CONVERSATIONS THAT WE'VE HAD WITH THE CITY OF
13 L.A. ON THESE MATTERS, AND IF AWARDED COC FUNCTIONS, WE COMMIT
14 TO WORKING WITH OUR JURISDICTIONAL PARTNERS, WITH THE COC
15 BOARD, WITH PROVIDERS, WITH PEOPLE OF LIVED EXPERIENCE TO
16 REIMAGINE THE FUTURE FOR OUR REGION'S COC. WE HAVE ALSO
17 INITIATED CONVERSATIONS WITH COUNTY COUNSEL AND THE CITY OF
18 LOS ANGELES ABOUT THE FUTURE OF THE JOINT POWERS AUTHORITY
19 OVER LAHSA, WHICH IS IMPORTANT AS WE APPROACH CONSTRUCTIVELY
20 AS LAHSA CONTINUES TO FULFILL ESSENTIAL COC FUNCTIONS TODAY,
21 AND WE NEED THEM TO CONTINUE TO DO THAT UNTIL THOSE FUNCTIONS
22 CAN TRANSITION OVER TO THE NEW ENTITY OR ENTITIES WHO WILL
23 ASSUME THEM. AND WE KNOW THAT LAHSA IS ALSO ADMINISTERING
24 FUNDING FOR THE CITY OF L.A., WHICH AGAIN, WE WANT TO ENSURE
25 THEY'RE ABLE TO DO WITH APPROPRIATE CAPACITY. PER YOUR BOARD'S



THE BOARD OF
SUPERVISORS

REQUEST LAST WEEK, WE ARE ACTIVELY LOOKING INTO WHAT TRANSFER PROCESSES EXIST FOR COC AGREEMENTS THAT HUD HOLDS WITH LASA AND UNDERSTANDING EXACTLY WHAT THOSE PROCESSES ARE. AND I'LL NOTE THAT JUST FRIDAY HUD OPENED A NEW FY26 COC NOFO COMPETITION WITH A VERY AGGRESSIVE APPLICATION DUE DATE OF SEPTEMBER 30TH. SO WE'RE WORKING WITH OUR COC BOARD AND THE ENTIRE REGION ON HOW THE COC IS GOING TO BE RESPONDING TO THAT TIMELINE. FINALLY, HSH, I WANT TO NOTE THAT HSH ALREADY CONTRIBUTES TO COC FUNCTIONS, AND WE WOULD ENVISION CONTINUING TO CONTRIBUTE TO THESE REGARDLESS OF WHAT ENTITY IS SELECTED. NEXT SLIDE. AS I CONCLUDE, I WANT TO RECOGNIZE THAT THERE IS A LOT THAT WE AT HSH AND OUR PARTNERS ARE NAVIGATING BOTH NATIONALLY AND LOCALLY IN OUR SHARED MISSION TO SOLVE HOMELESSNESS. I WANT TO ACKNOWLEDGE THIS CHANGE AND THE UNCERTAINTY AND THAT IT'S NOT EASY. AND I CAN'T CONTROL ALL THAT, BUT WHAT I CAN SAY IS THAT WE AT HSH ARE COMMITTED TO LEANING IN TO SUPPORT OUR REGION SO THAT ALL OF OUR COMMUNITIES, AND MOST IMPORTANTLY, THE PEOPLE THAT WE SERVE, SEE RESULTS. WHAT I CONTINUE TO COMMIT TO IS THAT WE'RE GOING TO BE HONEST ABOUT OUR SHORTCOMINGS AND OUR SUCCESSES. WITH ACCOUNTABILITY AND TRANSPARENCY AT THE FOREFRONT. THANK YOU FOR LISTENING, AND I'M HAPPY TO ANSWER YOUR QUESTIONS.

SUP. HOLLY J. MITCHELL, CHAIR PRO TEM: THANK YOU. WE'RE GOING TO BEGIN WITH SUPERVISOR BARGER.



THE BOARD OF
SUPERVISORS

1
2 **SUP. KATHRYN BARGER:** THANK YOU, AND I WANT TO THANK YOU,
3 SARAH, AND THE ENTIRE TEAM. YOU'VE TAKEN ON A LOT IN A SHORT
4 PERIOD OF TIME, AND I RECOGNIZE THE WORK THAT YOU'VE PUT INTO
5 THIS. AND I KNOW IT IS NOT EASY, BUT YOU'VE STEPPED UP TO THE
6 PLATE. AND I, I WANT TO START BY ACKNOWLEDGING JUST HOW MUCH
7 THIS DEPARTMENT TRULY HAS. I DON'T THINK PEOPLE APPRECIATE
8 WHAT YOU'VE HAD TO STAND UP IN A SHORT PERIOD OF TIME, GIVEN
9 ALL THE TURMOIL AS WELL THAT'S GOING ON WITHIN THIS, THIS
10 WORLD OF HOMELESS FUNDING AND SERVICES ACROSS THE BOARD. SO
11 THANK YOU. WHEN THIS BOARD ACTED ON THE RECOMMENDATIONS OF THE
12 BLUE-RIBBON COMMISSION, WE WERE ASKING FOR SOMETHING THAT HAD
13 NEVER BEEN DONE AT THIS SCALE IN LOS ANGELES COUNTY, TO TAKE A
14 FRAGMENTED SYSTEM, AND I THINK THAT'S BEING GENEROUS IN
15 CALLING IT FRAGMENTED, AND BRING IT UNDER CLEAR COUNTY
16 ACCOUNTABILITY, AND DO IT WITHOUT DROPPING THE PEOPLE WHO
17 DEPEND ON IT EVERY SINGLE DAY. THIS QUARTER WAS PROBABLY ONE
18 OF THE HARDEST TESTS OF THAT TRANSITION, AND YOUR DEPARTMENT
19 DID DELIVER. EVERY ONE OF THE WORK ORDERS TRANSFERRED FROM
20 LAHSA WAS EXECUTED BY JUNE 30TH, WHICH MEANS PROVIDERS HAD
21 CONTRACTS IN PLACE AND SERVICES DID NOT LAPSE. BUT I WOULD
22 CAUTION YOU, WE'VE SEEN THE SCRUTINY PLACED ON MANY
23 NONPROFITS, SOME OF WHICH WERE NOT DELIVERING THE SERVICES
24 THAT WERE PROMISED. AND I THINK IT'S IMPORTANT FOR US TO MAKE
25 SURE THAT WHILE WE ARE LOOKING TO TRANSFER OVER AND DO IT IN A



THE BOARD OF
SUPERVISORS

1 WAY THAT IS IN REAL TIME, THAT WE MAKE SURE THAT WE ARE
2 PROVIDING THE FUNDING FOR THE SERVICES THAT WE ARE GETTING.
3 THAT IS SOMETHING THAT I KNOW SUPERVISOR HORVATH AND I, WHEN
4 WE SAT ON LAHSA AND LOOKED AT THE AUDITS, WHICH QUITE FRANKLY,
5 THERE WERE RED FLAGS EVEN WITHIN THE AUDITS THAT WERE LEFT
6 UNANSWERED. AND THAT IS WHY WE ARE HERE TODAY. BECAUSE THE
7 TAXPAYER DOLLARS THAT ARE COMING IN ARE PRECIOUS. AND IT'S
8 IMPORTANT FOR US TO SHOW THAT IN FACT THAT MONEY IS BEING
9 INVESTED IN EXACTLY WHAT THEY VOTED FOR, BOTH IN THE HOUSING
10 SIDE WITH LACAHS, AS WELL AS THE PREVENTION AND HOUSING OF
11 THOSE THAT ARE ON THE STREET. SO I JUST REALLY WANT TO MAKE
12 THAT CLEAR. BECAUSE SOMETIMES WHEN YOU DO THINGS IN HASTE,
13 THINGS FALL THROUGH THE CRACKS. SO I HOPE THAT THE AUDITOR
14 COMPTROLLER IS WORKING CLOSELY WITH YOU AND THAT WE ARE DOING
15 THE MONITORING THAT IS NEEDED, UNFORTUNATELY, YOU KNOW, I SAW
16 WITH THE FIRES, ALL THESE NONPROFITS POPPED UP OUT OF NOWHERE,
17 AND MANY WITH GOOD INTENTION, SOME NOT. AND I DON'T WANT THE
18 FACT THAT WE ARE LITERALLY DRINKING OUT OF A FIRE HOSE RIGHT
19 NOW TO GET THESE SERVICES OUT THERE, THAT WE FALL INTO THAT
20 SITUATION WHERE THERE ARE BAD PLAYERS. I THINK IT'S IMPORTANT
21 FOR US TO CLOSELY SCRUTINIZE AND MAKE SURE THAT THE NONPROFITS
22 THAT WE'RE CONTRACTING WITH ARE IN FACT PROVIDING THE SERVICES
23 THAT ARE NECESSARY. SO, YOU KNOW, I HAVE JUST A COUPLE OF
24 QUESTIONS, THEN I'LL LET MY COLLEAGUES SPEAK, BECAUSE I'M
25 LOOKING AT IT THROUGH THE LENS NOW OF THE 5TH DISTRICT. YOU



THE BOARD OF
SUPERVISORS

1 KNOW, ON PAGE FOUR, IT SHOWS THAT SD 5 RECEIVED 24 OF 248
2 ENCAMPMENT RESOLUTIONS, WHICH IS ABOUT 9.7%, THE SECOND LOWEST
3 OF ANY DISTRICT DESPITE BEING THE LARGEST DISTRICT SQUARE
4 MILES. ON PAGE 28, YOU SHOW SPA 1, THE ANTELOPE VALLEY, WHICH
5 IS ENTIRELY WITHIN THE 5TH DISTRICT, RECEIVED ZERO, EVEN
6 THOUGH IT GENERATED 204 ECRC TICKETS, WHICH YOU HIGHLIGHTED ON
7 PAGE 29. AND IT LOOKS LIKE THE ANTELOPE VALLEY GOT ZERO
8 ENCAMPMENT RESOLUTIONS. AND I'M SURE EACH ONE OF US COULD TALK
9 ABOUT AN ENCAMPMENT THAT WE WANT CLEANED OUT. SO I'M TRYING TO
10 UNDERSTAND WHAT THE CRITERIA IS WHAT CRITERIA IS USED TO
11 DECIDE WHICH ENCAMPMENTS ARE RESOLVED AND IN WHAT ORDER. I
12 MEAN, AND CAN YOU DO MORE THAN ONE? BECAUSE WHAT I'M HEARING
13 IS THAT YOU'RE FOCUSED ON ONE. AND IF WE CAN ONLY DO ONE AT A
14 TIME, IS THERE AN OPPORTUNITY FOR US TO LOOK AT NONPROFITS TO
15 PARTNER WITH AND EMPOWER THEM TO DO THESE ENCAMPMENT CLEANUPS?
16 I KNOW UP IN THE ANTELOPE VALLEY, THERE ARE NONPROFITS THAT
17 WOULD STEP UP TO THE PLATE THAT ALSO PROVIDE THE HOUSING SIDE
18 OF IT. UM, BECAUSE, YOU KNOW, I'M GETTING HAMMERED UP IN THE
19 ANTELOPE VALLEY THAT THEY PUT IN ALL THIS MONEY AND THEY DON'T
20 SEE THE RETURNS ON THEIR INVESTMENTS. SO CAN YOU TALK ABOUT
21 THAT?

22
23 **SARAH MAHIN:** YES, THANK YOU FOR THE QUESTION, SUPERVISOR, AND
24 THANK YOU FOR YOUR OPENING REMARKS AS WELL. YOUR BOARD HAS
25 BEEN VERY CLEAR THAT ACCOUNTABILITY IS AT THE CENTERSTONE OF



THE BOARD OF
SUPERVISORS

1 WHAT WE NEED TO BE BRINGING TO THIS WORK. SO, ON THE QUESTION
2 AROUND ENCAMPMENTS, IT'S IMPORTANT TO DISTINGUISH BETWEEN
3 ENCAMPMENT RESOLUTION ACTIVITIES THAT ARE TRACKED IN THE HEARS
4 SYSTEM AND THE ONGOING WORK TO ADDRESS UNSHELTERED
5 HOMELESSNESS. ENCAMPMENTS IN THE UNINCORPORATED AREAS OF SPA 1
6 ARE OFTEN ON PRIVATE PROPERTIES, WHICH ARE NOT TRACKED IN THE
7 HEARS SYSTEM AND ARE MORE COMPLICATED TO ADDRESS BECAUSE OF
8 THOSE PROPERTY ISSUES WITH— ON PRIVATE PROPERTIES. AND ALSO
9 LARGE PORTIONS OF SPA 1 ARE IN INDEPENDENT CITIES LIKE
10 PALMDALE AND LANCASTER, WHO ALSO DO NOT USE THE HEARS SYSTEM
11 TO TRACK ENCAMPMENT RESOLUTIONS. FOR EXAMPLE, THESE
12 JURISDICTIONS UTILIZE THEIR OWN CLEANUP CREWS. THEY'RE NOT
13 COORDINATED WITH DPW, BUT WE STILL COORDINATE WITH THOSE
14 JURISDICTIONS ON ENCAMPMENT WORK TO CONNECT PEOPLE ON THE
15 OUTREACH SIDE, TO CONNECT PEOPLE TO HOUSING AND SERVICES
16 REGARDLESS OF WHAT SYSTEM THEY'RE TRACKED IN. I ALSO WANT TO
17 NOTE THAT WE'VE RECEIVED 204 ECRC TICKETS AND THESE TICKETS
18 ALL FOR SPA 1, AND THOSE TICKETS ALL RESULTED IN OUTREACH AND
19 ENCAMPMENT RESOLUTION ACTIVITIES. HSH IS CURRENTLY WORKING
20 RIGHT NOW ON ADDRESSING TWO PRIORITY ENCAMPMENTS IN
21 UNINCORPORATED LANCASTER, AND THOSE ENCAMPMENT RESOLUTIONS ARE
22 TENTATIVELY SCHEDULED FOR NOVEMBER.

23
24 **SUP. KATHRYN BARGER:** SO WHEN YOU TALK ABOUT THE 240, OR I'M
25 SORRY, THE 204 TICKETS THAT CAME IN. DO WE DO FOLLOW-UP?



THE BOARD OF
SUPERVISORS

1 BECAUSE I, OR HOW DO PEOPLE KNOW THAT ONCE THEY CALL SOMETHING
2 IN THAT AT LEAST THEY'RE HEARD, OR THAT, YOU KNOW, WE'RE
3 WORKING ON IT, OR IT DOESN'T FALL INTO THE CRITERIA, SO THAT
4 WE ARE BETTER COMMUNICATING?

5

6 **SARAH MAHIN:** YEAH, THANKS FOR THAT QUESTION. WE CHANGE IF IT
7 COMES IN THROUGH LAHOP, WE ACTUALLY MODIFIED THE LAHOP SYSTEM
8 SO THAT WE PROVIDE A MORE DETAILED RESPONSE ON WHAT HAPPENS,
9 WHAT THE DISPOSITION OF THE TICKET IS. SO THAT'S AN IMPORTANT
10 WAY. AND THEN FOR OTHERS THAT SOMETIMES WE RECEIVE FROM YOUR
11 OFFICES OR FROM JURISDICTIONAL PARTNERS THAT ARE MORE THROUGH
12 LIKE EMAILS OR PHONE CALLS, THOSE ARE RETURNED EITHER THROUGH
13 EMAIL OR PHONE CALL WITH STATUS UPDATES.

14

15 **SUP. KATHRYN BARGER:** GOOD, BECAUSE I THINK IT'S IMPORTANT TO
16 DO FOLLOW-UPS SO THAT PEOPLE AT LEAST KNOW THEY'RE HEARD.

17

18 **SARAH MAHIN:** YES.

19

20 **SUP. KATHRYN BARGER:** HOW DO YOU SEE THE COUNTY'S RELATIONSHIP
21 CHANGING WITH OUR CITIES SHOULD WE PREVAIL IN BECOMING THE
22 REGIONAL COC LEAD? AND HOW ARE YOU CURRENTLY WORKING WITH BOTH
23 THE UNINCORPORATED AND THE CITIES IN THE AREA WITHIN THE
24 COUNTY TO HELP THEM UNDERSTAND WHAT IT WOULD MEAN FOR THE
25 REGION'S COC FUNCTIONS TO POTENTIALLY BE LED BY THE COUNTY?



THE BOARD OF
SUPERVISORS

1

2 **SARAH MAHIN:** YEAH, SO THESE ROLES AND FUNCTIONS OF THE COC
3 REQUIRE US TO HAVE A CONTINUOUS LOCALIZED UNDERSTANDING OF
4 SOME GAPS IN THE COMMUNITY NEEDS SO THAT JURISDICTIONS AND THE
5 COC CAN PLAN RESOURCES ACCORDINGLY. THIS IS WORK THAT WE'RE
6 ALREADY DOING AT HSH, SUCH AS THROUGH OUR CURRENT SPENDING
7 PLAN COMMUNITY ENGAGEMENT PROCESS AND OUR WORK, ONGOING WORK
8 WITH JURISDICTIONS ACROSS THE COUNTY. AND THIS GIVES US A
9 STRONG FOUNDATION TO BUILD OFF OF, BUT WE'RE GOING TO BE NOW
10 WORKING WITH THEM MUCH MORE DIRECTLY ON POINT-IN-TIME COUNT
11 AND HOW CAN WE IMPROVE CONDUCTING THE POINT-IN-TIME COUNT.
12 WE'VE HEARD A LOT OF FEEDBACK FROM CITIES ACROSS OUR REGION
13 AROUND HOW THAT COULD BE DONE IN, YOU KNOW, A MORE PARTNERSHIP
14 WAY TO IMPROVE THE ACCURACY OF THAT COUNT. SO WE REALLY LOOK
15 FORWARD TO DOING, YOU KNOW, TO DIGGING INTO THAT WITH OUR
16 JURISDICTIONAL PARTNERS. SIMILARLY, WE'VE HEARD A LOT OF
17 FEEDBACK FROM CITIES AROUND HMIS ACCESS, NOT JUST ACCESS TO BE
18 ABLE TO ENTER DATA IN, BUT ALSO IF YOU'RE FUNDING A PROGRAM
19 AND YOU'RE REQUIRING THAT PROGRAM TO ENTER DATA INTO HMIS, WE
20 BELIEVE THAT YOU SHOULD HAVE THAT DATA AND HAVE DIRECT ACCESS
21 TO THAT DATA. THAT'S SOMETHING THAT WE SET UP WITH LAHSA AT
22 HSH, AND IT'S SOMETHING THAT WE WOULD LIKE TO BE ABLE TO DO
23 WITH ANY ENTITY THAT'S REQUIRING THEIR FUNDED PROGRAMS TO BE
24 ABLE, THAT ENTER INTO HMIS TO BE ABLE TO HAVE. SO THOSE ARE
25 SOME WAYS THAT WE WOULD BUILD OFF OF OUR EXISTING



THE BOARD OF
SUPERVISORS

1 RELATIONSHIPS WITH CITIES AND UNINCORPORATED AREAS AND ALSO
2 TRY AND BE RESPONSIVE TO SOME OF THE FEEDBACK THAT WE'VE LONG
3 HEARD.

4

5 **SUP. KATHRYN BARGER:** THANK YOU. AND AT SOME POINT, NOT TODAY,
6 I'D LIKE TO BETTER UNDERSTAND THIS HMIS BECAUSE I'VE HEARD
7 THAT THE SYSTEM WAS UNDERUTILIZED. AND IN FACT, LAHSA WAS NOT
8 CAPITALIZING ON OPPORTUNITIES TO USE THAT TO REALLY DRIVE HOW
9 WE ARE PROVIDING RESOURCES. SO, NOT FOR TODAY, BUT I THINK
10 IT'D BE INTERESTING TO FIND OUT WHAT WE'RE GOING TO DO, IF
11 AWARDED, TO OVERHAUL THAT SYSTEM, TO ACTUALLY USE IT AS A TOOL
12 TO ADDRESS AND LEAD US IN ADDRESSING THOSE THAT ARE ON THE
13 STREET ESPECIALLY. AND THEN WHEN YOU TALK ABOUT THE SMALLER
14 CITIES, AND AGAIN, I APPRECIATE, I CAN'T SPEAK FOR MY
15 COLLEAGUES, BUT I KNOW IN MY CITIES THEY FINALLY FEEL LIKE
16 THEY'RE HEARD. YOU'VE HAD TEAMS GOING OUT AND TALKING TO THEM
17 AND GETTING FEEDBACK, AND I THINK THAT IS IMPORTANT,
18 ESPECIALLY GIVEN THE CONFUSION AROUND THE COC. AND HOW WE'RE
19 GOING TO BE APPLYING FOR IT. BUT WHAT ADDITIONAL ACTIONS WOULD
20 YOU ALL TAKE TO FURTHER PREPARE THE DEPARTMENT TO ASSUME
21 LEADERSHIP ROLES WITHIN THE COC? AND ARE YOU COMMUNICATING
22 THAT WITH THE SMALLER CITIES AND THE UNINCORPORATED AREAS WHO
23 SOMETIMES FEEL AS THOUGH NO ONE'S REPRESENTING THEM?

24

25 **SARAH MAHIN:** YEAH, THANK YOU FOR THAT QUESTION. ON THE



THE BOARD OF
SUPERVISORS

1 UNINCORPORATED AREAS, WE HAVE STOOD UP AN OFFICE OF
2 UNINCORPORATED AREAS WITH ITS OWN DIRECTOR AND BUILDING OUT
3 THE STAFF THERE WHO ARE WORKING WITH YOUR OFFICES AND WITH KEY
4 STAKEHOLDERS IN UNINCORPORATED AREAS TO REALLY SET UP A
5 STRUCTURE THAT'S ONGOING TO HAVE THAT ENGAGEMENT AND REALLY
6 STRATEGY THAT WE'RE DEVELOPING AND IMPLEMENTING TOGETHER. WITH
7 OUR SMALLER CITIES, OUR MUNICIPAL RELATIONS TEAM HAS
8 CONSISTENT CONTACT WITH THEM, WITH OUR COGS, MEETING DIRECTLY
9 WITH YOUR OFFICES, WITH CITY MANAGERS, WITH THE ELECTED
10 OFFICIALS IN THOSE OFFICES, WITH THE HOMELESS SERVICE
11 PROVIDERS TO UNDERSTAND THEIR CONCERNS, TO IDENTIFY SERVICE
12 GAPS, AND TO CONNECT THEM WITH THE APPROPRIATE HSH AND OTHER
13 COUNTY RESOURCES. THERE'S SOME DIFFERENT APPROACHES THAT WE'VE
14 BEEN DOING AND SOME THAT ACTUALLY WE'RE STARTING TO IMPLEMENT
15 AT THE DIRECTION OF THE EXECUTIVE COMMITTEE FOR REGIONAL
16 HOMELESS ALIGNMENT THAT HAD RECOMMENDATIONS FOR US ON HOW WE
17 CAN IMPROVE OUR WORK WITH JURISDICTIONS. NOTABLY, WE'RE
18 HOLDING TECHNICAL ASSISTANCE SESSIONS WITH LACAHS. SO IT'S
19 NOT LACAHS AND HSH GOING OUT SEPARATELY, BUT WE'RE TOGETHER
20 DOING TECHNICAL ASSISTANCE AND INFORMATION SHARING ACROSS OUR
21 SMALLER CITIES SO THAT THEY CAN LEARN FROM ONE ANOTHER. AND WE
22 KNOW THERE'S SOME REALLY GREAT, GREAT THINGS HAPPENING THAT WE
23 WANT TO BE LIFTING UP. IF WE'RE SELECTED AS THE COC LEAD, WE
24 COMMIT TO HAVING PROMPT, TRANSPARENT, COMMUNICATION WITH OUR
25 SMALLER CITIES, WITH ALL CITIES, AND TO FACILITATE REALLY



THE BOARD OF
SUPERVISORS

1 ROBUST PARTICIPATION IN COC DECISION-MAKING PROCESSES. WE
2 UNDERSTAND THAT EACH COMMUNITY IS UNIQUE, AND WE NEED TO MAKE
3 SURE THAT WE'RE CONSIDERING THOSE UNIQUENESSES ACROSS OUR
4 REGION. WE ALSO NEED TO MAKE SURE THAT WE, YOU KNOW, WORK WITH
5 ALL OF OUR CITIES AND WITH OUR COC BOARD ON REALLY MAPPING OUT
6 WHAT OUR AGENDA IS AND HAVING AN ADVANCED AGENDA FOR WHAT OUR
7 CONTINUUM OF CARE IS GOING TO BE WORKING TOWARDS AND ENSURING
8 THAT PEOPLE KNOW WHEN IMPORTANT DECISIONS ARE GOING TO BE MADE
9 AND PREPARED TO ENGAGE IN THAT DECISION-MAKING PROCESS.

10
11 **SUP. KATHRYN BARGER:** THANK YOU. AND THEN IN CLOSING, JOE, I
12 HAVE A QUESTION FOR YOU. I MEAN, IN TERMS OF THE COC, KNOWING
13 THAT LAHSA WAS THE UMBRELLA THAT BRIDGED BOTH THE CITY OF L.A.
14 AND THE COUNTY OF LOS ANGELES, HOW COMFORTABLE ARE YOU WITH US
15 TAKING ON THIS ROLE FROM THE STANDPOINT OF BUDGETARY
16 IMPLICATIONS AND JUST BEING A LEAD WITH THE COCS AND THE
17 FEDERAL GOVERNMENT. AND EVEN WORKING WITH THE CITY OF L.A.,
18 BECAUSE THE CITY OF L.A., I ALWAYS SAY, IS THE LARGEST NUMBER
19 OF UNHOUSED FALL WITHIN THE CITY OF L.A. AND IT'S IMPORTANT
20 FOR, IN MY PERSONAL OPINION, FOR US TO HAVE A STRONG
21 PARTNERSHIP. THIS SHOULDN'T BE VIEWED AS A HOSTILE TAKEOVER.
22 OR IT SHOULD BE VIEWED AS A COLLABORATIVE EFFORT TO MAKE SURE
23 THAT WE BRING BACK HUD MONEY THAT IS NECESSARY FOR US TO
24 CONTINUE TO ADDRESS THE HOMELESS ISSUE?



THE BOARD OF
SUPERVISORS

1 **JOSEPH M. NICCHITTA:** THANK YOU FOR THE QUESTION. I'LL ANSWER
2 THE BUDGETARY IMPLICATIONS QUESTION FIRST, AND THEN I'LL TALK
3 ABOUT THE RELATIONSHIP WITH THE CITY AND MOVING FORWARD. FROM
4 A BUDGET PERSPECTIVE, DIRECTOR MAHIN MENTIONED SEPTEMBER 30TH,
5 A NOFO DEADLINE, WHICH IS, YOU KNOW, COMING UP IN A FEW DAYS.
6 WE DON'T SEE ANY OTHER OPTION BUT TO PUT OURSELVES IN THE MIX
7 TO SERVE AS THE REGIONAL ADMINISTRATOR OF THESE FOUR SYSTEMS.
8 WE BELIEVE WE ARE THE BEST POSITIONED, NOT ONLY BECAUSE WE'RE
9 A REGIONAL ENTITY, BUT BECAUSE WE HAVE CAPACITY, OR MORE
10 CAPACITY THAN ANYBODY ELSE WE'VE SEEN IN THE REGION. AND SO
11 THAT SERVING IN THAT ROLE IS SO CRITICAL TO PROTECTING THE
12 REGION'S FUNDING AT THIS POINT. AND SO FROM A FUNDING
13 PERSPECTIVE, WE'LL HAVE TO REALLY UNDERSTAND, AT LEAST FROM MY
14 PERSPECTIVE, WHAT THOSE FINANCIAL IMPLICATIONS ULTIMATELY LOOK
15 LIKE. BUT NOT HAVING THE REGION AND THE FUNDING FOR ME IS THE
16 LARGEST RISK AT THIS POINT BECAUSE THE SERVICES WOULD FALL OFF
17 PRETTY QUICKLY. AND THAT, I THINK, IS AN UNACCEPTABLE OUTCOME.
18 WE HAVE ENGAGED WITH THE CITY OF L.A. ALSO AGREE IT'S VERY
19 IMPORTANT TO ENGAGE THEM. FOR MANY YEARS, IT'S BEEN THE COUNTY
20 AND THE CITY THROUGH LAHSA ADMINISTERING OUR REGIONAL HOMELESS
21 SYSTEM. THE CITY HAS SUBMITTED ITS INTENT TO APPLY FOR A
22 COUPLE FUNCTIONS, HMIS AND CES, AND WE'VE SUBMITTED OUR INTENT
23 TO APPLY FOR ALL FOUR FUNCTIONS. WE'VE TALKED TO THE CITY
24 ABOUT HOW WE CAN COLLABORATE MOVING FORWARD WITH THEM IF THE
25 COUNTY IS AWARDED ALL FOUR FUNCTIONS. WE HAVE MET ON A NUMBER



THE BOARD OF
SUPERVISORS

1 OF OCCASIONS WITH THE CITY CAO'S OFFICE, WITH THE CLA, SHARON
2 TSO, AND PROVIDED THEM IN WRITING WHAT OUR COMMITMENTS WOULD
3 BE TO MAKING SURE THAT THEY NOT ONLY PRESERVE THE DATA ACCESS
4 THAT THEY HAVE TODAY, BUT ALSO THAT THEY ENHANCE THAT THEIR
5 ABILITY TO ACCESS THAT DATA. AND IN TERMS OF MATCHING THROUGH
6 CES, WHAT THEY DESCRIBED TO US IS THEY FELT LIKE THAT WAS A
7 BIT OF A BLACK BOX, WHICH IT'S NOT GOVERNED BY US TODAY. IT'S
8 GOVERNED BY A LOT OF CES POLICIES. BUT WE'VE COMMITTED TO WORK
9 WITH THEM ON SORT OF OPEN SOURCING THAT PROCESS SO THAT THEY
10 UNDERSTAND, NOT JUST THEM, BUT ANY CITY WHO GOES THROUGH THE
11 PROCESS UNDERSTANDS. THE LAST THING I'LL SAY IS, A LOCAL
12 PREFERENCE CONTINUES TO BE A MAJOR ISSUE FOR THE CITY. I KNOW
13 WE'VE HAD SOME DISCUSSIONS HERE AT THE COUNTY. WE'VE ALSO
14 COMMITTED TO TALKING TO THEM ABOUT WHAT SOMETHING LIKE THAT
15 LOOKS LIKE WITHIN THE CONFINES OF THE LAWS THAT GOVERN OUR
16 VOUCHERS, WHICH TYPICALLY SUBSTANTIALLY PREVENT US FROM HAVING
17 A ROBUST LOCAL PREFERENCE. BUT I DON'T KNOW THAT WE WILL REACH
18 AGREEMENT WITH THE CITY ON YOU KNOW, WHO SHOULD APPLY FOR
19 WHAT. BUT I DO KNOW THAT IF WE ARE SELECTED AS THE APPLICANT,
20 WE WILL REFLECT IN OUR APPLICATION AND IN HOW WE ADMINISTER IT
21 THOSE COMMITMENTS WE'VE MADE TO THE CITY REGARDLESS.

22
23 **SUP. KATHRYN BARGER:** THANK YOU. THANK YOU, MADAM CHAIR.

24
25 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** THANK YOU. SUPERVISOR



THE BOARD OF
SUPERVISORS

1 HAHN.

2

3 **SUP. JANICE HAHN:** THANK YOU, MADAM CHAIR, AND THANK YOU,
4 SARAH. APPRECIATE MUCH OF WHAT SUPERVISOR BARGER SAID IN HER
5 OPENING REMARKS ABOUT APPRECIATE THE AMOUNT OF WORK THAT
6 YOU'VE DONE JUST IN A RELATIVELY SHORT PERIOD OF TIME. AND
7 CERTAINLY, WE CAN SEE THE RESULTS. AND WE APPRECIATE THERE'S A
8 LOT OF WORK LEFT TO DO. BUT I DO WANT TO JUST GO A LITTLE BIT
9 DEEPER ON SUPERVISOR'S COMMENTS ABOUT WE HAVE TO HAVE
10 ACCOUNTABILITY. YOU KNOW, THERE WAS SOME AWFUL NEWS THIS WEEK
11 THAT THE PUBLIC, YOU KNOW, READS AND HEARS AND BEGINS TO LOSE
12 TRUST IN WHAT WE'RE DOING. AND PART OF WHY WE WANTED TO HAVE
13 OUR OWN DEPARTMENT WAS SO THAT WE COULD DEFINITELY PROVE TO
14 THE VOTERS OF L.A. COUNTY WHO HAVE GENEROUSLY GIVEN US THEIR
15 TAX DOLLARS TWICE TO SOLVE THIS CRISIS. AND, YOU KNOW, IT WAS
16 UNFORTUNATE THAT, YOU KNOW, SOME OF THESE NONPROFITS WHO, I
17 MEAN, ONE OF THEM WORKS IN MY DISTRICT. I THINK THEY WORK ALL
18 OVER THE COUNTY. YOU KNOW, UNFORTUNATELY, SOME BAD ACTORS,
19 EVEN THOUGH THEY WORK FOR A NONPROFIT, WERE PROFITING FROM
20 TAXPAYER DOLLARS, AND THEY WERE ENRICHING THEIR OWN POCKETS
21 AND TAKING TRIPS AND FINANCING THINGS THAT SHOULD HAVE NEVER
22 BEEN FINANCED WITH TAXPAYER DOLLARS. CAN YOU TELL US AND THE
23 PUBLIC AGAIN, WHAT ARE YOU DOING? WHAT IS THIS DEPARTMENT
24 DOING THAT WILL BE DIFFERENT FROM WHAT WE HAVE SEEN IN THE
25 PAST IN TERMS OF HOLDING THESE VENDORS AND SERVICE PROVIDERS



THE BOARD OF
SUPERVISORS

1 ACCOUNTABLE? HOW ARE YOU GOING TO KNOW WHETHER OR NOT THEY ARE
2 TRUSTWORTHY, WHETHER OR NOT THEY ARE PROVIDING THE SERVICES
3 THAT WE ARE PAYING FOR?

4

5 **SARAH MAHIN:** THANK YOU FOR THAT QUESTION, SUPERVISOR. IN
6 ADDITION TO WHAT I MENTIONED EARLIER, A FEW THINGS THAT WE
7 DID, WE, AT THIS, YOUR BOARD'S DIRECTION, YOU KNOW, WE TOOK
8 REALLY SERIOUSLY THE PREVIOUS AUDITS THAT WERE CONDUCTED OF
9 LAHSA AND OTHERWISE. AND WORKED WITH THE AUDITOR CONTROLLER TO
10 UNDERSTAND ALL OF THOSE ISSUES, LOOK AT ALL OF THE EXISTING
11 CONTRACTS THAT WE HAVE, AS WELL AS CONTRACT MONITORING SYSTEMS
12 THAT WE HAVE, AND INCORPORATED THOSE LESSONS INTO THE
13 CONTRACTS AND INTO THOSE LESSONS LEARNED. SO AN EXAMPLE OF A
14 CHANGE THAT WE'VE ALREADY MADE IS UNDER LAHSA, IT WAS VERY
15 COMMON FOR THERE TO BE SUBCONTRACTORS. WHEN YOU HAVE A
16 SUBCONTRACTOR, IT'S LIKE SORT OF ONE ARM REMOVED. IT MAKES IT
17 A LITTLE, YOU'RE NOT PROVIDING AS ROBUST OVERSIGHT, AND YOU'RE
18 OFTEN RELYING UPON THE PRIME CONTRACTOR TO DO THAT OVERSIGHT
19 OVER THE SUBCONTRACTORS. WE ACTUALLY DID THE WORK IN
20 TRANSITIONING THOSE PROGRAMS OVER TO HSH TO ACTUALLY PULL A
21 LOT OF THOSE SUBCONTRACTORS OUT AND MAKE THEM PRIME
22 CONTRACTORS SO THAT WE HAVE A DIRECT CONTRACTUAL RELATIONSHIP
23 WITH THEM, AND THEY'RE SUBJECT TO ALL OF OUR TYPICAL STANDARD
24 OVERSIGHT MECHANISMS THAT COMES WITH, BECAUSE WE BROUGHT OVER
25 THE EXISTING SORT OF CONTRACT, MANAGEMENT WORK THAT WE WERE



THE BOARD OF
SUPERVISORS

1 DOING AT HOUSING FOR HEALTH, THAT MEANS THAT THERE'S NEW
2 REQUIREMENTS ON THOSE CONTRACTORS. AND WE ALSO UNDERSTOOD THAT
3 WE NEEDED TO SUPPORT THEM IN THAT TRANSITION. SO WE'VE BEEN
4 DOING INTENSIVE TECHNICAL ASSISTANCE WITH THEM AND HOLDING
5 THEM ACCOUNTABLE IN THE MUCH MORE DOCUMENTATION AROUND
6 SERVICES BEING PROVIDED. IT ALSO MEANS THAT FOR THE VAST
7 MAJORITY OF OUR HOUSING PROGRAMS, WE ARE DIRECTLY CONTROLLING
8 WHO GOES INTO BEDS AND WHO GOES INTO CASE MANAGEMENT SLOTS. SO
9 WE CENTRALLY RECEIVE THE REFERRALS, WE VALIDATE THAT THOSE ARE
10 REAL PEOPLE, WHAT THEIR NEEDS ARE, AND WE'RE PLACING THEM INTO
11 BEDS, INTO SLOTS, AND THEN WE'RE OVERSEEING THAT SEEING THAT
12 TO ENSURE THAT PEOPLE ARE STAYING THERE. AND WE'RE MONITORING
13 TO ENSURE THAT IF PEOPLE LEAVE, THAT PROVIDERS ARE QUICKLY
14 TELLING US THAT AND HOLDING THEM ACCOUNTABLE IF THEY'RE NOT.
15 AND WE USE THIRD-PARTY INFORMATION TO VERIFY THAT AS WELL.
16 BECAUSE WE USE INFORMATION, FOR EXAMPLE, FROM LANES SO THAT WE
17 CAN SEE IF SOMEONE'S BEEN HOSPITALIZED. AND IF A PROVIDER HAS
18 NOT TOLD US THAT SOMEONE'S LEFT THEIR BED BECAUSE THEY'RE
19 HOSPITALIZED, WE GET A FLAG AND WE CAN FOLLOW UP ABOUT IT. SO
20 WE'RE OFTEN USING THIRD-PARTY SORT OF DATA THAT WE HAVE ACCESS
21 TO, TO QUALIFY THE INFORMATION THAT PROVIDERS ARE REPORTING TO
22 US IN OUR OWN DATA SYSTEMS. SO THAT'S ONE EXAMPLE. ANOTHER
23 EXAMPLE, WE LEARNED ACTUALLY FROM THE CONTRACTS THAT WE MOVED
24 OVER FROM HOUSING FOR HEALTH AT DHS, THOSE WERE LIKE FIXED-
25 RATE FEE-FOR-SERVICE CONTRACTS. STARTING JULY 1ST, ALL OF OUR



THE BOARD OF
SUPERVISORS

1 INTERIM HOUSING CONTRACTS ARE NOW COST REIMBURSEMENT. THAT
2 MEANS THAT PROVIDERS HAVE TO SUBMIT REIMBURSEMENTS TO US AT A
3 LINE-ITEM LEVEL WITH BACKUP DOCUMENTATION SO THAT WE CAN SEE
4 EXACTLY HOW THOSE DOLLARS ARE BEING SPENT ON A MONTHLY BASIS
5 BEFORE WE PROVIDE REIMBURSEMENT. NO LONGER ARE WE LOOKING AT
6 IT IN ARREARS. WE'RE LOOKING AT IT ON A MONTHLY BASIS. AND WE
7 KNOW THAT THAT MEANS THAT THERE'S MORE BURDEN, MORE
8 ADMINISTRATIVE BURDEN. AND WE REALIZE THAT. THAT'S BOTH FOR
9 THE PROVIDERS AND FOR US. BUT I'VE BEEN HONEST WITH OUR
10 PROVIDERS. I MET WITH A BIG GROUP OF THEM ON FRIDAY WHO, THERE
11 WERE SOME COMPLAINTS ABOUT THE FACT THAT WE ALSO CARRIED OVER
12 OUR REQUIREMENT THAT WE WANT TO REVIEW AND APPROVE STAFF
13 BEFORE THEY'RE HIRED ON THE CONTRACTS. WE REVIEW THE RESUMES
14 BEFORE STAFF ARE HIRED. AND I REMINDED THEM THAT THIS WAS AN
15 EXISTING PRACTICE THAT WE HAD, AND WE ARE CHARGED WITH
16 BRINGING ACCOUNTABILITY TO THE WORK. AND I THINK, FOR THE MOST
17 PART, PROVIDERS UNDERSTAND THAT AND UNDERSTAND THAT THESE
18 ADDITIONAL ACCOUNTABILITY MEASURES ARE TO PROTECT THE PEOPLE
19 THAT WE SERVE, ARE TO PROTECT THE USE OF PUBLIC FUNDS, AND ARE
20 TO PROTECT PEOPLE WHO ARE NOT USING FUNDING IN AN APPROPRIATE
21 WAY.

22
23 **SUP. JANICE HAHN:** YEAH, I APPRECIATE THAT. I THINK THERE ALSO
24 WAS ONE INCIDENT THAT WAS REPORTED THAT SOMEONE JUST BASICALLY
25 SHOWED UP AND FOR THEMSELVES SAW WHERE SOMETHING WAS SUPPOSED



THE BOARD OF
SUPERVISORS

1 TO BE HAPPENING AND IN FACT IT WASN'T. AND SO, NOTHING,
2 BECAUSE EVEN DOCUMENTATION, I MEAN, THERE'S ALWAYS WAYS TO,
3 YOU KNOW, MISLEAD THROUGH DOCUMENTATION. SO, I JUST WANT TO
4 MAKE SURE, I KNOW YOU'RE STILL STAFFING UP, BUT NOTHING
5 SUBSTITUTES FOR PHYSICALLY SENDING PEOPLE TO WHERE THESE
6 ACTIVITIES AND SERVICES AND HOUSING ARE SUPPOSED TO BE
7 HAPPENING AND SEE FOR THEMSELVES WHETHER OR NOT THEY ARE.

8

9 **SARAH MAHIN:** I COULDN'T AGREE WITH YOU MORE, WHICH IS WHY WE
10 HAVE PROTOCOLS FOR BOTH ANNOUNCED AND UNANNOUNCED SITE VISITS
11 AND WHERE WE VALIDATE WHAT'S ON THE BED CENSUS IN OUR
12 DOCUMENTATION SYSTEM VERSUS WHAT WE CAN VISUALLY SEE WHEN
13 WE'RE ON SITE.

14

15 **SUP. JANICE HAHN:** EXCELLENT. THANK YOU. I APPRECIATE THAT. WE
16 JUST HAVE TO ALWAYS CONTINUE TO ENSURE THE PUBLIC AND OUR
17 TAXPAYERS THAT, YOU KNOW, THESE FUNDS ARE BEING USED FOR WHAT,
18 WHAT WE'VE SAID THEY'RE GOING TO BE USED FOR. BECAUSE IT'S
19 PROBABLY NOT THE LAST TIME WE WILL EVER ASK THE TAXPAYERS FOR
20 MORE HELP. AND WE JUST HAVE TO MAKE SURE THAT WE'RE BEING
21 ACCOUNTABLE. ON THAT NOTE, JUST WANTED TO GIVE A SHOUT OUT TO
22 PERMANENT HOUSING. I THINK YOUR REPORT, YOUR MOST RECENT
23 REPORT SHOWED HOW THAT IS SO IMPORTANT. 91% OF PEOPLE PLACED
24 IN PERMANENT HOUSING ONE YEAR AGO HAD NO DETECTED RETURN TO
25 HOMELESSNESS. AND THAT NUMBER IS STILL ABOUT 84% AFTER TWO



THE BOARD OF
SUPERVISORS

1 YEARS. AND THOSE ARE REALLY GOOD OUTCOMES. AND I HOPE WE CAN
2 CONTINUE TO LEAN INTO THAT. AND JUST ON THE LAST THING, I
3 THINK YOUR REPORT HAD YOU REFERENCED 119 VACANT BUDGETED
4 POSITIONS. AND AS YOU CONTINUE TO TAKE ON MORE
5 RESPONSIBILITIES, I THINK WE'RE ALL COMMITTED TO MAKING SURE
6 YOU'RE STAFFED UP. WHAT DO YOU THINK YOUR TIMELINE IS FOR
7 BEING FULLY STAFFED?

8

9 **SARAH MAHIN:** THERE'S A VARIETY OF DIFFERENT DEPENDENCIES ON
10 THERE, SO IT DEPENDS BY POSITION. THERE ARE SOME POSITIONS
11 WHERE WE'RE STILL WORKING WITH CEO CLASS TO DETERMINE THE
12 CLASSIFICATION CERTIFICATION SO THAT WE CAN BEGIN HIRING ON
13 IT. SO IT VARIES. I CAN SPEAK FOR LIKE OUR COMMUNITY HEALTH
14 WORKER, WHICH IS OUR BOOTS-ON-THE-GROUND OUTREACH WORKERS. WE
15 PLAN ON HAVING ALL OF THOSE VACANCIES FILLED BY THE END OF
16 OCTOBER.

17

18 **SUP. JANICE HAHN:** THANK YOU. WELL, MY FOCUS CONTINUES TO BE
19 VERY STRAIGHTFORWARD. WE NEED TO GET PEOPLE OFF THE STREETS
20 FASTER, MAKE SURE THAT THEY DON'T FALL BACK INTO HOMELESSNESS,
21 AND CREATE THAT FASTER AND MORE EFFECTIVE PATHWAY INTO A
22 PERMANENT HOME WITH ACCOUNTABILITY FOR OUR TAXPAYERS. THANK
23 YOU.

24

25 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** SUPERVISOR HORVATH.



THE BOARD OF
SUPERVISORS

1

2 **SUP. LINDSEY P. HORVATH:** THANK YOU, MADAM CHAIR. I WANT TO
3 ECHO MY COLLEAGUES' COMMENTS, AND I WON'T, I'LL TRY NOT TO
4 COVER THEIR QUESTIONS, BUT I JUST WANT TO THANK YOU ALSO,
5 SARAH, FOR REALLY STEPPING UP AND PROVIDING THE LEADERSHIP
6 THAT'S BEEN NEEDED IN THIS TIME OF TURMOIL. IT TURNS OUT THAT
7 THIS WAS EXACTLY THE TRANSITION THAT NEEDED TO HAPPEN. AND I
8 EXPECT THAT AS WE CONTINUE TO MOVE FORWARD WITH ALL THE
9 TRANSITION HOLDS, THAT THIS WON'T BE THE LAST TIME WE'RE
10 RAISING ISSUES THAT ARE COMING UP AS WE UNTANGLE OURSELVES
11 FROM WHAT HAS BEEN THE MISMANAGEMENT IN LAHSA. BUT I DO KNOW
12 THAT THAT SERIOUSLY AND THAT YOU ARE SURFACING TO MY OFFICE,
13 AND IT SOUNDS LIKE TO ALL OF OUR OFFICES, THE CHALLENGES THAT
14 EXIST WITHIN THIS VERY COMPLEX SYSTEM AND WHAT YOU'RE DOING
15 ABOUT IT. AND I THINK THAT'S EXACTLY THE KIND OF PROACTIVITY
16 THAT WE NEED. BEFORE I TALK ABOUT THE COC, I WANT TO ADDRESS
17 SOME OF THE DATA THAT YOU'VE HIGHLIGHTED. FOR THE EXITS FROM
18 INTERIM HOUSING, ONLY 6% OF THE 30,000 PEOPLE IN INTERIM
19 HOUSING IN Q4 MOVED INTO A PERMANENT HOUSING SOLUTION TRACKED
20 IN HMIS OR CHAMP. SO CAN YOU EXPLAIN A LITTLE BIT OF THAT TO
21 ME? IS THIS SOMETHING THAT WE'RE INHERITING? IS THIS SOMETHING
22 THAT WE'RE FIXING? WITH MORE FEDERAL, STATE, AND EVEN LOCAL
23 CUTS TO RENTAL SUBSIDIES, DO YOU EXPECT HOUSING PLACEMENTS TO
24 CONTINUE TO DROP? YOU KNOW, PAINT US A PICTURE OF WHAT'S GOING
25 ON AND WHAT WE'RE DOING TO FIX THAT, BECAUSE THAT'S NOT A STAT



THE BOARD OF
SUPERVISORS

1 WE WANT TO CONTINUE TO SEE.

2

3 **SARAH MAHIN:** YEAH, THANK YOU FOR THE QUESTION. I WILL SAY, I
4 FEEL LIKE EVERY QUARTER THERE'S BEEN QUESTIONS AROUND INTERIM
5 HOUSING OUTCOMES, AND I THINK WE'LL CONTINUE TO HAVE THAT. AND
6 THAT'S IN PART REFLECTION OF SOME OF THE LIMITATION ON THE
7 INTERIM HOUSING AS A PROGRAMMATIC MODEL. IT'S REALLY ESSENTIAL
8 IN THAT IT'S PROVIDING IMMEDIATE SAFETY FOR PEOPLE WHO ARE,
9 WHO ARE NOT, YOU KNOW, WHO ARE ON THE STREETS. AND WE KNOW
10 THAT THAT CAN BE LETHAL, BEING UNSHELTERED. SO IT'S REALLY
11 ESSENTIAL THAT WE ARE PROVIDING INTERIM HOUSING TO KEEP PEOPLE
12 SAFE, TO GET THEM CONNECTED TO THE SERVICES, AND TO BRING
13 THOSE SERVICES IN-HOUSE THROUGH OUR PARTNERSHIP IN THE INTERIM
14 HOUSING OUTREACH PROGRAM WITH DMH AND WITH SAPC. AND WE'LL
15 CONTINUE TO DO THAT BUT AT THE END OF THE DAY, INTERIM HOUSING
16 DOESN'T SOLVE THE LACK OF AFFORDABLE HOUSING IN OUR REGION. IT
17 DOESN'T PROVIDE A WAY TO REALLY CONNECT PEOPLE OUT. WE'RE
18 REALLY LIMITED ON, FOR THE VAST MAJORITY OF PEOPLE, BECAUSE OF
19 THE UNAFFORDABILITY OF HOUSING IN OUR REGION, WE'RE OFTEN, YOU
20 KNOW, REALLY RELIANT UPON THOSE PERMANENT HOUSING SUBSIDIES.
21 AND WE HAVE SEEN DECREASES IN THE NUMBER OF PEOPLE WHO ARE
22 PLACED INTO PERMANENT HOUSING AS THERE WAS A REDUCTION IN BOTH
23 STATE AND FEDERAL FUNDING. A LOT OF COVID FUNDING WENT AWAY
24 THAT WAS FUNDING PERMANENT HOUSING PROGRAMS, AND AS THAT
25 REDUCED, WE DID SEE DECREASES IN PEOPLE BEING PLACED INTO



THE BOARD OF
SUPERVISORS

1 PERMANENT HOUSING PROGRAMS, AND THAT HAS AN IMPACT ON THE FLOW
2 IN OUR INTERIM HOUSING PROGRAMS. I WILL NOTE THERE WERE SOME
3 IMPROVEMENTS THAT WERE MADE IN INTERIM HOUSING, AND THESE
4 NUMBERS REFLECT THE WHOLE SYSTEM. IT'S NOT JUST HSH-
5 ADMINISTERED INTERIM HOUSING, IT'S THE ENTIRE INTERIM HOUSING
6 SYSTEM. FROM LAST FISCAL YEAR TO THE FISCAL YEAR THAT JUST
7 ENDED, THERE WAS A SUBSTANTIAL REDUCTION IN THE NUMBER OF
8 PEOPLE WHO EXITED TO UNKNOWN DESTINATIONS, AND THAT WAS
9 BECAUSE THERE WAS SOME TARGETED WORK BEING DONE ACROSS
10 DIFFERENT INTERIM HOUSING FUNDERS TO WORK WITH OUR PROVIDERS
11 TO REALLY GET BETTER AT CAPTURING INFORMATION ABOUT WHERE
12 PEOPLE ARE GOING. WHAT HAPPENED THERE IS THAT WE SAW INCREASES
13 IN THE NUMBER OF PEOPLE WHO EXITED TO UNSHELTERED
14 DESTINATIONS. AND I DON'T THINK, I THINK THAT'S JUST WE DID A
15 BETTER JOB COLLECTING THE DATA. SO I THINK IT'S REALLY
16 IMPORTANT THAT WE CONTINUE TO PROVIDE INTERIM HOUSING BECAUSE
17 IT'S LIFE-SAVING. IT PROVIDES A PLACE TO GIVE PEOPLE STABILITY
18 AND HELP MOVE THEM ON. BUT WE REALLY NEED TO BE TAKING A KEEN
19 EYE AT HOW WE'RE INVESTING OUR LIMITED RESOURCES AND THAT WE
20 CONTINUE TO INVEST IN PERMANENT HOUSING SO THAT WE CAN PULL
21 PEOPLE THROUGH.

22
23 **SUP. LINDSEY P. HORVATH:** AND ARE YOU AT THE STAGE WHERE YOU
24 ARE COLLECTING PROVIDER-SPECIFIC DATA? BECAUSE OBVIOUSLY WE
25 WANT TO SCALE UP WHAT'S WORKING, AND I WOULD SAY, YOU KNOW,



THE BOARD OF
SUPERVISORS

1 DEFINITELY END CONTRACTS IF WE'RE FINDING THAT THEY ARE
2 CONSISTENTLY EXITING PEOPLE INTO CIRCUMSTANCES THAT WE DON'T
3 WANT?

4

5 **SARAH MAHIN:** YES, WE ABSOLUTELY DO THAT. WE'VE DONE THAT
6 BEFORE AND WE'RE CONTINUING TO DO THAT. SOMETHING THAT'S NEW
7 THIS YEAR IS THE MEASURE 8 ORDINANCE REQUIRED THERE TO BE BEST
8 PRACTICES FOR STANDARDS OF CARE. SO THE EXECUTIVE COMMITTEE
9 FOR REGIONAL HOMELESS ALIGNMENT FORMED A COMMITTEE THAT
10 ACTUALLY SET METRICS, OVER 100 DIFFERENT METRICS, THAT WILL
11 HELP US REALLY UNDERSTAND NOT JUST THE OUTPUTS BUT THE
12 OUTCOMES OF PROGRAMS. AND SO AS A FIRST STEP, WE'VE INSERTED
13 ALL OF THOSE METRICS AND THE RELEVANT CONTRACTS. WE'RE USING,
14 US AND OTHER FUNDING ADMINISTRATORS ARE USING THIS YEAR AS A
15 YEAR TO ESTABLISH BASELINES, AND, AND, AND IN FUTURE
16 SUBSEQUENT YEARS AND CONTRACTS, WE'LL ACTUALLY INCLUDE LIKE AN
17 OUTCOME-BASED PERFORMANCE ELEMENT TO OUR CONTRACTS, TO YOUR
18 POINT.

19

20 **SUP. LINDSEY P. HORVATH:** THAT'S GREAT. AND I KNOW SUPERVISOR
21 MITCHELL HAS HIGHLIGHTED THAT IN PAST CONVERSATIONS, HOW WE
22 MEASURE OUTCOMES AS OUR KEY TO SUCCESS, NOT JUST THE DOLLARS
23 SPENT. I WANT TO FOLLOW UP ON SOME OF THE QUESTIONS THAT
24 SUPERVISOR HAHN TOUCHED ON, SPECIFICALLY WITH REGARD TO
25 ACCOUNTABILITY. YOU TOUCHED ON SOME OF THE CHANGES, AND I LOVE



THE BOARD OF
SUPERVISORS

1 THE MOVE THAT YOU MADE, THAT THE SUBCONTRACTOR THING THAT
2 OBSCURES, YOU KNOW, ACCOUNTABILITY IS NO MORE. AND I, SO I
3 APPRECIATE HEARING THAT. DO YOU HAVE PROCESSES TO RAPIDLY
4 TERMINATE BAD ACTORS BASED, YOU KNOW, AS WAS REFERENCED, WE'VE
5 SEEN A LOT IN THE HEADLINES, AND HAVE WE MODIFIED OR
6 TERMINATED ANY CONTRACTS TO DATE?

7

8 **SARAH MAHIN:** WE HAVE TERMINATED CONTRACTS TO DATE. WE HAVE A
9 VARIETY OF DIFFERENT PROVISIONS WITHIN OUR CONTRACTS THAT
10 ALLOW US TO TERMINATE. THAT INCLUDES TERMINATIONS FOR
11 CONVENIENCE, WHICH ARE, WHICH CAN BE DONE QUITE QUICKLY. WE
12 ALSO HAVE TERMINATIONS FOR COST, AND SO WE WORK CLOSELY WITH
13 COUNTY COUNSEL AND WITH OTHER APPROPRIATE ENTITIES IN THE
14 COUNTY TO DETERMINE WHEN WE'RE GOING TO TERMINATE A CONTRACT
15 AND FOR WHAT REASON.

16

17 **SUP. LINDSEY P. HORVATH:** THAT'S GOOD. AND I, AND I EXPECT AS
18 WE CONTINUE THE PROCESS OF REVIEWING ALL OF THOSE CONTRACTS IN
19 TRANSITION, MORE INFORMATION WILL COME TO LIGHT TO AID IN THAT
20 PROCESS. AND I WOULD SAY IF WE NEED TO TAKE ON ANY SORT OF
21 ADDITIONAL REVIEW MECHANISMS AS WE CONTINUE TO TRANSITION AWAY
22 FROM LAHSA, SO BE IT, BECAUSE I THINK WE'RE ALL IN AGREEMENT
23 THAT THAT DEGREE OF ACCOUNTABILITY WE KNOW IS WHAT VOTERS WHO
24 VOTED FOR MEASURE A, EVEN THE ONES WHO DIDN'T VOTE FOR IT,
25 THEY'RE EXPECTING THAT FROM THE SYSTEM. AND ON ANOTHER NOTE, I



THE BOARD OF
SUPERVISORS

1 UNDERSTAND, AS YOU MENTIONED, HUD WAS GIVEN THE GREEN LIGHT
2 FROM THE FIRST CIRCUIT COURT ON THE COC OPPORTUNITY, SEPTEMBER
3 30TH DEADLINE, WHICH IS A LOT. SO I KNOW THERE WAS A HEARING
4 THIS MORNING AT THE NINTH CIRCUIT. IS THERE ANYTHING FROM THIS
5 MORNING THAT YOU KNOW OF THAT YOU'VE GOT AN UPDATE ON TO DATE,
6 OR ARE WE STILL SORT OF WAITING FOR THAT?

7

8 **SARAH MAHIN:** I HAVE NOT HAD A CHANCE TO REVIEW THE EMAILS FROM
9 MY STAFF WHO HAVE BEEN MONITORING THAT THIS MORNING, HAPPENING
10 AT THE SAME TIME AS THIS PRESENTATION.

11

12 **SUP. LINDSEY P. HORVATH:** AND CAN YOU REPEAT WHICH OF THE FOUR,
13 I KNOW YOU WE ARE POSITIONING OURSELVES TO APPLY TO THE COC. I
14 EXPECT THAT WE WILL APPLY OR STEP IN TO, YOU KNOW, INTO THAT
15 APPLICATION PROCESS AS WELL TO THE BEST OF OUR ABILITY. CAN
16 YOU REMIND ME WHAT IS THE OVERLAP IN DUTIES OF THE FOUR THAT
17 ARE, THAT THE COC IS RESPONSIBLE FOR? I THINK I HEARD YOU
18 MENTION THAT SOME OF THOSE DUTIES INCLUDE THE OTHER COCS. SO,
19 CAN YOU TALK A LITTLE BIT ABOUT THAT?

20

21 **SARAH MAHIN:** YEAH, ABSOLUTELY. THE LACOC, YOU KNOW, IS BY FAR
22 THE LARGEST CONTINUUM OF CARE IN THE REGION AND HAS
23 INFRASTRUCTURE THAT ACTUALLY SUPPORTS THE WHOLE REGION. AND
24 THAT REALLY EXISTS IN TWO PRIMARY SPACES. THE FIRST IS IN
25 HMIS. SORT OF THE PRIMARY CONTRACT THAT DIRECTS THE OVERALL



THE BOARD OF
SUPERVISORS

1 SORT OF STRUCTURE OF HMIS FOR OUR REGION HAS BEEN HELD BY
2 LAHSA. AND THEN THE OTHER COCS HAVE OTHER AGREEMENTS WITH THE
3 SAME VENDOR, BUT THEY'RE USING WHAT'S CALLED THE SAME INSTANCE
4 OF HMIS. SO, THEY HAVE, LIKE, THEIR OWN OWNERSHIP OVER THEIR
5 DATA. IT ALLOWS THEM TO DO SOME MODIFICATIONS, BUT IT'S ALL
6 TIED TO THE L.A. COC HMIS. AND THERE'S ACTUALLY A NEW SORT OF
7 GOVERNANCE STRUCTURE CALLED THE HMIS COLLABORATIVE THAT LAHSA
8 HAS BEEN IN THE PROCESS OF STANDING UP THAT INCORPORATES THE
9 THREE OTHER COCS, UNDERSTANDING THAT IT'S A SHARED, A NEED FOR
10 A SHARED GOVERNANCE MODEL FOR HMIS. UNDER THE COORDINATED
11 ENTRY SYSTEM, THAT IS A SYSTEM THAT IS USED REGION-WIDE,
12 INCLUDING BY THE THREE OTHER COCS, AND ACTUALLY IT'S A BODY
13 WHERE THE CES POLICY COUNCIL ACTUALLY HAS REPRESENTATIVES ON
14 IT FROM PASADENA, GLENDALE, AND LONG BEACH. BECAUSE OF THE
15 OVERLAP BETWEEN CES AND THEIR COCS.

16
17 **SUP. LINDSEY P. HORVATH:** YEAH, I THINK IT'S IMPORTANT THAT WE
18 DO HAVE INSIGHT IN BOTH OF THOSE AREAS, EVEN IF THEY'RE NOT
19 PART OF THE LOS ANGELES COC. WE HEAR A LOT ABOUT PEOPLE BEING
20 MOVED FROM ONE REGION TO ANOTHER AND WHAT ACCOUNTABILITY
21 EXISTS OVER THAT. AND SO IT'S HELPFUL TO SEE, TO HAVE EYES ON
22 THAT, EVEN IF WE AREN'T THE LEAD IN THOSE COCS, YOU KNOW, TO
23 MAKE SURE THAT WE ARE TRULY PARTNERING. TO THAT END, I KNOW
24 LAHSA'S DECISION NOT TO APPLY FOR THE CONTINUUM OF CARE OPENS
25 THE LEAD FOR THE COC. AND WE TALKED A LITTLE BIT ABOUT THIS



THE BOARD OF
SUPERVISORS

1 LAST WEEK, AND I THANK YOU FOR THE UPDATES THAT YOU PROVIDED.
2 FROM MY VANTAGE POINT, I THINK THIS ULTIMATELY LEADS TO THE
3 END OF A JOINT POWERS AUTHORITY. AND SO I WONDERED IF COUNTY
4 COUNSEL COULD SPEAK TO THAT A LITTLE BIT, WHAT IS INVOLVED IN
5 DISSOLUTION OF THE JPA IF THAT IS IN FACT WHERE THIS ALL
6 LEADS? AND HOW WILL COC CONTRACTS TRANSITION AWAY FROM LAHSA
7 TO WHOMEVER THE NEW LEAD IS, ESPECIALLY IF WE'RE STEPPING INTO
8 THAT SPACE? WE COULD BE INHERITING THINGS THAT I THINK TO DATE
9 WE DON'T FULLY UNDERSTAND. SO WHAT DOES THAT LOOK LIKE?

10

11 **KATHERINE BOWSER:** GOOD AFTERNOON, SUPERVISORS. MY NAME IS
12 KATHERINE BOWSER FROM COUNTY COUNSEL. THANK YOU FOR YOUR
13 QUESTIONS. UNDER THE LAHSA JOINT POWERS AGREEMENT, EITHER
14 PARTY, THE L.A. COUNTY OR L.A. CITY, MAY TERMINATE ITS
15 PARTICIPATION IN THE JPA WITH AT LEAST 180 DAYS NOTICE,
16 WRITTEN NOTICE. AND THERE IS A REQUIREMENT IN THE JPA THAT THE
17 TERMINATION CANNOT BE EFFECTIVE UNTIL ALL FEDERAL AND STATE
18 CONTRACTS AND AGREEMENTS THAT HAVE BEEN IN EFFECT ARE
19 APPROPRIATELY TERMINATED. TRANSFERRED OVER. SO THE EARLIEST IT
20 COULD BE, WOULD BE THE 180 DAYS, BUT IT WOULD LIKELY TAKE A
21 LITTLE BIT LONGER.

22

23 **SUP. LINDSEY P. HORVATH:** IT'S MY UNDERSTANDING THAT WE HAVEN'T
24 GOTTEN INSIGHT ONTO THOSE CONTRACTS FROM LAHSA, THAT THEY
25 HAVEN'T PROVIDED US ACCESS TO REALLY UNDERSTANDING THE FULL



THE BOARD OF
SUPERVISORS

1 PICTURE OF WHAT THAT MEANS. SO HOW DO WE DO THAT? WHAT DO YOU
2 RECOMMEND WE DO?

3

4 **KATHERINE BOWSER:** I BELIEVE ONCE, IF THE COUNTY WERE TO DECIDE
5 TO STEP AWAY FROM LAHSA OFFICIALLY, THERE WOULD HAVE TO BE YOU
6 KNOW, COORDINATION AMONG THE COUNTY AND LAHSA TO HAVE ACCESS
7 TO THOSE AGREEMENTS TO SEE WHAT'S OUT THERE, HOW WE WOULD
8 TERMINATE, HOW WE WOULD TRANSFER THOSE AGREEMENTS TO THE
9 COUNTY, ETC. SO WHILE THERE MAY HAVE BEEN SOME DIFFICULTY UP
10 UNTIL THIS POINT, WHEN IT BECOMES OFFICIAL, I BELIEVE THERE
11 WOULD HAVE TO BE A LITTLE BIT MORE COLLABORATION TO MAKE SURE
12 IT HAPPENS APPROPRIATELY.

13

14 **SUP. LINDSEY P. HORVATH:** WELL, DOESN'T THAT COME WITH, IF WE
15 ARE AWARDED THE COLLABORATIVE APPLICANT WITH THE COC, DOESN'T
16 THAT COME WITH IT?

17

18 **KATHERINE BOWSER:** I BELIEVE IT WOULD HAVE TO, YES.

19

20 **SUP. LINDSEY P. HORVATH:** SO IF THAT'S, IF THAT'S THE CASE, I'M
21 CONCERNED ABOUT WHAT THAT MEANS WE'RE INHERITING SINCE WE
22 DON'T HAVE EYES ON IT. SO WHAT CAN WE DO NOW TO MAKE SURE THAT
23 ESPECIALLY THOSE FEDERAL AND STATE CONTRACTS THAT NEED TO BE
24 TRANSITIONED, PRESUMABLY IF THE COUNTY STEPS INTO THAT SPACE
25 TO US, ARE WE JUST SAYING WE'RE GOING TO TAKE ON THOSE



THE BOARD OF
SUPERVISORS

1 CONTRACTS NO MATTER WHAT THEY SAY? LIKE WHAT ARE WE DOING TO
2 PROTECT THE COUNTY AND MAKING SURE THAT WE AREN'T INHERITING
3 CONTRACTS THAT HAVE US UPSIDE DOWN? RIGHT.

4

5 **KATHERINE BOWSER:** SO I THINK THERE ARE MULTIPLE LEVELS THAT WE
6 COULD TAKE. I MEAN, WE COULD TRY THE COLLABORATIVE APPROACH
7 THAT THIS IS THE BEST FOR THE REGION. WE NEED TO SEE THESE
8 AGREEMENTS IN ORDER TO TRANSFER THESE SERVICES APPROPRIATELY.
9 WE COULD TAKE THE NEXT STEP AND, YOU KNOW, SEND SOMETHING LIKE
10 A DEMAND LETTER AND BECOME A LITTLE BIT MORE FORMAL AND IN
11 WRITING. YOU KNOW, IF WE HAD TO, I SUPPOSE WE COULD. COULD TRY
12 TO GET COURT INTERVENTION TO, TO FORCE THOSE AGREEMENTS TO, TO
13 COME TO US SO THAT WE COULD TAKE APPROPRIATE ACTION TO MAKE
14 SURE THAT THE TRANSITION HAPPENED IN A TIMELY AND APPROPRIATE
15 MANNER.

16

17 **SUP. LINDSEY P. HORVATH:** YEAH, AS WE'RE MOVING FORWARD WITH
18 THIS, WE HAVE TO BE EYES WIDE OPEN. I KNOW WE'VE HEARD FROM
19 SOME OF OUR SERVICE PROVIDERS THAT THERE ARE MANY OUTSTANDING
20 UNPAID CONTRACTS, AND I WANT TO MAKE SURE THAT WE'RE NOT
21 INHERITING THOSE FOR THE COUNTY TO PAY FOR SOMETHING WE'VE
22 ALREADY PAID FOR FROM THE COUNTY'S PORTION. SO TO THAT END, I
23 WOULD ASK, YOU KNOW, SARAH, WE ALSO ASKED YOU TO ENGAGE WITH
24 THE CITY AND TO FULLY UNDERSTAND THEIR INTENTION AS THEY'VE
25 INDICATED THEIR DESIRE TO APPLY FOR HMIS AND CES. HOW IS THAT



THE BOARD OF
SUPERVISORS

1 ENGAGEMENT GOING? I KNOW THE CEO HAS BEEN INVOLVED AS WELL. I
2 KNOW YOU SHARED A LITTLE BIT ABOUT THAT. WHAT MORE IS THERE TO
3 KNOW IN TERMS OF WHAT WE SEE THE NEXT STEPS OF PARTNERSHIP
4 BEING WITH THE CITY?

5

6 **JOSEPH M. NICCHITTA:** SUPERVISOR, CAN I ANSWER A LITTLE BIT,
7 PROVIDE A LITTLE MORE CONTEXT ON THE LAHSA DISSOLUTION ISSUE?
8 WE, WE'VE HAD INITIAL CONVERSATIONS WITH THE CITY AT THE STAFF
9 LEVEL, AND I THINK WHAT OUR NEXT STEPS LOOK LIKE, I THINK, ARE
10 TWOFOLD. ONE IS WE TALKED ABOUT PUTTING TOGETHER AN
11 INFORMATION DEMAND FOR LAHSA. ONE IS JUST TO FIND OUT ALL OF
12 THE, ALL OF THE THINGS WE NEED TO KNOW TO CONSIDER A
13 DISSOLUTION. WE'D LIKE TO KNOW SOONER RATHER THAN LATER. SO
14 THAT'S ONE OF THE ACTION ITEMS WE TOOK AWAY FOR OUR SIDE FROM
15 THAT MEETING WITH THE CITY. I THINK ONE OF THE OTHER CONCEPTS
16 THAT SHOULD BE CONSIDERED IS HAVING THE LAHSA COMMISSION
17 ITSELF INITIATE A PUBLIC DISCUSSION ABOUT IT. BECAUSE WE CAN
18 ASK AND WE CAN RECEIVE, WE'RE LIKELY TO RECEIVE THE
19 INFORMATION. BUT LAHSA ITSELF, AND WE HAVE OBVIOUSLY
20 COMMISSIONERS ON THE COMMISSION, THEY SHOULD BE HAVING THE
21 CONVERSATION AS WELL. I THINK THERE'S ONE OTHER IMPORTANT
22 THING TO FLAG, AND IT WAS FLAGGED IN THE MEDIA, IS THAT
23 FEDERAL FUNDING IS NOT FLOWING TO LAHSA. AND SO, WE'RE ALSO
24 NOT CLEAR WHEN THEIR MONEY WILL RUN OUT FOR THEIR FEDERALLY
25 FUNDED PROGRAMS. AND SO WE'VE HAD SOME INITIAL DISCUSSIONS



THE BOARD OF
SUPERVISORS

1 WITH LOTS OF LEADERSHIP ABOUT THAT. BUT I DON'T THINK WE'RE
2 SATISFIED ON OUR END THAT WE TRULY UNDERSTAND WHEN THE FISCAL
3 CLIFF IS COMING IF THAT FEDERAL MONEY DOESN'T COME THROUGH. SO
4 THAT'S ANOTHER ASPECT THAT WE'VE REALLY BEEN TALKING
5 INTERNALLY ABOUT NEEDING TO KNOW. AND I'LL JUST BE HONEST, THE
6 SHORTEST, SHORTEST PATH TO GET THERE IS TO HAVE THE LAHSA
7 COMMISSION ACTUALLY STARTING TO ENGAGE ON THE ISSUE, KNOWING
8 THAT THEY'RE NOT GOING TO APPLY AND THAT THEIR UTILITY WILL
9 BE, YOU KNOW, MINIMIZED IF THEY'RE NOT SERVING IN THOSE
10 FUNCTIONS.

11
12 **SUP. LINDSEY P. HORVATH:** IS THERE ANYTHING YOU WANTED TO ADD?
13

14 **SARAH MAHIN:** I WILL MENTION THAT WE DO HAVE KNOWLEDGE OF THE
15 HUD CONTRACTS. THAT'S ALL PUBLIC INFORMATION, AND IT'S ON
16 HUD'S WEBSITE, AND IT'S ON THE LACOC'S WEBSITE. SO WE DO HAVE
17 THAT INFORMATION, AND WE HAVE HSH STAFF HAVE LOOKED AT THE
18 REGS TO UNDERSTAND. IT IS UP TO HUD TO APPROVE THE TRANSFER OF
19 CONTRACTS. THERE'S A VARIETY OF DIFFERENT MECHANISMS THAT THEY
20 CAN USE FOR THAT, BUT ULTIMATELY IT'S UP TO HUD TO APPROVE
21 THAT TRANSFER. SO I WILL SHARE THAT INFORMATION. AND I ALSO
22 WILL NOTE THAT THE DELAY IN EXECUTING GRANT AGREEMENTS AND IN
23 MAKING PAYMENTS IS NOT LIMITED TO LAHSA. IT'S NOT LIMITED TO
24 THE LACOC. AND HUD ITSELF HAS ACKNOWLEDGED THAT THERE'S DELAYS
25 NATIONWIDE. IT IS PARTICULARLY ACUTE HERE. BUT THAT IS A



THE BOARD OF
SUPERVISORS

1 NATIONAL ISSUE. ON THE HEARING, YOUR PREVIOUS QUESTION, I DID
2 GET AN UPDATE FROM MY STAFF. THE HEARING HAS CONCLUDED.
3 ARGUMENTS WERE HEARD. AND THERE WAS NO RULING DETERMINED. BUT
4 THEY ACKNOWLEDGED THAT THEY QUICKLY NEED TO MAKE A
5 DETERMINATION GIVEN THE NOFO DEADLINES THAT ARE UNDERWAY.

6

7 **SUP. LINDSEY P. HORVATH:** THANK YOU FOR THAT UPDATE. I THINK
8 YOU KNOW THAT TIMELINE HAS US ALL FEELING QUITE A BIT OF
9 PRESSURE. AND THAT COMBINED WITH THE FACT THAT WE SEE NO OTHER
10 OPTION THAN TO STEP INTO THE SPACE TO APPLY FOR THE COC, I'M
11 GLAD THAT WE'RE LOOKING AT WHATEVER WE CAN FIND PUBLICLY. MY
12 CONCERN IS IF THERE ARE CONTRACTS THAT EXIST THAT FOR WHICH
13 THERE WILL NOT BE FEDERAL FUNDING, IF THEY'RE ACTING AS IF
14 THEY ARE GETTING THAT FUNDING AND INCURRING COSTS THAT WON'T
15 BE RECOUPED. I WANT TO MAKE SURE THE COUNTY ISN'T PAYING FOR
16 THOSE COSTS IF WE HAVEN'T AUTHORIZED THEM. YOU KNOW, THINGS
17 LIKE THAT. THE MORE SPECIFICS WE CAN GET, THE BETTER, KNOWING
18 THAT WE'RE STEPPING INTO THIS VERY COMPLICATED SPACE. I WILL
19 ALSO ACKNOWLEDGE THAT LAST WEEK YOU SAID THAT IT WOULD BE
20 HELPFUL TO NOT ONLY HAVE THESE CONVERSATIONS AT THE STAFF
21 LEVEL BUT ALSO AT THE ELECTED LEVEL. I TOOK YOUR ADVICE TO
22 HEART. I CALLED THE MAYOR, THE CITY CONTROLLER AND ALL OF THE
23 COUNCIL MEMBERS TO EXPRESS, YOU KNOW, OUR DESIRE TO BE IN
24 PARTNERSHIP AND WORK COLLABORATIVELY, ACKNOWLEDGING THAT OUR
25 CITY, THEIR CITY, AND OUR COUNTY STAFF ARE WORKING TOGETHER



THE BOARD OF
SUPERVISORS

1 ALREADY, BUT TO MAKE SURE THAT THERE ISN'T CONFUSION ON THAT
2 MESSAGE. AND SO I JUST WANT TO UPLIFT A CONCERN THAT WAS
3 RAISED FROM A NUMBER OF THE COUNCIL OFFICES WAS THEIR
4 CONTINUED ACCESS TO HMIS AND CES. AND SO IT SOUNDS LIKE EVEN
5 WITH COCS THAT ARE OUTSIDE OF THE LACOC, WE WOULD STILL, AS
6 THE COUNTY, IF WE WERE AWARDED THE CO-APPLICANT, COLLABORATIVE
7 APPLICANT POSITION, THAT WE WOULD STILL HAVE ACCESS TO THOSE
8 AND IT WOULD BE SHARED PRESUMABLY WITH ANY CITY. AND THAT'S
9 SOMETHING THAT WE COULD GRANT GOING FORWARD TO THE CITY OF LOS
10 ANGELES, WE COULD MAINTAIN IT AND POTENTIALLY PROVIDE THAT TO
11 OTHERS?

12
13 **SARAH MAHIN:** ABSOLUTELY. AND WE WOULD SEEK TO EXPAND PEOPLE'S
14 ACCESS TO HMIS AND TO PROVIDE MUCH MORE TRANSPARENCY AND
15 VISIBILITY ON WHAT IS HAPPENING IN CES AND WHO IS GETTING
16 MATCHED AND WHO IS NOT.

17
18 **SUP. LINDSEY P. HORVATH:** THAT'S INCREDIBLY HELPFUL. AND
19 FINALLY, I KNOW IN THE PAST WE'VE DIRECTED THAT THERE BE
20 REGULAR DISCUSSIONS AROUND THIS TOPIC OF HOMELESSNESS, WHAT
21 PROGRESS WE'RE MAKING, AND REALLY MAKING SURE THAT WE HAVE
22 THOSE ACCOUNTABILITY MECHANISMS IN PLACE PROCEDURALLY.
23 SOMETIMES WE'VE CONTINUED THE CONVERSATION BECAUSE WE JUST HAD
24 IT UNDER ANOTHER TOPIC. AND SO GOING FORWARD, I THINK WE WANT
25 TO HAVE THESE CONVERSATIONS QUARTERLY. I THINK YOU



THE BOARD OF
SUPERVISORS

1 ACKNOWLEDGED THAT THERE ARE OTHER HOUSING SOLUTIONS BEING
2 PROVIDED OUTSIDE OF HSH. SO I THINK IT WOULD BE USEFUL FOR ALL
3 RELEVANT DEPARTMENTS TO JOIN YOU AND BE PRESENT BECAUSE YOU'RE
4 NOT GOING TO SOLVE THIS BY YOURSELF. WE NEED ALL OF THE
5 RELEVANT DEPARTMENTS WORKING WITH YOU COLLABORATIVELY. AND SO
6 DO YOU NEED A MOTION FROM THIS BOARD TO DIRECT THAT FURTHER,
7 OR CAN WE JUST AGREE THAT WE'RE GOING TO CONTINUE TO HAVE
8 THESE CONVERSATIONS ON A QUARTERLY BASIS WITH THOSE
9 DEPARTMENTS?

10

11 **SARAH MAHIN:** IT'S AT YOUR PLEASURE, BUT I, I THINK WE CAN
12 AGREE TO DO THAT, AND I'M SURE THAT MY COLLEAGUES, DEPARTMENT
13 HEADS, WOULD WELCOME THE OPPORTUNITY TO JOIN ME HERE.

14

15 **SUP. LINDSEY P. HORVATH:** OKAY, WELL, IF YOU NEED A MOTION, LET
16 ME KNOW. OTHERWISE, I WILL EXPECT THAT'S HOW WE'RE GOING TO
17 PROCEED NEXT YEAR. AND, YOU KNOW, MAKING SURE THAT WE HAVE
18 ESPECIALLY DEPARTMENTS OF MENTAL HEALTH, PUBLIC HEALTH
19 SUBSTANCE USE PREVENTION AND CONTROL, PUBLIC SOCIAL SERVICES.
20 I KNOW THERE MAY BE OTHER, YOU KNOW, THERE OF COURSE ARE OTHER
21 RELEVANT DEPARTMENTS, BUT I KNOW THOSE THREE ROUTINELY GET
22 BROUGHT UP IN THE CONVERSATIONS THAT WE'RE HAVING. AND I THINK
23 THE MORE COMPREHENSIVELY WE'RE LOOKING AT THOSE SOLUTIONS, THE
24 BETTER. THANK YOU VERY MUCH FOR THIS UPDATE.

25



THE BOARD OF
SUPERVISORS

1 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** THANK YOU. AND AGREE
2 WITH ALL OF MY COLLEAGUES ABOUT, YOU KNOW, TIMING. AND I KNOW
3 YOU MUST FEEL LIKE EVERY DAY YOU WAKE UP, IT'S WHAT'S GOING TO
4 HAPPEN TODAY THAT'S GOING TO ADD TO MY PLATE AND MY WORKLOAD.
5 AND SO WE SEE YOU AND WE FEEL YOU AND WE SHARE IN THAT. I JUST
6 WANT TO PICK UP WHERE SEVERAL OF MY COLLEAGUES LEFT OFF AND
7 FOLLOW UP TO GET FURTHER CLARITY FROM YOU. YOU KNOW, I AGREE
8 THAT WE ALL HAVE A COLLECTIVE RESPONSIBILITY TO PROTECT AT ALL
9 COSTS YOU KNOW, PUBLIC DOLLARS. AND SO IN THIS CASE WITH FRAUD
10 AND THE BAD APPLES, AS MY COLLEAGUES REFER TO THEM, WE HAD THE
11 BENEFIT OF THEM BEING IDENTIFIED AND WE KNOW WHO THEY ARE. AND
12 WE SHOULD LEAN IN HARD TO MAKE SURE THAT THOSE CONTRACTS ARE
13 NOT RENEWED AND WE DO ALL THAT WE CAN TO RECOUP THE DOLLARS
14 LOST TO FRAUD. MY QUESTION IS HAVING RUN A NONPROFIT
15 ORGANIZATION THAT CONTRACTED WITH THE COUNTY AND THE STATE AND
16 THE FEDERAL GOVERNMENT, IT IS ALWAYS A BITTER PILL WHEN BAD
17 APPLES MAKE IT DIFFICULT FOR THE REST OF YOU. AND SO YOU
18 MENTIONED HAVING MET WITH SOME OF OUR NONPROFIT PROVIDERS AND
19 THEM TALKING ABOUT THE ADDED ADMINISTRATIVE EXPERIENCES. AND,
20 YOU KNOW, IT'S UNFORTUNATELY OFTEN A KNEE-JERK REACTION. THAT
21 WAS MY EXPERIENCE. AND SOMETIMES THE ADDED CHECKS AND BALANCES
22 REALLY WEREN'T VALUABLE OR USEFUL OR IN ANY REAL WAY, A
23 MEANINGFUL WAY, I THINK AS SUPERVISOR HAHN REFERENCED, IN
24 REALLY FINDING FRAUD. AND SO YOU SAID THEY ACKNOWLEDGED THE
25 ADDITIONAL ADMINISTRATIVE BURDEN. WHAT ARE WE GOING TO DO



THE BOARD OF
SUPERVISORS

1 ABOUT THAT? BECAUSE WHAT WE DON'T WANT TO DO IS LOSE GOOD
2 PROVIDERS BECAUSE WE HAVE ADDED TO THEIR ADMINISTRATIVE PLATE
3 BECAUSE WE'RE TRYING TO GO AFTER BAD APPLES.

4
5 **SARAH MAHIN:** YEAH. THANK YOU FOR THAT QUESTION. IT'S SOMETHING
6 THAT I HAVE GIVEN A LOT OF CONSIDERATION TO AND WILL CONTINUE
7 TO GIVE A LOT OF CONSIDERATION TO. I THINK IT'S IMPORTANT, TO
8 YOUR POINT, WHERE WE'RE PUTTING IN ADDITIONAL CHECKS AND
9 BALANCES, THAT WE'RE ENSURING IT'S ON SOMETHING THAT ACTUALLY
10 WILL MEANINGFULLY MAKE A DIFFERENCE. IT'LL HELP US REALLY
11 ENSURE THAT THERE'S FRAUD NOT HAPPENING THAT THERE'S QUALITY
12 SERVICES HAPPENING.

13
14 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** THAT IT'S NOT BUSYWORK.

15
16 **SARAH MAHIN:** THAT IT'S NOT BUSYWORK. IT'S ALSO INCUMBENT UPON
17 US TO MAKE SURE THAT OUR SYSTEMS ARE LIKE USER-FRIENDLY, EASY
18 TO USE. WE CAN ELIMINATE SOME OF IT BY JUST LIKE IT, LIKE IT
19 SOLUTIONS. FOR EXAMPLE, OUR PROVIDER PORTAL. PREVIOUSLY AT
20 HOUSING FOR HEALTH, PROVIDERS ALWAYS HAD TO EMAIL THEIR
21 INVOICES, AND THEN IF THEY WANTED STATUS UPDATES, THEY'D HAVE
22 TO LIKE EMAIL US, AND LIKE ONLY CERTAIN STAFF HAD ACCESS TO
23 THE SYSTEM TO SEE WHERE THE PAYMENT WAS IN THE PROCESS. AND SO
24 WE'VE STOOD UP A SYSTEM AND WILL CONTINUE TO ENHANCE IT. BUT
25 THE SYSTEM THAT WE HAVE RIGHT NOW ALLOWS PROVIDERS THEMSELVES



THE BOARD OF
SUPERVISORS

1 TO GO IN, SUBMIT INVOICES, AND CHECK THE STATUS OF WHERE THAT
2 IS IN THE PROCESS. SO WE'LL CONTINUE TO LOOK FOR TECHNICAL
3 SOLUTIONS THAT CAN HELP TO AUTOMATE THINGS AND NOT REDUCE OUR
4 VISIBILITY BUT REDUCE THEIR ADMINISTRATIVE BARRIERS.

5
6 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** I APPRECIATE EXAMPLES
7 LIKE THAT BECAUSE, LIKE I SAID, BUSYWORK IS, DOESN'T PROTECT
8 THE TAXPAYERS, IT DOESN'T PROTECT THE COUNTY, AND WE COULD IN
9 EFFECT UNINTENTIONALLY BE PUSHING GOOD PROVIDERS OUT OF THE
10 BUSINESS BECAUSE THEY JUST CAN'T AFFORD ALL OF THE ADDITIONAL
11 REQUIREMENTS BECAUSE OF THE BAD APPLES THAT FORTUNATELY WERE
12 IDENTIFIED IN THIS CASE. AND ANYBODY ELSE ENGAGED IN THOSE
13 ACTIVITIES SHOULD KNOW WE'RE GOING TO COME FOR YOU. BECAUSE WE
14 CAN'T AFFORD TO LOSE PUBLIC RESOURCES OF THAT MAGNITUDE. I'LL
15 START WITH THE CONTINUUM OF CARE AND THEN BACK INTO THE
16 QUARTERLY REPORT. YOU KNOW, IN THE QUARTERLY REPORT, YOU GAVE
17 AN EXAMPLE OF COLLABORATION, WHICH IS IMPORTANT. AND I WANT TO
18 ELEVATE IT ALSO WITH REGARD TO THE COC AND REALLY MAKING SURE
19 THAT WE HAVE A CLEAR DEFINITION OF WHAT WE MEAN BY
20 COLLABORATION. YOU KNOW, OWNERSHIP, DECISION-MAKING ACROSS ALL
21 THE COUNTY'S JURISDICTIONS? AND I ASK THAT BECAUSE NONE OF THE
22 CITIES, L.A. IS ONE, BUT I REPRESENT OTHERS, NOR ANY OF THE
23 COGS IN THE 2ND DISTRICT HAVE SIGNED ON IN SUPPORT OF OUR
24 APPLICATION, TO MY KNOWLEDGE. IF THAT'S CHANGED --



THE BOARD OF
SUPERVISORS

1 **SARAH MAHIN:** THEY HAVE.

2

3 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** OKAY, WHO'S THEY?

4

5 **SARAH MAHIN:** YEAH.

6

7 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** THAT'S HELPFUL.

8

9 **SARAH MAHIN:** WE HAVE SAN GABRIEL VALLEY COG, THE SAN FERN, OH,
10 IN YOUR DISTRICT.

11

12 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** 2ND DISTRICT.

13

14 **SARAH MAHIN:** OH, I'M SORRY.

15

16 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** IN THE 2ND DISTRICT.

17

18 **SARAH MAHIN:** THE 2ND DISTRICT.

19

20 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** YES, I'M CLEAR WHO HAS.

21 BUT AS WE TALK ABOUT COLLABORATION, AS WE TALK ABOUT THE CITY

22 OF L.A., WE'VE SPENT A LOT OF TIME AND ENERGY TALKING TO THE

23 ELECTED OFFICIALS, MAKING SURE THEY'RE CLEAR. THERE ARE OTHER

24 CITIES AND OTHER COGS. IF WE'RE TRYING TO MAKE OUR APPLICATION

25 AS STRONG AS POSSIBLE AND BE TRUE TO OUR REPEATED EXPRESSED



THE BOARD OF
SUPERVISORS

1 TERM COLLABORATION, WHAT ARE YOU HEARING? WHAT ARE WE DOING
2 WITH REGARD TO SOME OF THE OTHER CITIES AND COGS?

3

4 **SARAH MAHIN:** YEAH, THANK YOU. THE COG THAT'S PRIMARILY IN YOUR
5 DISTRICT IS, UM, THE SOUTH BAY COG, AND WE DID OUTREACH TO
6 THEM AND ASK IF THEY WOULD BE WILLING TO SERVE AS A REFERENCE,
7 AND THEY DECLINED INDICATING THAT WE'RE STILL NASCENT, AS AN
8 ENTITY. AND SO FOR ME, WHAT THAT MEANS IS THAT WE NEED TO
9 CONTINUE TO SHOW UP AND WE NEED TO PROVE OURSELVES TO THEM. SO
10 WE'LL CONTINUE TO DO THAT. IT ALSO, WASN'T THEM DECLINING TO
11 SUPPORT US IN GENERAL. BUT LIKE WANTING TO SEE US PROVE
12 OURSELVES. AND SO WE HEAR THAT, AND WE'RE COMMITTED TO
13 DEMONSTRATING OUR WORTH THROUGH OUR ACTIONS AND WHAT WE
14 DELIVER. FOR THE OTHER LARGE CITY IN YOUR DISTRICT IS THE CITY
15 OF L.A., AND WE TAKE THAT VERY SERIOUSLY. AND SO WHAT
16 COLLABORATION MEANS IS THAT WE'RE PROACTIVELY REACHING OUT TO
17 THEM.

18

19 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** I'M CLEAR. YOU ARE
20 WORKING THE L.A. CITY ANGLE. BOARD MEMBERS AND THE CEO DOING
21 THE SAME. OTHER CITIES, OTHER LARGE CITIES IN THE COUNTY, ANY
22 SENSE OF WHERE THEY WILL BE?

23

24 **SARAH MAHIN:** YEAH, I THINK THE RESPONSE THAT OUR MUNICIPAL
25 RELATIONS TEAM HAS BEEN REACHING OUT TO CITIES TO TALK ABOUT



THE BOARD OF
SUPERVISORS

1 THAT WE'RE PURSUING THIS ROLE AND THIS FUNCTION, AND WE'LL
2 CONTINUE TO DO THAT. AND WE WANT TO MAKE SURE, JUST LIKE WE'RE
3 DOING WITH THE CITY OF L.A., TO MAKE SURE WE HAVE A GOOD SENSE
4 OF WHAT SOME OF THE CONCERNS ARE AND HAVE VISION FOR HOW WE'RE
5 GOING TO ADDRESS IT. BUT WE WANT TO ENSURE THAT WE FULLY
6 UNDERSTAND WHAT THEIR CONCERNS ARE AND MAKE SURE THAT OUR
7 VISION FOR HOW WE'RE GOING TO ADDRESS IT ACTUALLY MEETS THE
8 NEED. AND THIS IS NOT LIKE A ONE-AND-DONE TYPE OF THING. THIS
9 IS ABOUT CONTINUOUS ENGAGEMENT AND ALSO RECOGNIZING THAT WE
10 MAY NOT GET THINGS PERFECT OR RIGHT ON THE FIRST TIME, BUT
11 WE'RE GOING TO LEARN FROM THAT AND IMPROVE AND WORK WITH OUR
12 CITIES HAND IN HAND.

13
14 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** AND SO I HOPE THEY
15 HEARD YOU AND UNDERSTAND THAT YOU ARE WANTING TO COLLABORATE.
16 YOU WANT TO HAVE SHARED OWNERSHIP. AND SO I HOPE THAT THEY
17 HEARD YOU AND WILL TAKE HEED. I AM REALLY CLEAR WHY IT MAKES
18 SENSE FOR THE COUNTY TO ASSUME RESPONSIBILITY FOR ALL AREAS OF
19 THE LACOC ADMINISTRATIVE FUNCTION, AND I'M SUPPORTIVE OF US
20 APPLYING FOR ALL FOUR ROLES. EVEN WITH THE SHORT TIME FRAME
21 FOR THE APPLICATION, WHICH FEELS LIKE IT'S GETTING SHORTER
22 WITH EVERY EXTERNAL DECISION. I THINK IT'S IMPORTANT THAT THE
23 BOARD NOT BE SHORTCHANGED IN ANY WAY IN RECEIVING A THOROUGH
24 IMPLEMENTATION PLAN OUTLINING WHAT IT'LL TAKE TO ABSORB ALL OF
25 THESE ADDITIONAL COMPONENTS, ASSUMING THAT THE COUNTY IS



THE BOARD OF
SUPERVISORS

1 SELECTED. SO, I MEAN, THAT'S NEW WORK. SO WHAT ARE YOUR
2 INITIAL THOUGHTS ON THE NECESSARY POSITIONS AND HOW TO FILL
3 STAFFING? WE'VE TALKED ABOUT, I HAVE HERE NOTED THERE'S 160
4 BUDGETED VACANT POSITIONS. I'VE HEARD DIFFERENT NUMBERS. BUT
5 WHAT ARE YOUR INITIAL THOUGHTS IN TERMS OF HOW, IF AWARDED,
6 YOU'LL GET THE WORK DONE?

7

8 **SARAH MAHIN:** YEAH, 160 WAS THE NUMBER OF POSITIONS THAT WE HAD
9 VACANT AS OF THE END OF THE 4TH QUARTER.

10

11 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** GOT IT.

12

13 **SARAH MAHIN:** SINCE THAT TIME, WE HAVE FILLED A GOOD NUMBER OF
14 THEM. SO WE'RE NOW, AS OF SEPTEMBER 15TH, WE WERE DOWN TO 119.

15

16 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** 119, OKAY.

17

18 **SARAH MAHIN:** SO WE'VE REALLY MADE SIGNIFICANT, THAT'S A 26%
19 DECREASE FROM THE END OF LAST QUARTER. MY APPROACH, MY TEAM
20 RIGHT NOW IS WORKING, THEY'RE ALL RIGHT NOW, AND THEY'VE BEEN
21 WORKING THROUGH LIKE ROUND THE CLOCK ON OUR APPLICATION, AND
22 THAT INCLUDES CONSIDERING WHAT ADDITIONAL STAFFING WE NEED.
23 THAT'S BOTH STAFFING TO MANAGE FUNCTIONS LONG-TERM. IT'S ALSO
24 SHORT-TERM STAFFING, 'CAUSE WE THINK THAT THERE'S LIKE
25 TECHNICAL SOLUTIONS WE CAN BUILD THAT WILL JUST REQUIRE, LIKE,



THE BOARD OF
SUPERVISORS

1 CONTRACT STAFF TO HELP US BUILD OUT THOSE TECHNICAL SOLUTIONS
2 AND THEN BE ABLE TO MANAGE IT WITH FEWER STAFF THAN, FOR
3 EXAMPLE, LAHSA HAS BEEN DOING. AND MY EXPECTATION TO MY STAFF
4 AS THEY'RE BUILDING OUT THE STAFFING PLANS IS THAT, YOU KNOW,
5 WE'RE LOOKING TO MAKE SURE THAT WE'RE CAPACITATED TO DO THE
6 WORK WELL, BUT WE HAVE A LOT OF EXISTING INFRASTRUCTURE AND WE
7 SHOULD BE ABLE TO DO THIS WORK WITH FEWER STAFF THAN ARE
8 CURRENTLY DOING IT AT LAHSA. SO I EXPECT THAT THE RESPONSE
9 THAT WE'LL GIVE TO THE CONTINUUM OF CARE WILL SHOW THAT THERE
10 ACTUALLY WILL BE SOME EFFICIENCIES GAINED BY HAVING THE COUNTY
11 DO THIS WORK, BOTH BY LEVERAGING THE CAPACITY THAT HSH HAS, BY
12 USING TECHNICAL IMPROVEMENTS. WE HAVE VERY STRONG IT
13 LEADERSHIP IN OUR DEPARTMENT WHO BRINGS GREAT VISION AND SKILL
14 IN THAT. AND THEN THIRDLY, I'M GOING JOE REFERENCED THIS. I
15 MEAN, THIS IS NOT JUST HSH. THIS IS THE COUNTY. AND I AM NOT,
16 AND MY COLLEAGUES WILL TELL YOU, I AM NOT AFRAID TO ASK FOR
17 HELP. AND MY COLLEAGUES HAVE BEEN STANDING UP AND HELPING US
18 THINK THROUGH THAT, TALKING WITH THE REGISTER-RECORDER ABOUT
19 WHAT CAN WE LEARN AND WHAT KIND OF CAPACITY CAN WE HAVE FROM
20 HOW THE ELECTIONS ARE MANAGED, TALKING WITH JOE ABOUT THE
21 ABILITY TO DO DSWS TO SUPPORT WITH THE PICK COUNT. WE, YOU
22 KNOW, WE ARE A WHOLE COUNTY AND WE, UM, BRING OUT A WEALTH OF
23 RESOURCES TO OUR CONTINUUM, AND WE REALLY LOOK FORWARD TO THE
24 OPPORTUNITY TO, TO BE ABLE TO DO THAT. I APPRECIATE THAT.
25 COULD YOU PUT THE SLIDE BACK UP? BECAUSE I'M CURIOUS IF, IF



THE BOARD OF
SUPERVISORS

1 THE SLIDE THAT SHOWS THE TIME FRAME, IT MAY HAVE BEEN THE LAST
2 SLIDE, THE CHART THAT SHOWS THE APPLICATION DATES, THE
3 DECISION POINTS, THE COURT SO WHAT'S YOUR BEST GUESS? AND I'M
4 ASKING BECAUSE I AGREE WITH MY COLLEAGUE WANTING TO MAKE SURE
5 WE GET YOUR REGULAR QUARTERLY REPORTS AND THAT THEY ARE
6 QUARTERLY AND THAT THAT'S A ROBUST GROUP WHO ARE HERE. BUT
7 WITH REGARD TO THE APPLICATION, BECAUSE I FEEL LIKE WE SHOULD
8 BE HEARING, AS I TALKED ABOUT WHAT YOUR IMPLEMENTATION PLAN
9 IS, I'M FEELING LIKE WE SHOULD BE HEARING PROBABLY PRIOR TO
10 THE NEXT QUARTERLY REPORT WHAT THE PLAN IS. I THINK THEY'RE
11 LOOKING FOR THE, WHAT'S THE SLIDE NUMBER? YOU MAY BE HELPFUL.

12

13 **SARAH MAHIN:** 25.

14

15 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** SLIDE 25.

16

17 **SARAH MAHIN:** AND WHILE THAT'S BEING BROUGHT UP, I CAN MAYBE
18 VERBALLY DESCRIBE IT. SO, AS I MENTIONED, APPLICATIONS ARE DUE
19 THIS FRIDAY THE 25TH. THERE WILL BE THE COC BOARD WILL BE
20 MEETING TO CONSIDER APPLICATIONS ON OCTOBER 7TH, AND IT WILL
21 BE BROUGHT TO THE FULL COC MEMBERSHIP ON OCTOBER 9TH, PER
22 JUDGE CARTER'S ORDER. THERE'S A REPORT THAT THE COC HAS TO
23 FILE WITH JUDGE CARTER ON THE 13TH, TO SHARE THE COC'S
24 DETERMINATIONS. THERE WILL BE, I BELIEVE I'M LOOKING AT COUNTY
25 COUNSEL. I BELIEVE IT'S OCTOBER 27TH. THERE'S A HEARING WHERE



THE BOARD OF
SUPERVISORS

1 THE LAHSA, THE CONTINUUM OF CARE, WHO'S A PARTY TO LAHSA'S
2 SUIT AND I BELIEVE THE CITY AND THE COUNTY ARE ALSO ALL
3 ORDERED TO BE THERE TO DISCUSS THAT REPORT. SO THOSE ARE THE
4 STEPS THAT HAVE BEEN LAID OUT TO US. WHAT'S NOT CLEAR IN THE
5 RFQ, AND WE HOPE TO IF WE'RE SELECTED AND EVEN IF WE'RE NOT,
6 BECAUSE I THINK IT'S REALLY IMPORTANT THAT THERE BE A
7 THOUGHTFUL TRANSITION PERIOD OF THE TRANSITION OF THESE
8 FUNCTIONS. JUDGE CARTER'S ORDER MENTIONED HAVING THIS
9 TRANSITION FOR THE FY27 COLLABORATIVE APPLICANT. SO I THINK
10 THERE PROVIDES SOME DIFFERENT OPTIONS ON HOW THE TRANSITION OF
11 THESE FUNCTIONS ARE TRANSITIONED OVER. SO IF WE'RE SELECTED,
12 WE REALLY WOULD WANT TO WORK WITH THE COC BOARD ON THAT, AS
13 WELL AS WITH LAHSA. AND I DO WANT TO SAY THAT THERE'S PEOPLE
14 WHO ARE DOING VERY HARD WORK UNDER VERY CHALLENGING
15 CIRCUMSTANCES AT LAHSA TODAY, AND I REALLY EXTEND MY
16 APPRECIATION FOR THE WORK THAT THEY'RE DOING ON BEHALF OF OUR
17 CONTINUUM OF CARE AND OUR REGION AND THE PEOPLE THAT WE ALL
18 SERVE. AND I ASK THAT THEY CONTINUE TO DO THOSE FUNCTIONS
19 BECAUSE IT'S ESSENTIAL THAT WE HAVE HMIS, THAT WE HAVE CES
20 THAT WE'RE SUBMITTING A COLLABORATIVE APPLICATION WHILE THIS
21 TRANSITION HAPPENS.

22
23 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** SO I APPRECIATE THAT
24 CLARIFICATION. THIS WILL BE A TRANSITION. IT WOULDN'T BE
25 IMMEDIATE. AND SO THEY DO NEED TO CONTINUE TO STAND UP AND



THE BOARD OF
SUPERVISORS

1 PERFORM THOSE TASKS TODAY.

2

3 **SARAH MAHIN:** YEAH.

4

5 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** OKAY. I THINK THAT
6 BETTER HELPS ME UNDERSTAND, I THINK, YOUR LINE OF QUESTIONING
7 ABOUT EXITING AND MAKING SURE THAT WE DON'T COMPROMISE
8 OURSELVES IF WE WERE TO EXIT TOO PREMATURELY, PARTICULARLY
9 SINCE HUD CONTINUES TO WITHHOLD THE 2025 RENEWALS. SO THIS IS
10 A DUAL-TRACK KIND OF EXPERIENCE I'M NOW CLEAR ON. THANK YOU
11 FOR THAT. IF I COULD JUST VERY QUICKLY TRANSITION BACK TO THE
12 QUARTERLY PRESENTATION, IT WOULD BE HELPFUL TO ME IF WE COULD
13 SEE A REFLECTION OF WHAT YOU'RE HEARING REGARDING CHALLENGES
14 OR CONCERNS RAISED TO THE DEPARTMENT FROM PROVIDERS, CITIES,
15 OUR OFFICES, EITHER DIRECTLY FROM THEM OR SHARED THROUGH OUR
16 OFFICES, AS A WAY, I THINK, OF FORECASTING, LETTING THEM AND
17 THE PUBLIC KNOW THAT IT'S ON YOUR RADAR, THAT WE'RE CAPTURING
18 OUTCOMES, THAT'S IMPORTANT. BUT ALSO TO FORECAST WHAT
19 CHALLENGES PEOPLE ARE EXPERIENCING. AND SO IT GIVES YOU AN
20 OPPORTUNITY TO ALSO SAY IT'S ON MY RADAR, YOU KNOW, WE'RE
21 PAYING ATTENTION. SO THAT WOULD BE HELPFUL FOR ME IF THAT WERE
22 INCLUDED IN FUTURE UPDATES. YOU KNOW, AN EXAMPLE, WE ARE
23 SEEING AN UPTICK IN CALLS REGARDING THE ENCAMPMENTS AND SO I'M
24 CONCERNED THAT WE COULD BE EXPERIENCING KIND OF A BACK SLIDE,
25 IF YOU WILL, IN THE INCREDIBLE PROGRESS THAT WE'VE MADE WITH



THE BOARD OF
SUPERVISORS

1 ENCAMPMENT REMOVALS. AND SO IF YOU WOULD INCLUDE THAT THE NEXT
2 TIME, I'D APPRECIATE THAT. GREAT TO SEE THE TIMELINE FOR THE
3 PAYMENT OF INVOICES. IT'S MY UNDERSTANDING THAT A PART OF THAT
4 PROCESS IS ONCE THE INVOICE HAS BEEN AGREED UPON BY HSHS
5 STAFF. SO I SEE THAT PAYMENT PERIOD FROM, I GUESS, SUBMISSION.
6 I GUESS MY QUESTION IS, IS THERE A TIMELINE THAT WE DON'T SEE
7 THAT FOCUSES ON THE REACHING OF THE AGREEMENT?

8

9 **SARAH MAHIN:** YES, AND I CAN LOOK AT THAT. AND I WANT TO MAKE
10 SURE THAT WE'RE CLEAR. IT'S NOT ABOUT LIKE AN AGREEMENT. IT'S
11 ABOUT THAT IT'S LIKE PROPERLY SUBMITTED.

12

13 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** THE AGREEMENT ON THE
14 INVOICE.

15

16 **SARAH MAHIN:** YES.

17

18 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** NOT THE CONTRACT
19 AGREEMENT. THE AGREEMENT THAT THE INVOICE IS ACCURATE AND
20 APPROPRIATE.

21

22 **SARAH MAHIN:** AND WITH SUFFICIENT DOCUMENTATION, WITH THE
23 CORRECT CONTRACT NUMBERS. YES.

24

25 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** SO I'M CURIOUS IF



THE BOARD OF
SUPERVISORS

1 THERE'S ANY LAG IN THAT PROCESS TO HAVE A FULL APPRECIATION
2 FROM KIND OF SUBMISSION TO PAYMENT, IF THAT PROCESS IS
3 CONTINUING TO BE DELAYED AT ALL.

4

5 **SARAH MAHIN:** WE CAN TAKE A LOOK AT THAT. I DON'T, WE DO, IT'S
6 SOMETHING WE TRACK TO LOOK AT FROM WHEN IT'S ORIGINALLY
7 SUBMITTED TO WHEN IT IS VERIFIED THAT IT'S ACCURATE AND READY
8 FOR PROCESSING. SO THAT'S SOMETHING THAT WE SHOULD BE ABLE TO
9 REPORT BACK ON NOW AND SOMETHING WE CAN LOOK TO INCLUDE IN
10 FUTURE REPORTS.

11

12 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** I APPRECIATE THAT, BUT
13 I DO AGAIN WANT TO ELEVATE THE POSITIVE FEEDBACK THAT WE'RE
14 BEGINNING TO HEAR ABOUT PAYMENT. THAT'S A BIG DEAL, AND I WANT
15 TO ACKNOWLEDGE THAT AS WELL. SUPERVISOR BARGER?

16

17 **SUP. KATHRYN BARGER:** YEAH, I JUST WANT TO, BECAUSE I'M A
18 LITTLE CONFUSED NOW ON THAT TIMELINE, SO EXPLAIN TO ME WE'RE
19 APPLYING TO, EXCUSE ME, TO HUD, CORRECT? ON THE COC, THEY MAKE
20 THE FINAL DETERMINATION IN TERMS OF HOW THE MONEY IS AWARDED?

21

22 **SARAH MAHIN:** THERE'S A FEW DIFFERENT THINGS HAPPENING. SO ON
23 THE COC FUNCTIONS, THOSE FOUR DIFFERENT COC FUNCTIONS, THE
24 ONLY ONE THAT HUD APPROVES IS THE COLLABORATIVE APPLICANT.
25 HMIS, PIT COUNT, AND CES ARE LOCAL DETERMINATIONS BY OUR COC



THE BOARD OF
SUPERVISORS

1 MEMBERSHIP. ALL OF THIS WILL GO TO JUDGE CARTER. I DON'T QUITE
2 KNOW HOW JUDGE CARTER PLAYS INTO IT, BUT THOSE ARE TYPICALLY
3 THINGS THAT ARE DETERMINED LOCALLY.

4

5 **SUP. KATHRYN BARGER:** THAT'S WHAT I'M TRYING TO FIGURE OUT. I'M
6 TRYING TO FIGURE OUT WHAT, I MEAN, WE'RE APPLYING FOR FEDERAL
7 DOLLARS, CORRECT?

8

9 **SARAH MAHIN:** THAT'S FOR THE NOFO.

10

11 **SUP. KATHRYN BARGER:** FOR NOFO.

12

13 **SARAH MAHIN:** SO THERE'S --

14

15 **SUP. KATHRYN BARGER:** I'M TRYING TO FIGURE OUT WHAT, I MEAN,
16 WHO IS JUDGE CARTER THEN THE ULTIMATE DECISION MAKER AS IT
17 RELATES TO WHO MOVES FORWARD. I'M A LITTLE CONFUSED. AND, AND
18 WHO CREATED THE SEPTEMBER 30TH DEADLINE?

19

20 **SARAH MAHIN:** OKAY, SO I THINK WE'RE MIXING JUST --

21

22 **SUP. KATHRYN BARGER:** I PROBABLY AM. WHY I WANT TO GET A
23 CLARIFICATION, BECAUSE --

24

25 **SARAH MAHIN:** IT'S CONFUSING, BECAUSE THERE'S A LOT OF THINGS



THE BOARD OF
SUPERVISORS

1 HAPPENING. IT'S CONFUSING FOR ALL OF US. SO THERE'S THE HUD
2 NOFO, THAT'S THE SEPTEMBER 30TH, DEADLINE. THAT IS THE
3 APPLICATION FOR FUNDING FOR FY26 GRANTS.

4

5 **SUP. KATHRYN BARGER:** CORRECT.

6

7 **SARAH MAHIN:** AND SO THAT HAD BEEN PULLED BACK BECAUSE THERE
8 HAD BEEN A COURT CASE IN THE FIRST DISTRICT COURT. IT WAS THE
9 NATIONAL ALLIANCE TO END HOMELESSNESS SUED HUD. THE COURT
10 SIDED WITH NATIONAL ALLIANCE. HUD PULLED BACK THE NOFO. THEN
11 THERE WAS APPEAL. HUD FILED AN APPEAL. IN THAT APPEAL, THE
12 APPELLATE COURT STAYED THE LOWER COURT'S DECISION, SO HUD RE-
13 RELEASED THE NOFO WITH A SEPTEMBER 30TH DEADLINE.

14

15 **SUP. KATHRYN BARGER:** SO DOES JUDGE CARTER, IF WE ARE AWARDED,
16 DOES IT HAVE TO GO THROUGH JUDGE CARTER, OR IS IT ONLY THROUGH
17 HUD? BECAUSE WE APPEALED IT. I'M JUST, IT'S KIND OF CONFUSING,
18 WELL, NOT EVEN KIND OF CONFUSING, IT IS CONFUSING FROM THE
19 STANDPOINT OF I KNOW THAT JUDGE CARTER IS INVOLVED AND THE
20 ALLIANCE IS INVOLVED, AND THEN WE'VE GOT LAHSA AND THE CITY. I
21 MEAN, I JUST, I WANT TO UNDERSTAND HOW ULTIMATELY IT'S
22 DECIDED.

23

24 **SARAH MAHIN:** I THINK THERE'S DIFFERENT DECISIONS RESTING WITH
25 DIFFERENT COURTS RIGHT NOW. SO THERE'S THE FIRST CIRCUIT COURT



THE BOARD OF
SUPERVISORS

1 THAT'S ABOUT THE NOFO IN GENERAL. AND SO THAT IS WHERE THE
2 APPEALS COURT DID THE STAY. STAY AND HUD RELEASE THE NOFO.

3

4 **SUP. KATHRYN BARGER:** OKAY.

5

6 **SARAH MAHIN:** BUT NATIONAL ALLIANCE YESTERDAY FILED AN
7 EMERGENCY MOTION ASKING FOR A HEARING ON THAT. I, AS OF THIS
8 MORNING, I DON'T THINK THERE HAD BEEN A DECISION BY THE COURT
9 ON THAT MOTION. SO WE DON'T KNOW WHAT'S HAPPENING WITH THE,
10 RIGHT NOW, THE LACOC AND ALL OTHER COCS ARE PROCEEDING AS IF
11 THAT NOFO IS GOING TO CONTINUE TO MOVE FORWARD.

12

13 **SUP. KATHRYN BARGER:** SO TO ADD TO THAT, AND I THINK IT WAS AT
14 THIS BOARD MEETING, WE HEARD THAT HUD HAD BEEN APPROACHING
15 SOME NONPROFITS TO APPLY. IS THAT ANOTHER WRINKLE IN --

16

17 **SARAH MAHIN:** THAT'S TIED TO WHAT'S HAPPENING IN THE 9TH
18 CIRCUIT HERE WITH THE LAHSA RULING AND THE LAHSA CASE.

19

20 **SUP. KATHRYN BARGER:** OKAY. YEAH, CLEAR AS MUD. THAT'S RIGHT.

21

22 **JOSEPH M. NICCHITTA:** SUPERVISOR, CAN I TRY TO CLARIFY
23 SOMETHING?

24

25 **SUP. KATHRYN BARGER:** JOE, I HOPE SO.



THE BOARD OF
SUPERVISORS

1

2 **JOSEPH M. NICCHITTA:** SO WE HAVE, SO LAHSA IS THE COLLABORATIVE
3 APPLICANT CURRENTLY, AND THEY WERE THE ONES WHO WERE PREPARING
4 TO APPLY FOR THIS 9/30 DEADLINE, WHICH IS, YOU KNOW, A NEW
5 DEADLINE BASED ON ANOTHER COURT CASE. YEAH. WHAT WE DON'T KNOW
6 IS WHETHER IN OUR HEARING TODAY IN THE NINTH CIRCUIT COURT OF
7 APPEAL, THE COURT WILL REINSTATE JUDGE CARTER'S ORDER AND
8 ALLOW LAHSA TO APPLY FOR THAT 9/30 DEADLINE. IF THEY CAN
9 APPLY, THAT'S NOT OUR ISSUE. IF THE COURT EXCLUDES THEM FROM
10 AN APPLICATION, THEN I UNDERSTAND OUR LOCAL COC MAY MAKE A
11 DECISION ON WHO ELSE SHOULD APPLY, AND THAT MIGHT END UP BEING
12 THE COUNTY. THAT'S THE 9/30 DEADLINE. AND THEN ON ALL OF THE
13 COC APPLICATIONS, THAT'S THE JUDGE CARTER ORDER WHERE HE WANTS
14 US TO ALL COME BACK AND THE COC TO HAVE A PROCESS FOR
15 SELECTING A NEW, IN THIS CASE, A NEW APPLICANT BECAUSE LASA IS
16 NOT APPLYING. AND THAT IS ALSO BOUND UP IN THESE CASES, BUT
17 THAT'S SPECIFICALLY WHAT I UNDERSTAND HE IS LOOKING TO
18 DETERMINE.

19

20 **SUP. KATHRYN BARGER:** SO HE WILL MAKE THE ULTIMATE
21 DETERMINATION?

22

23 **SARAH MAHIN:** IT'S WITH THE APPEALS COURT RIGHT NOW. SO RIGHT
24 NOW, FOR THE LACOC'S RESPONSE TO THE NOFO, THE COC BOARD CHAIR
25 USES THE TERM, WE ARE OPERATING IN THE MULTIVERSE, AND I THINK



THE BOARD OF
SUPERVISORS

1 THAT'S A VERY APPROPRIATE TERM. SO WE ARE PREPARING AS IF
2 LASHA IS GOING TO SUBMIT IT AS THE COLLABORATIVE APPLICANT.
3 THAT DEPENDS ON THE APPEAL COURT AND WHAT DECISION THEY MAKE
4 AFTER TODAY. THE COC, IN OUR APPLICATION, UM, TO BE THE
5 COLLABORATIVE APPLICANT FOR FY27, WE INDICATED THAT IF NEEDED
6 AND IF APPROVED BY HUD, WE WOULD BE WILLING TO STEP IN AS THE
7 FY26 COLLABORATIVE APPLICANT IF LASHA CANNOT. AND THEN THE
8 THIRD ROUTE, AS YOU MENTIONED, WOULD BE DIRECT APPLICATIONS.
9 AND WE ALSO NEED TO BE PREPARED THAT WE ALL WILL SUBMIT DIRECT
10 APPLICATIONS TO HUD.

11
12 **SUP. KATHRYN BARGER:** GOT IT. THANK YOU, MADAM CHAIR.

13
14 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** THANK YOU. SEEING NO
15 FURTHER QUESTIONS RAISED BY MY COLLEAGUE, AGAIN, THANK YOU FOR
16 THE PRESENTATION. EXECUTIVE OFFICER, WILL YOU PLEASE CALL THE
17 MEMBERS OF THE PUBLIC WHO HAVE SIGNED UP TO SPEAK ON SET
18 MATTER 1?

19
20 **EXECUTIVE OFFICER:** WILL THE FOLLOWING INDIVIDUALS PLEASE COME
21 FORWARD AND STAFF WILL ASSIST YOU. JACK FUSTON, SEAN
22 PATTERSON, AND DANIEL GONZALEZ. ROY HUMPHREYS, YOUR LINE IS
23 OPEN. PLEASE BEGIN.

24
25 **ROY HUMPHREYS:** ROY HUMPHREYS, ROWLAND HEIGHTS. THE HISTORY OF



THE BOARD OF
SUPERVISORS

1 THE GANG OF FOUR DEMOCRATS' BLINDING INCOMPETENCE AND WILLFUL
2 FAILURE TO ADDRESS THESE ISSUES IN A TIMELY MANNER IS
3 CRIMINAL. THERE WILL NEVER BE ENOUGH MONEY TO DECISIVELY DEAL
4 WITH THESE ISSUES IN A TIMELY MANNER. YOU ARE THE ALBATROSS
5 AROUND THE TAXPAYERS' NECK. YOU HAVE FAILED MISERABLY TO
6 RECOGNIZE AND DEAL WITH THE TRANSIENT ELEMENT OF THE, AND THE
7 TRANSIENT CAMPSITES. WOULD A MAN MAKE A DIFFERENCE IN THE MIX
8 OF SUPERVISORS? GOVERNOR NEWSOM AND SCHIFF AND PADILLA
9 SENATORS HAVE ANSWERED THAT QUESTION. AN INTEGRATED COMPUTER
10 SYSTEM, FOR INSTANCE, COMPUTER ANALYSIS IS ESSENTIAL. GOD
11 BLESS AND PROTECT PRESIDENT TRUMP AND AMERICA FROM THE
12 DEMOCRAT ASSASSINS AND ISLAMISTS.

13
14 **EXECUTIVE OFFICER:** THANK YOU. WE'LL NOW GO TO OUR IN-PERSON
15 SPEAKERS. PLEASE BEGIN.

16
17 **SEAN PATTERSON:** HI, I'M SEAN PATRICK PATTERSON FROM NEXT
18 5,000. LAHSA HAS QUIT ON THE SPENDING PLAN IN A MEETING LAST
19 WEEK, AND THE NEXT 5,000 WANTS L.A. COUNTY TO TAKE THE LEAD ON
20 THE SPENDING PLAN WITH THE NEXT 5,000. THE PROPOSAL HAS BEEN
21 OFFICIALLY SUBMITTED ON PUBLIC COMMENT. IT FEATURES AN AFTER-
22 REFERRAL PROGRAM, RECYCLING, MATCHING RECEIPT EMPLOYMENT, AND
23 ARTIFICIAL INTELLIGENCE AS ADMINISTRATION. SARAH MAHIN, MY
24 NAME IS SEAN PATTERSON. I SUBMITTED A NEXT 5,000 PROPOSAL. I
25 WAS HOPING YOU COULD SPEAK ON THAT.



THE BOARD OF
SUPERVISORS

1

2 **DAWYN R. HARRISON:** IF YOU'RE DONE, NEXT SPEAKER PLEASE.

3

4 **SEAN PATTERSON:** I WAS JUST ASKING HER TO TALK.

5

6 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** PUBLIC COMMENT IS JUST
7 PUBLIC COMMENT. THERE WE DON'T RESPOND TO PUBLIC COMMENT.

8

9 **SEAN PATTERSON:** OKAY,

10

11 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** SO JUST SHARE YOUR
12 CONCERN.

13

14 **SEAN PATTERSON:** I EMAILED HER THE PROPOSAL AND I WAS HOPING
15 THAT SHE GOT IT OFFICIALLY.

16

17 **EXECUTIVE OFFICER:** NEXT SPEAKER PLEASE.

18

19 **DANIEL GONZALEZ:** GOOD MORNING SUPERVISORS, MY NAME IS DANIEL
20 GONZALEZ AND I'M HERE WITH THE LOS ANGELES LGBT CENTER. AS THE
21 BOARD REVIEWS THE IMPLEMENTATION AND OUTCOMES OF THE
22 DEPARTMENT OF HOMELESS SERVICES AND HOUSING, I URGE YOU TO
23 ALSO THINK TO THE FUTURE AND ADDRESS THE \$26,000,000 REDUCTION
24 TO SERVICES AFFECTING TRANSITION-AGED YOUTH IN THE FY26-27
25 SUPPLEMENTAL BUDGET. FOR LGBT YOUNG PEOPLE, HOUSING STABILITY



THE BOARD OF
SUPERVISORS

1 AND MEANINGFUL SUPPORT CAN MAKE THE DIFFERENCE BETWEEN
2 CONTINUED HOMELESSNESS AND A PATH TOWARD INDEPENDENCE.
3 PROGRAMS LIKE HOUSING NAVIGATION YOUTH FAMILY RECONNECTION,
4 AND CAMPING NAVIGATIONS PROVIDE CRITICAL SUPPORT, BUT THEY
5 WERE ZEROED OUT IN THE BUDGET. WE URGE THE BOARD TO INCLUDE AN
6 ADDITIONAL \$26,000,000 IN SUPPLEMENTAL BUDGET TO RESTORE THESE
7 ESSENTIAL SERVICES. PLEASE ENSURE TRANSITION-AGED YOUTH AND
8 LGBT YOUNG PEOPLE ARE NOT LEFT BEHIND. THANK YOU VERY MUCH.

9

10 **EXECUTIVE OFFICER:** THANK YOU. NEXT SPEAKER, PLEASE.

11

12 **JACK FUSTON:** HEY, GOOD AFTERNOON, SUPERVISORS. AGAIN, LET'S
13 TRY THIS. THIS IS JACK FUSTON. I'M THE EXECUTIVE DIRECTOR FOR
14 SERVICE WORK SATURDAYS. IT'S A HOMELESS COMMUNITY AND
15 WORKFORCE DEVELOPMENT PROGRAM STARTED IN 2020 IN KENTUCKY,
16 JUST RECENTLY BROUGHT HERE IN L.A., AND WE'RE LOOKING TO
17 ACTUALLY EXPAND, DO SOME WORK. THOSE WERE SOME PRETTY
18 IMPRESSIVE NUMBERS THAT YOU SHOT OUT FOR SUCH A YOUNG
19 DEPARTMENT. KUDOS AND CONGRATULATIONS. AND THE PROBLEM THAT
20 WE'RE HAVING IN L.A. COUNTY TODAY, FROM WHAT I'M SEEING AND
21 WHAT I HAVE EXPERIENCED THUS FAR IS THE MISALLOCATION AND
22 MISAPPROPRIATION OF FUNDS. I WOULD LIKE TO SEE THE DEPARTMENT
23 OF HOMELESS SERVICES GET MORE INVOLVED IN VETERAN-RELATED
24 PROGRAMMING AND SERVICES, START UTILIZING LIKE THE SSVF HVRP
25 PROGRAM, GET A WORKFORCE DEVELOPMENT PROGRAM IN THERE, AND



THE BOARD OF
SUPERVISORS

1 MAYBE PULL IT AWAY FROM SOME OF THESE OTHER FINGERS OTHER
2 HANDS, AND MAYBE LESSEN THE BURDEN IN THOSE DEPARTMENTS.

3
4 **EXECUTIVE OFFICER:** THANK YOU. WE WILL NOW GO TO A REMOTE
5 CALLER. CALLER WITH PHONE NUMBER ENDING IN 0110, YOUR LINE IS
6 OPEN. PLEASE STATE YOUR NAME AND BEGIN. CALLER ENDING IN --

7
8 **CRYSTAL JONES:** HI, MY NAME IS CRYSTAL. YES, HI, MY NAME IS
9 CRYSTAL JONES REPRESENTING CRYSTAL CLEAR LEARNING FOUNDATION
10 INCORPORATED AND THE GLOBAL TRADEMARK CRYSTAL CLEAR ACADEMICS.
11 GOOD MORNING, BOARD OF SUPERVISORS. I'M THE FOUNDER AND
12 EXECUTIVE DIRECTOR AND A PROFESSIONAL AND CERTIFIED EARLY
13 CHILDHOOD EDUCATION EXPERT WITH 22 YEARS OF SERVICE RIGHT HERE
14 IN LOS ANGELES COUNTY. I AM STANDING BEFORE YOU AND HERE ON
15 THE REMOTE CALL BECAUSE I NEED TO SPEAK PLAINLY ABOUT
16 SOMETHING THAT IS NOT WORKING. I HAVE REPEATEDLY SOUGHT ACCESS
17 TO CAPACITY BUILDING RESOURCES, TECHNICAL ASSISTANCE, AND
18 PARTNERSHIP SUPPORT THROUGH THE L.A. CHAMBER OF COMMERCE, YES.
19 AND I HAVE BEEN DENIED, AS WELL AS THE LACOC, HUD HOUSING, AND
20 OUR RENOVATIONS AND EXPANSION GRANT THAT WAS FOR CHILDCARE AND
21 EARLY EDUCATION. NOT BECAUSE I NEED IT, BUT BECAUSE I WANTED
22 TO EXPAND CAPACITY AND OFFER VACANT SPACES THAT I HAVE WITHIN
23 MY SUCCESSFUL DWELLING PLACE TO OFFER TO BUILD CAPACITY AND
24 PARTNERSHIP. IT'S NOT WORKING BECAUSE THE SYSTEM IS DESIGNED
25 TO, ISN'T DESIGNED TO SUPPORT SMALL GRASSROOT BUSINESS AND



THE BOARD OF
SUPERVISORS

1 WOMEN - -

2

3 **EXECUTIVE OFFICER:** THANK YOU. THAT CONCLUDES THE TIME FOR
4 PUBLIC COMMENT ON THIS ITEM.

5

6 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** MADAM CHAIR, THIS
7 REPORT WILL BE RECEIVED AND FILED.

8

9 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** HEARING NO OBJECTION,
10 SUCH WILL BE THE ORDER.

11

12 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** WE WILL NOW MOVE
13 ON TO ITEM 2, HEARING ON ANNEXATION AND LEVYING OF ASSESSMENTS
14 FOR COUNTY LIGHTING DISTRICT'S NEGOTIATED EXCHANGE OF PROPERTY
15 TAX REVENUES IN ROWLAND HEIGHTS. FOR MEMBERS OF THE PUBLIC ON
16 THE PHONE, IF YOU'VE ALREADY SIGNED UP TO SPEAK, NO FURTHER
17 ACTION IS NEEDED. IF YOU'RE ON THE PHONE AND WISH TO COMMENT
18 BUT HAVEN'T SIGNED UP, PRESS STAR AND FOLLOW THE PROMPTS TO
19 JOIN THE SPEAKING QUEUE. TO ADDRESS THE BOARD FROM THE
20 MEETING, CALL 213-444-2600, PRESS STAR, AND FOLLOW THE
21 PROMPTS. AN OPERATOR WILL ASSIST YOU. DEPARTMENTAL STATEMENT
22 WAS SUBMITTED AND NO CORRESPONDENCE RECEIVED. STEVE BURGER,
23 DEPUTY DIRECTOR, DEPARTMENT OF PUBLIC WORKS, IS AVAILABLE FOR
24 QUESTIONS. THE DEPARTMENTAL SPEAKERS. PLEASE STATE YOUR NAME
25 AND TITLE FOR THE RECORD WHEN YOU ADDRESS THE BOARD.



THE BOARD OF
SUPERVISORS

1

2 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** THANK YOU. ARE THERE
3 ANY MEMBERS WHO HAVE QUESTIONS OR COMMENTS ON THIS ITEM?
4 SEEING NONE, EXECUTIVE OFFICER, PLEASE CALL THOSE MEMBERS OF
5 THE PUBLIC WHO'VE SIGNED UP TO SPEAK.

6

7 **EXECUTIVE OFFICER:** MADAM CHAIR, THERE ARE NO IN-PERSON OR
8 REMOTE SPEAKERS WHO HAVE SIGNED UP TO SPEAK ON THIS ITEM.

9

10 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** THANK YOU. SEEING THAT
11 WE HAVE NO MEMBERS OF THE PUBLIC ON THE PHONE OR ON THE PHONE,
12 I'LL ENTERTAIN A MOTION. MOVED BY BARGER, SECOND BY HAHN TO
13 APPROVE THE ITEM. EXECUTIVE OFFICER, PLEASE CALL THE ROLL.

14

15 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** I NEED TO READ.
16 MADAM CHAIR, THERE WERE NO BALLOTS RECEIVED, AND IT WOULD BE
17 APPROPRIATE TO CLOSE THE PUBLIC HEARING AND MAKE A
18 DETERMINATION THAT NO MAJORITY PROTESTS EXIST AGAINST THE
19 PROPOSED ANNEXATION AND LEVYING OF ASSESSMENTS OF APPROVED
20 TENTATIVE SUBDIVISION PROJECT KNOWN AS TRACT NUMBER 82400
21 WITHIN THE UNINCORPORATED AREA OF ROWLAND HEIGHTS TO COUNTY
22 LIGHTING MAINTENANCE DISTRICTS 1687 AND COUNTY LIGHTING
23 DISTRICT LANDSCAPING AND ACT 1 UNINCORPORATED ZONE. AS A
24 RESULT, IT WOULD BE APPROPRIATE FOR THE BOARD TO ADOPT THE
25 RESOLUTION ORDERING ANNEXATION AND LEVYING OF ASSESSMENTS AND



THE BOARD OF
SUPERVISORS

1 THE JOINT RESOLUTIONS APPROVING ACCEPTING THE NEGOTIATED
2 EXCHANGE OF PROPERTY TAX REVENUES RESULTING FROM THE
3 ANNEXATION OF APPROVED TENTATIVE SUBDIVISION PROJECT KNOWN AS
4 TRACT NUMBER 82400 TO COUNTY LIGHTING MAINTENANCE DISTRICT
5 1687 AND COUNTY LIGHTING DISTRICT LANDSCAPING AND LIGHTING ACT
6 1, UNINCORPORATED ZONE, FOR FISCAL YEAR 2027/28. ITEM 2 IS
7 BEFORE YOU.

8

9 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** AND WE WERE
10 ROLLING, MR. EXECUTIVE OFFICER. I'M SORRY I ALREADY HAVE A
11 MOTION AND A SECOND, SO IF YOU'LL GO AHEAD AND CALL THE ROLL,
12 THAT'LL BE GREAT.

13

14 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SUPERVISOR
15 HORVATH?

16

17 **SUP. LINDSEY P. HORVATH:** AYE.

18

19 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SUPERVISOR HAHN?

20

21 **SUP. JANICE HAHN:** AYE.

22

23 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SUPERVISOR BARGER?

24

25 **SUP. KATHRYN BARGER:** AYE.



THE BOARD OF
SUPERVISORS

1
2 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SUPERVISOR
3 MITCHELL?

4
5 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** AYE.

6
7 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** MOTION PASSES. WE
8 WILL NOW MOVE ON TO ITEM 3, HEARING ON ANNEXATION AND LEVYING
9 OF ASSESSMENTS FOR COUNTY LIGHTING DISTRICTS NEGOTIATED
10 EXCHANGE OF PROPERTY TAX REVENUES IN SAN PASQUAL. FOR MEMBERS
11 OF THE PUBLIC ON THE PHONE, IF YOU'VE ALREADY SIGNED UP TO
12 SPEAK, NO FURTHER ACTION IS NEEDED. IF YOU'RE ON THE PHONE AND
13 WISH TO COMMENT BUT HAVEN'T SIGNED UP, PRESS STAR AND FOLLOW
14 THE PROMPTS TO JOIN THE SPEAKING QUEUE. TO ADDRESS THE BOARD
15 FROM THE MEETING, CALL 213-444-2600, PRESS STAR, AND FOLLOW
16 THE PROMPTS. AN OPERATOR WILL ASSIST YOU. DEPARTMENTAL
17 STATEMENT WAS SUBMITTED AND NO CORRESPONDENCE RECEIVED. STEVE
18 BURGER, DEPUTY DIRECTOR, DEPARTMENT OF PUBLIC WORKS, IS
19 AVAILABLE FOR QUESTIONS. DEPARTMENTAL SPEAKER, PLEASE STATE
20 YOUR NAME AND TITLE FOR THE RECORD WHEN YOU ADDRESS THE BOARD.
21 MADAM CHAIR.

22
23 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** ARE THERE, SUPERVISOR
24 BARGER.



THE BOARD OF
SUPERVISORS

1 **SUP. KATHRYN BARGER:** THANK YOU. I RECENTLY MET WITH
2 CONSTITUENTS WHO LIVE NEAR THIS PROPOSED ANNEX THIS LIGHTING
3 DISTRICT, AND THEY EXPRESSED CONCERNS WITH THE PROPOSED
4 DEVELOPMENT THAT'S GOING IN. AS YOU KNOW, THEY HEARD THAT THIS
5 ITEM WILL BE BEFORE THE BOARD TODAY AND WERE CONCERNED THAT
6 THEY DIDN'T GET INCLUDED IN THE BALLOTING PROCESS. AND I JUST
7 WANT TO CONFIRM THAT THIS ONLY AFFECTS THE PROPERTY OWNER THAT
8 IS CURRENTLY BUILDING. IT'S NOT GOING TO IMPACT ANY OF THE
9 RESIDENTS SURROUNDING IT.

10

11 **STEVE BURGER:** THAT IS CORRECT. ACTUALLY, STEVE BURGER, DEPUTY
12 DIRECTOR OF PUBLIC WORKS. THAT'S CORRECT, SUPERVISOR. THE
13 ACTION IS ONLY TO BRING THE PROPERTY IN QUESTION INTO THE
14 DISTRICT.

15

16 **SUP. KATHRYN BARGER:** SO THERE WILL BE NO INCREASED FEES FOR
17 THE NEIGHBORING RESIDENTS AS A RESULT OF THIS?

18

19 **STEVE BURGER:** THAT IS CORRECT.

20

21 **SUP. KATHRYN BARGER:** AND THESE ARE STANDARD STREETLIGHTS?
22 THESE ARE NOT HIGH, HIGH VOLTAGE THAT ARE GOING TO IMPACT THE
23 COMMUNITY?

24

25 **STEVE BURGER:** NO. AND IN FACT, THESE ARE OUR MORE MODERN



THE BOARD OF
SUPERVISORS

1 LIGHTS, WHICH ARE ACTUALLY IMPROVED. THEY FOCUS THE LIGHTS
2 DIRECTLY ON OF THE SIDEWALK AND STREET, MORE LIKE A FLASHLIGHT
3 BEAM THAN A LIGHT BULB. SO THEY'RE MUCH SOFTER AND MUCH MORE
4 PALATABLE TO THE COMMUNITY.

5
6 **SUP. KATHRYN BARGER:** THANK YOU, MADAM CHAIR. I'M, I'M FINE
7 WITH IT THEN. THANK YOU.

8
9 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** EXCELLENT. DO WE WANT
10 TO GO AHEAD AND OPEN THIS UP TO MEMBERS OF THE PUBLIC WHO'VE
11 SIGNED UP TO SPEAK ON THIS ITEM?

12
13 **EXECUTIVE OFFICER:** MADAM CHAIR, THERE ARE NO IN-PERSON OR
14 REMOTE SPEAKERS WHO HAVE SIGNED UP TO SPEAK ON THIS ITEM.

15
16 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** MADAM CHAIR, THERE
17 ARE NO BALLOTS RECEIVED, AND IT WOULD BE APPROPRIATE TO CLOSE
18 THE PUBLIC HEARING AND MAKE A DETERMINATION THAT NO MAJORITY
19 PROTEST EXISTS AGAINST THE PROPOSED ANNEXATION OF THE SINGLE-
20 LOT TERRITORY PROJECT KNOWN AS L077-2024, LOCATED IN THE
21 UNINCORPORATED COMMUNITY OF SAN PASQUAL, TO COUNTY LIGHTING
22 MATING DISTRICT 1687. AND COUNTY LIGHTING DISTRICT LANDSCAPING
23 AND LIGHTING ACT 1, UNINCORPORATED ZONE. AS A RESULT, IT WOULD
24 BE APPROPRIATE FOR THE BOARD TO ADOPT THE RESOLUTION ORDERING
25 THE ANNEXATION OF THE SINGLE LOT TERRITORY AND THE JOINT



THE BOARD OF
SUPERVISORS

1 RESOLUTIONS APPROVING AND ACCEPTING THE NEGOTIATED EXCHANGE OF
2 PROPERTY TAX REVENUES RESULTING FROM THE ANNEXATION OF A
3 SINGLE LOT TERRITORY PROJECT KNOWN AS L077-2024. TO COUNTY
4 LIGHTING MAINTENANCE DISTRICT 1687 AND COUNTY LIGHTING
5 DISTRICT LANDSCAPING AND LIGHTING ACT 1, UNINCORPORATED ZONE,
6 FOR FISCAL YEAR 2027/28. ITEM 2 IS BEFORE YOU.

7
8 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** THANK YOU. MOVED BY
9 SUPERVISOR BARGER, SECONDED BY SUPERVISOR HORVATH TO APPROVE
10 THE ITEM. EXECUTIVE OFFICER, PLEASE CALL ROLL.

11
12 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SUPERVISOR
13 HORVATH?

14
15 **SUP. LINDSEY P. HORVATH:** AYE.

16
17 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SUPERVISOR HAHN?

18
19 **SUP. JANICE HAHN:** AYE.

20
21 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SUPERVISOR BARGER.

22
23 **SUP. KATHRYN BARGER:** AYE.

24
25 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SUPERVISOR



THE BOARD OF
SUPERVISORS

1 MITCHELL.

2

3 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** AYE.

4

5 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** MOTION CARRIES.

6

7 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** ITEM 3.

8

9 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** YEAH, READY? IS
10 IT? WE WILL NOW MOVE ON TO ITEM 4, PUBLIC HEARING PURSUANT TO
11 ASSEMBLY BILL 2561, STATUS OF VACANCIES AND RECRUITMENT AND
12 RETENTION EFFORTS. FOR MEMBERS OF THE PUBLIC ON THE PHONE, IF
13 YOU'VE ALREADY SIGNED UP TO SPEAK, NO FURTHER ACTION IS
14 NEEDED. IF YOU'RE ON THE PHONE AND WISH TO COMMENT BUT HAVEN'T
15 SIGNED UP, PRESS STAR AND FOLLOW THE PROMPTS TO JOIN THE
16 SPEAKING QUEUE. TO ADDRESS THE BOARD MEETING OR THE BOARD FROM
17 THE MEETING, CALL 213-444-2600 PRESS STAR, AND FOLLOW THE
18 PROMPTS. AN OPERATOR WILL ASSIST YOU. JOSEPH M. NICCHITTA,
19 CHIEF EXECUTIVE OFFICER, AND LISA GARRETT, DIRECTOR OF
20 PERSONNEL, WILL MAKE A PRESENTATION. FOR DEPARTMENTAL
21 SPEAKERS, PLEASE STATE YOUR NAME AND TITLE FOR THE RECORD WHEN
22 YOU ADDRESS THE BOARD.

23

24 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** THANK YOU.

25



THE BOARD OF
SUPERVISORS

1 **JOSEPH M. NICCHITTA:** GOOD MORNING, OR ARE WE STILL MORNING?
2 GOOD AFTERNOON, SUPERVISORS. TODAY MY OFFICE AND THE
3 DEPARTMENT OF HUMAN RESOURCES WILL PRESENT THE COUNTY'S SECOND
4 ANNUAL UPDATE ON VACANCIES, RECRUITMENT, AND RETENTION UNDER
5 ASSEMBLY BILL 2561. OUR EMPLOYEES ARE ESSENTIAL TO DELIVERING
6 THE SERVICES OUR COMMUNITIES DEPEND ON. THIS HEARING PROVIDES
7 AN OPPORTUNITY TO EXAMINE THE CONDITIONS OF OUR WORKFORCE, THE
8 OPERATIONAL DECISIONS DEPARTMENTS MUST MAKE REGARDING THEIR
9 POSITIONS, THE CHALLENGES DEPARTMENTS FACE IN FILLING CERTAIN
10 POSITIONS, AND THE STEPS WE'RE TAKING TO ADDRESS THOSE
11 CHALLENGES. THIS YEAR'S REPORT ALSO REFLECTS THE SIGNIFICANT
12 FISCAL PRESSURES FACING THE COUNTY. AS WE REVIEW THE DATA,
13 IT'S IMPORTANT TO CONSIDER HOW HIRING CONTROLS AND
14 DEPARTMENTAL OPERATING DECISIONS AFFECT VACANCIES ALONGSIDE
15 THE RECRUITMENT CHALLENGES WE CONTINUE TO EXPERIENCE IN
16 PARTICULAR OCCUPATIONS. THE PRESENTATION WILL SUMMARIZE THE
17 MORE DETAILED WRITTEN REPORT AND SUPPORTING ATTACHMENTS THAT
18 WE PROVIDED TO YOUR BOARD, WHICH ARE PUBLICLY AVAILABLE AND
19 ATTACHED TO TODAY'S AGENDA. THAT REPORT WAS PREPARED JOINTLY
20 BY THE CEO AND DHR IN CONSULTATION WITH AFFECTED DEPARTMENTS.
21 I'LL TAKE THE NEXT SLIDE. BECAUSE THIS IS ONLY OUR SECOND
22 ANNUAL PUBLIC HEARING UNDER ASSEMBLY BILL 2561, IT'S USEFUL TO
23 BEGIN WITH A BRIEF REMINDER ABOUT WHAT THE LAW REQUIRES.
24 ASSEMBLY BILL 2561 REQUIRES AN ANNUAL PUBLIC HEARING ON
25 VACANCIES AND RECRUITMENT AND RETENTION EFFORTS BEFORE



THE BOARD OF
SUPERVISORS

1 ADOPTION OF THE COUNTY'S FINAL BUDGET. YOU KNOW, OUR
2 SUPPLEMENTAL BUDGET. IS COMING BEFORE YOUR BOARD NEXT TUESDAY,
3 WHICH WILL RESULT IN A FINAL ADOPTED BUDGET. AND SO THIS IS
4 TIMED TO BE PRESENTED TO YOUR BOARD IN ADVANCE OF NEXT
5 TUESDAY. THE LAW ALSO CALLS FOR IDENTIFYING CHANGES TO
6 POLICIES, PROCEDURES, OR RECRUITMENT ACTIVITIES THAT COULD
7 ADDRESS OBSTACLES IN THE HIRING PROCESS. AND FOR BARGAINING
8 UNITS WITH VACANCY RATES OF 20% OR MORE, ADDITIONAL REPORTING
9 IS REQUIRED AT THE REQUEST OF THE UNION REPRESENTING THAT
10 UNIT. THIS INCLUDES INFORMATION ON VACANCIES, APPLICANTS,
11 HIRING TIME, AND OPPORTUNITIES TO IMPROVE COMPENSATION AND
12 OTHER WORKING CONDITIONS. NOW, WE'VE PROACTIVELY INCLUDED THAT
13 INFORMATION IN OUR REPORT FOR ALL UNITS MEETING THE THRESHOLD.
14 AND AGAIN, THAT REPORT WAS FILED WITH YOUR BOARD AND IS
15 PUBLICLY AVAILABLE ATTACHED TO TODAY'S AGENDA. OUR LABOR
16 PARTNERS ALSO HAVE AN OPPORTUNITY TO PRESENT AS PART OF
17 TODAY'S HEARING. THEIR PERSPECTIVES ARE AN IMPORTANT PART OF
18 THE DISCUSSION ABOUT WORKFORCE NEEDS AND OPPORTUNITIES FOR
19 IMPROVEMENT. SIX UNIONS HAVE SIGNED UP TO PRESENT TODAY. THEIR
20 PRESENTATIONS ARE SET FOR FIVE MINUTES PER UNION, AND THEY
21 WILL FOLLOW THE COUNTY'S REPORT. THIS BEING OUR SECOND REPORT,
22 I WANT TO JUST HIGHLIGHT ONE OF THE PROCEDURAL CHANGES WE MADE
23 LEADING UP TO TODAY'S MEETING. WE DID MEET IN ADVANCE, OR
24 OFFER TO MEET IN ADVANCE, WITH EVERY UNION WHO HAD VACANCY
25 RATES IN THEIR BARGAINING UNIT THAT EXCEEDED 20%. WE PROVIDED



THE BOARD OF
SUPERVISORS

1 A PRESENTATION THAT WALKED THROUGH OUR INFORMATION AHEAD OF
2 TIME SO THEY WOULD UNDERSTAND OUR PERSPECTIVES ON THE VACANCY
3 RATE AND WE CAN SHARE INFORMATION WITH THEM BEFORE THIS PUBLIC
4 HEARING TO REALLY UNDERSTAND WHERE THEY WERE COMING FROM ON
5 THE VACANCIES. AND SO THAT FED INTO OUR REPORT AND YOU'LL SEE
6 US TALK A LITTLE BIT ABOUT THAT COMPONENT AND WHAT WE HEARD
7 FROM OUR LABOR PARTNERS BEFORE THEY PRESENT AS WELL. I'M
8 JOINED TO MY RIGHT BY JEFFREY HICKMAN, A MANAGER IN THE CEO'S
9 COUNTYWIDE LABOR AND COMPENSATION BRANCH. HE'LL BEGIN WITH THE
10 COUNTYWIDE WORKFORCE PICTURE AND THEN DISCUSS THE BARGAINING
11 UNITS WITH HIGHER VACANCY RATES, AND DHR WILL FOLLOW WITH A
12 CLOSER LOOK AT RECRUITMENT AND HIRING, INCLUDING STRATEGIES
13 AND IMPROVEMENTS UNDERWAY. AND WITH THAT, I'LL TURN IT OVER TO
14 MR. HICKMAN.

15
16 **JEFFREY HICKMAN:** THANK YOU, JOE. GOOD AFTERNOON, SUPERVISORS.
17 JEFFREY HICKMAN WITH THE CHIEF EXECUTIVE OFFICE. WE'LL BEGIN
18 WITH THE OVERALL COUNTYWIDE WORKFORCE PICTURE. SO IF WE COULD
19 GO AHEAD AND MOVE TO THE NEXT SLIDE. LOOKING AT VACANCIES,
20 RETENTION, AND HIRING ACTIVITY IN COMBINATION HELPS US
21 UNDERSTAND BOTH THE OVERALL STABILITY OF OUR WORKFORCE AND THE
22 AREAS THAT WARRANT CLOSER ATTENTION. THE COUNTY HAS ABOUT
23 113,200 AUTHORIZED FULL-TIME POSITIONS AND ROUGHLY 97,500
24 FULL-TIME EMPLOYEES FILLING THOSE POSITIONS. THIS RESULTS IN A
25 COUNTYWIDE VACANCY RATE OF APPROXIMATELY 13.9%. AT THE SAME



THE BOARD OF
SUPERVISORS

1 TIME, THE COUNTYWIDE RETENTION RATE IS 94.14%. COMPARED WITH
2 LAST YEAR, THE VACANCY RATE INCREASED ONLY SLIGHTLY. LESS THAN
3 HALF A PERCENT, WHILE THE RETENTION RATE HAS IMPROVED MORE
4 THAN THREE PERCENTAGE POINTS IN THE PAST YEAR. READ TOGETHER,
5 THOSE MEASURES SUGGEST A LARGE AND STABLE WORKFORCE ON THE
6 WHOLE. WHILE OUR VACANCY RATE HAS REMAINED RELATIVELY STABLE
7 SINCE THE LAST REPORT AND DID NOT SHRINK, IT IS IMPORTANT TO
8 CONSIDER THE FISCAL CONDITIONS THAT HAVE IMPACTED OUR BUDGET
9 OVER THE PAST YEAR. AS DISCUSSED IN THE WRITTEN AB 2561
10 REPORT. IN THE FACE OF CHALLENGES SUCH AS SETTLEMENT PAYMENTS
11 STEMMING FROM AB 218 LIABILITY AND UNCERTAINTY AND REDUCTIONS
12 IN FEDERAL REVENUE STREAMS, THE COUNTY IMPLEMENTED SIGNIFICANT
13 WORKFORCE CONTROLS OVER THE PAST YEAR, INCLUDING AN 8.5%
14 CURTAILMENT AND A HARD HIRING FREEZE. AS A RESULT, SOME
15 PORTION OF THE INCREASE IN VACANCIES ACTUALLY REPRESENTS
16 SUCCESSFUL IMPLEMENTATION OF THESE COST CONTROLS RATHER THAN
17 PROBLEMS THAT NEED TO BE SOLVED. EVEN WITH THOSE CONTROLS IN
18 PLACE, HIRING DID NOT STOP. THE COUNTY RECORDED ROUGHLY 16,000
19 APPOINTMENTS DURING THE YEAR, INCLUDING APPROXIMATELY 6,400
20 NEW HIRES. THE REMAINING 9,600 APPOINTMENTS THAT YOU SEE ON
21 THE SLIDE REFLECT INTERNAL MOVEMENT, INCLUDING PROMOTIONS,
22 TRANSFERS, AND CLASSIFICATION OR JOB CHANGES. SUCH INTERNAL
23 MOBILITY IS IMPORTANT FOR EMPLOYEE DEVELOPMENT AND SUCCESSION
24 PLANNING, BUT THESE MOVEMENTS DO NOT NECESSARILY IMPROVE THE
25 VACANCY PICTURE. A PROMOTION, FOR EXAMPLE, WILL FILL ONE



THE BOARD OF
SUPERVISORS

1 POSITION WHILE CREATING A VACANCY IN ANOTHER. THAT HELPS
2 EXPLAIN HOW SUBSTANTIAL APPOINTMENT ACTIVITY CAN OCCUR WHILE
3 VACANCIES STILL PERSIST. NEXT SLIDE, PLEASE. TURNING TO
4 RETENTION SPECIFICALLY, OR THE COUNTY'S ABILITY TO RETAIN ITS
5 EXISTING WORKFORCE, THE COUNTYWIDE DATA PAINTS A PICTURE OF
6 STABILITY AND LONG TENURE. OVER THE PAST YEAR, THE COUNTY'S
7 RETENTION RATE WAS 94.14%, MEANING THAT A VAST, VAST MAJORITY
8 OF THE WORKFORCE THAT WAS HERE WITH US AT THE TIME WE GAVE
9 THIS REPORT LAST YEAR IS STILL WITH US HERE TODAY. THE COUNTY
10 RECORDED APPROXIMATELY 6,100 SEPARATIONS DURING THE YEAR, WITH
11 MORE THAN 93% OF THOSE SEPARATIONS BEING VOLUNTARY. AND
12 RETIREMENT ACCOUNTED FOR OVER HALF OF THOSE VOLUNTARY
13 SEPARATIONS IN THE PAST YEAR. OF THOSE LEAVING THE COUNTY,
14 NEARLY 40% OF ALL EMPLOYEES WHO SEPARATED HAD AT LEAST 20
15 YEARS OF COUNTY SERVICE AT THE TIME OF THEIR SEPARATION. THE
16 MEDIAN TENURE AT SEPARATION WAS 18 YEARS, COMPARED TO JUST 6.2
17 YEARS MEDIUM TENURE FOR PUBLIC SECTOR EMPLOYEES REPORTED AS
18 THE AVERAGE BY THE BUREAU OF LABOR AND LABOR STATISTICS. TAKEN
19 TOGETHER, THESE MEASURES INDICATE STRONG COUNTYWIDE RETENTION
20 AND LONG EMPLOYEE TENURE. THAT DOES NOT MEAN EVERY
21 CLASSIFICATION HAS THE SAME EXPERIENCE. PARTICULAR
22 OCCUPATIONAL GROUPINGS AND DEPARTMENTS CAN STILL FACE STAFFING
23 CHALLENGES, BUT THESE CHALLENGES ARE BETTER UNDERSTOOD AT THE
24 CLASSIFICATION AND DEPARTMENT LEVEL THAN AS EVIDENCE OF A
25 BROAD COUNTYWIDE RETENTION PROBLEM. NEXT SLIDE, PLEASE. HAVING



THE BOARD OF
SUPERVISORS

1 LOOKED AT THE COUNTYWIDE VACANCY DATA, WE WILL NOW LOOK AT IT
2 FROM THE BARGAINING UNIT LEVEL AS REQUIRED BY THE STATUTE.
3 UNDER AB 2561, THE VACANCY RATE COMPARES VACANT POSITIONS IN A
4 BARGAINING UNIT WITH THE TOTAL NUMBER OF AUTHORIZED FULL-TIME
5 POSITIONS IN THAT UNIT. USING THAT CALCULATION, 11 OF THE
6 COUNTY'S 64 BARGAINING UNITS MEET THE ADDITIONAL REPORTING
7 THRESHOLD OF HAVING A VACANCY RATE OF 20% OR MORE. HOWEVER,
8 THE STATUTORY RATE DOES NOT TELL US THE STATUS OF EACH VACANT
9 POSITION. UNDER THE STATUTE, A POSITION THAT IS FROZEN FOR
10 FISCAL OR OPERATIONAL REASONS COUNTS THE SAME AS A POSITION
11 THAT THE COUNTY IS ACTIVELY TRYING TO FILL. SIMILARLY, A
12 POSITION WITH A PENDING HIRE ALSO REMAINS TECHNICALLY VACANT
13 FOR PURPOSES OF THIS REPORT. THOSE ARE ALL VACANCIES, BUT THEY
14 REPRESENT VERY DIFFERENT CIRCUMSTANCES. FOR THAT REASON, IN
15 ADDITION TO THE STATUTORY RATE, THE COUNTY HAS INCLUDED AN
16 ADJUSTED VACANCY RATE THAT REMOVES FROZEN POSITIONS AND
17 POSITIONS WITH PENDING HIRES. THE ADJUSTMENT DOES NOT CHANGE
18 THE STATUTORY COUNT, AND THAT INFORMATION IS STILL INCLUDED IN
19 THE REPORT IN THIS PRESENTATION, BUT THE ADJUSTED RATE
20 PROVIDES ADDITIONAL CONTEXT ABOUT HOW MUCH OF THE VACANCY RATE
21 REMAINS AFTER ACCOUNTING FOR THOSE TWO OPERATIONAL MEASURES.
22 NEXT SLIDE, PLEASE. AFTER ACCOUNTING FOR THOSE 1,157
23 ADJUSTMENTS DESCRIBED IN THE PREVIOUS SLIDE, ONLY THREE OF THE
24 COUNTY'S 64 BARGAINING UNITS REMAIN AT 20% OR ABOVE. WITH THIS
25 SLIDE, IT IS USEFUL TO LOOK CLOSER AT THESE BARGAINING UNITS



THE BOARD OF
SUPERVISORS

1 AND THE DEPARTMENTS EMPLOYING THEM TO DEMONSTRATE HOW
2 DIFFERENT CIRCUMSTANCES CAN PRODUCE OR SUSTAIN VACANCIES. IF
3 YOU LOOK AT THE TOP THREE, WE HAVE BARGAINING UNITS 701, 702,
4 AND 703. THESE ARE FILLED PRIMARILY WITH PROBATION
5 CLASSIFICATIONS. BECAUSE NONE OF THEIR VACANCIES ARE REMOVED
6 FOR THE FROZEN POSITION OR PENDING HIRE ADJUSTMENT, THEIR
7 VACANCY RATE REMAINS HIGH AND MERITS SOME ADDITIONAL ANALYSIS.
8 IN BARGAINING UNIT 701, THE HIGH CONCENTRATIONS OF VACANCIES
9 EXIST IN THE DEPUTY PROBATION OFFICER 2, DETENTION SERVICES
10 OFFICER, AND GROUP SUPERVISOR KNIGHTS CLASSIFICATIONS.
11 PROBATION IS CURRENTLY REVISING CLASSIFICATION SPECIFICATIONS
12 AND REVIEWING QUALIFICATIONS, PROMOTIONAL PATHWAYS, AND HOW
13 THE WORKFORCE IS DEPLOYED. WHILE THIS REORGANIZATION IS
14 UNDERWAY, RECRUITMENT FOR CERTAIN CLASSES MAY BE HELD TO
15 ENSURE THAT HIRING CONFORMS WITH THE INTENDED NEW SERVICE
16 MODEL. THERE IS ALSO A RECRUIT— THERE ARE ALSO RECRUITMENT
17 CONSTRAINTS WITHIN THIS PIPELINE. FOR EXAMPLE, PROBATION USED
18 A LATERAL RECRUITMENT FOR DEPUTY PROBATION OFFICER POSITIONS,
19 BUT THE RECRUITMENT INCLUDED A NARROW EXPERIENCE REQUIREMENT
20 THAT LIMITED THE ELIGIBLE POOL. THIS ILLUSTRATES HOW AN ACTIVE
21 RECRUITMENT CAN STILL PRODUCE A RELATIVELY SMALL NUMBER OF
22 QUALIFIED CANDIDATES. THE SUPERVISORY LEVEL PROVIDES YET
23 ANOTHER EXAMPLE. BARGAINING UNIT 702 HAS A RECENTLY
24 PROMULGATED ELIGIBILITY LIST OF 149 CANDIDATES FOR SUPERVISING
25 DEPUTY PROBATION OFFICER, BUT SUPERVISORY VACANCIES REMAIN



THE BOARD OF
SUPERVISORS

1 ELEVATED. ONE CONSIDERATION FOR THE DEPARTMENT AS IT MOVES TO
2 FILL THESE VACANCIES IS TO ENSURE THAT STAFFING IN THE FEEDER
3 CLASSIFICATIONS IS SUFFICIENT TO SUPPORT PROMOTIONS WITHOUT
4 CREATING ADDITIONAL OPERATIONAL CHALLENGES AT THE LINE LEVEL.
5 PROBATION IS ALSO REVIEWING SUPERVISORY CLASSIFICATIONS AND
6 WORKLOAD DISTRIBUTION AS IT MOVES FORWARD WITH PROMOTIONS TO
7 THE SUPERVISOR CLASSES. THIS PROMOTIONAL PIPELINE RESTRICTION
8 IMPACTS THE MANAGEMENT LEVEL REPRESENTED BY BARGAINING UNIT
9 703 AS WELL. IN ADDITION TO CONCERNS OF MAINTAINING STAFFING
10 AT THE LOWER LEVELS, GIVEN THAT THESE VACANCIES ARE FOR
11 MANAGERS IN SPECIALIZED ROLES WITHIN A SPECIFIC FIELD, FURTHER
12 CONSIDERATION MUST BE GIVEN TO THE CANDIDATES EXPERIENCE AND
13 EXPERTISE, REDUCING THE NUMBER OF APPLICANTS WHO CAN PERFORM
14 IN SPECIALIZED ROLES. SO PROBATION, WITH, THERE ARE THREE
15 IDENTIFIED BARGAINING UNITS THAT REMAIN ABOVE PAINT A PRETTY
16 GOOD EXAMPLE OF SOME OF THE REASONS WHY WE DO SEE VACANCIES.
17 AND WE WILL SUMMARIZE WHAT SOME OF THOSE TRENDS ARE ACROSS,
18 UH, AT THE END OF MY PORTION OF THE PRESENTATION. AND SO WHILE
19 THE OTHER 8 BARGAINING UNITS SHOWN HERE DO NOT MEET THE 20
20 THRESHOLD ONCE PENDING HIRES AND FROZEN POSITIONS ARE
21 ACCOUNTED FOR, THEY DO FACE A VARIETY OF CIRCUMSTANCES
22 CONTRIBUTING TO THEIR VACANCY RATE. THESE INCLUDE THE
23 FOLLOWING: BACKGROUND REQUIREMENTS AND CHALLENGES RELATED TO
24 WORKING IN CARCERAL SETTINGS FOR CUSTODIAL STAFF IN BARGAINING
25 UNIT 201, INSTITUTIONAL SUPPORT SERVICES IN 211, AND CUSTODY



THE BOARD OF
SUPERVISORS

1 ASSISTANCE IN 621. PREPARATION FOR BRINGING TWO REGIONS OF
2 CONTRACTED SERVICES IN-HOUSE FOR GAIN WORKERS IN BARGAINING
3 UNIT 711. REASSESSMENT OF OPERATIONAL AND SERVICE NEEDS IN
4 LIGHT OF FEDERAL POLICY CHANGES FOR THOSE PROVIDING PATIENT
5 FINANCIAL SERVICES IN BARGAINING UNIT 729. FEE STRUCTURES THAT
6 DO NOT SUPPORT FUNDING FOR FULL ALLOCATION OF STAFF IN THE
7 ENVIRONMENTAL HEALTH SPECIALIST SERIES IN BARGAINING UNIT 331.
8 AND COMPETITION WITH ENTITIES OFFERING FEWER OPERATIONAL
9 RESTRICTIONS AND MORE FLEXIBLE WORK SETTINGS AND SCHEDULES FOR
10 A LIMITED SUPPLY OF PROFESSIONAL CANDIDATES SUCH AS
11 THERAPISTS, PSYCHOLOGISTS, AND PSYCHIATRISTS IN BARGAINING
12 UNITS 341 AND 325. NEXT SLIDE, PLEASE. SO THIS SLIDE ORGANIZES
13 SOME OF THOSE EXAMPLES JUST DISCUSSED INTO THREE BROAD
14 CATEGORIES. AND THESE ALSO ARISE OUT OF THE DEPARTMENTAL DATA
15 THAT WAS PROVIDED AS PART OF THE PREPARATION FOR THIS
16 PRESENTATION. WE BELIEVE THE DISTINCTION MATTERS BECAUSE EACH
17 CATEGORY POINTS TO A DIFFERENT TYPE OF RESPONSE. FIRST, SOME
18 VACANCIES ARE TIED TO FISCAL OR POSITION MANAGEMENT.
19 DEPARTMENTS ARE OPERATING UNDER SIGNIFICANT FISCAL CONTROLS
20 SUCH AS THE PREVIOUSLY MENTIONED 8.5 CURTAILMENT AND HARD
21 HIRING FREEZE. SOME POSITIONS MAY THEREFORE BE HELD FOR SALARY
22 SAVINGS, FUNDING LIMITATIONS, REASSIGNMENT, OR OTHER WORKFORCE
23 DECISIONS. THOSE POSITIONS REMAIN VACANT, BUT ADDITIONAL
24 RECRUITMENT WOULD NOT NECESSARILY ADDRESS THE REASONS WHY THEY
25 ARE STILL OPEN. SECOND, SOME VACANCIES ARE TIED TO PROGRAM AND



THE BOARD OF
SUPERVISORS

1 ORGANIZATIONAL CHANGE. A DEPARTMENT MAY HOLD POSITIONS WHILE
2 IT REVIEWS A SERVICE MODEL, REVISES CLASSIFICATIONS,
3 REORGANIZES WORK, OR PLANS INTERNAL EMPLOYEE MOVEMENT. THE
4 PROBATION CLASSIFICATION WORK AND THE SEQUENCING OF TRANSFERS
5 AND GAIN AT DPSS ARE EXAMPLES OF HOW THOSE OPERATIONAL
6 DECISIONS CAN AFFECT WHEN AND HOW A VACANCY IS FILLED. THE
7 THIRD CATEGORY IS THE MORE TRADITIONAL RECRUITMENT CHALLENGE.
8 THE POSITION IS AVAILABLE TO BE FILLED, BUT THE COUNTY HAS
9 DIFFICULTY CONVERTING APPLICANT INTEREST INTO A HIRE. WITHIN
10 THAT CATEGORY, SEVERAL RECURRING FACTORS APPEAR IN THE
11 DEPARTMENTAL DATA. FIRST, A LIMITED QUALIFIED CANDIDATE POOLS.
12 SOME JOBS REQUIRE SPECIALIZED EXPERIENCE OR QUALIFICATIONS
13 THAT SIGNIFICANTLY NARROW THE NUMBER OF APPLICANTS WHO CAN
14 MOVE FORWARD IN THE HIRING PROCESS. SIMILARLY, LICENSING
15 REQUIREMENTS, EXAMINATION REQUIREMENTS, AND BACKGROUND
16 REQUIREMENTS CAN NARROW THE POOL FURTHER OR CAUSE CANDIDATES
17 TO LEAVE THE PROCESS DURING DIFFERENT STAGES OF ONBOARDING OR
18 HIRING. THESE REQUIREMENTS ARE NECESSARY FOR MANY POSITIONS,
19 BUT THEY CAN AFFECT BOTH THE SIZE OF THE ELIGIBILITY POOL AND
20 THE TIME REQUIRED TO MAKE AN APPOINTMENT. AND FINALLY, WORK
21 SETTING AND ASSIGNMENT CONDITIONS CAN ALSO AFFECT RECRUITMENT.
22 SHERIFF PROBATION POSITIONS, FOR EXAMPLE, MAY INVOLVE
23 CORRECTIONAL AND INSTITUTIONAL SETTINGS, NONTRADITIONAL
24 SCHEDULES, BACKGROUND REQUIREMENTS, OR OTHER ASSIGNMENT
25 CONDITIONS THAT REDUCE APPLICANT CONVERSION EVEN WHEN THE



THE BOARD OF
SUPERVISORS

1 INITIAL INTEREST IS STRONG. SO WITH THAT COUNTYWIDE CONTEXT,
2 THE BARGAINING UNIT VACANCY RATES, AND THE CONTRIBUTING
3 FACTORS IN MIND, I WILL TURN THE PRESENTATION OVER TO OUR
4 PARTNERS AT DEPARTMENT OF HUMAN RESOURCES, AND THEY WILL TAKE
5 A CLOSER LOOK AT HIRING TIMELINES AND RECRUITMENT AND DISCUSS
6 CHALLENGES, STRATEGIES, AND THE NEXT STEPS THE COUNTY IS
7 TAKING TO IMPROVE RECRUITMENT PROCESSES.

8

9 **LISA GARRETT:** THANK YOU, JEFF. GOOD AFTERNOON, SUPERVISORS.
10 LISA GARRETT, DIRECTOR OF PERSONNEL, AND I HAVE WITH ME DR.
11 JOHAN JULIN, WHO IS GOING TO PROVIDE ADDITIONAL INFORMATION
12 AFTER MY BRIEF OPENING. I WOULD LIKE TO SAY DHR'S PRESENTATION
13 TODAY IS GOING TO FOCUS ON THE RECRUITMENT AND HIRING SIDE OF
14 THE VACANCY PICTURE. I'D LIKE TO NOTE THAT ON THE RECRUITMENT
15 AND HIRING FRONT, DHR HAS DEVELOPED AND IMPLEMENTED SEVERAL
16 STRATEGIES TO ASSIST OUR COUNTY DEPARTMENTS IN BOTH
17 RECRUITMENT AND HIRING. AND THANKS TO YOUR BOARD AND OUR
18 COLLABORATION WITH THE CEO AND COUNTY COUNSEL, DHR HAS
19 REFORMED THE CIVIL SERVICE RULES THAT IMPACT HIRING. AND IN
20 FACT, THOSE RULES BECAME EFFECTIVE MAY 28, 2026. DHR, WITH CEO
21 ASSISTANCE ESTABLISHED A STRATEGIC HIRING BRANCH TO TARGET
22 EMPLOYMENT STRATEGIES AND TO BREAK DOWN BARRIERS TO EFFICIENT
23 HIRING. ALSO, DHR HAS EXPANDED THE USE OF EMERGENCY HIRING
24 PURSUANT TO CIVIL SERVICE RULE 1304. IN FACT, OVER 4,000
25 EMPLOYEES HAVE BEEN HIRED UNDER THE EMERGENCY HIRING



THE BOARD OF
SUPERVISORS

1 PROVISIONS. ADDITIONALLY, DHR HAS CREATED DASHBOARDS TO HELP
2 DEPARTMENTS TO TRACK THEIR PERSONNEL DATA, INCLUDING VACANCY
3 RATES WITHIN THEIR VARIOUS BARGAINING UNITS. THE VACANCY DATA
4 ALLOWS DEPARTMENTS TO TAKE ACTION TO HIRE BEFORE VACANCY RATES
5 REACH THE 20% THRESHOLD. WE ROLLED OUT THAT DASHBOARD IN
6 AUGUST 2025. ONE OF THE KEY POINTS WE WANT TO EMPHASIZE IS
7 THAT VACANCY RATE ALONE DOES NOT INDICATE THE EXISTING OF A
8 HIRING CHALLENGE. IN SOME CASES, THE ISSUE IS ATTRACTING
9 ENOUGH QUALIFIED CANDIDATES, AS JEFF MENTIONED, AS THE COUNTY
10 OF LOS ANGELES, THE LARGEST EMPLOYER IN OUR REGION AND THE
11 BEST EMPLOYER TO MY BELIEF, WE ATTRACT MANY CANDIDATES. IN
12 FACT, WE RECEIVE OVER 450,000 APPLICATIONS EACH YEAR
13 COUNTYWIDE. WE ARE A GREAT PLACE TO WORK. IN OTHER CASES,
14 HIRING IS A FUNCTION OF MOVING CANDIDATES THROUGH THE HIRING
15 PROCESS. DEPENDING ON THE POSITION, THERE MAY BE AN EXTENSIVE
16 BACKGROUND CHECK OR MEDICAL EXAMS, ET CETERA, REQUIRED, AND
17 JOHAN CAN TALK ABOUT THAT. LASTLY, WE HAVE TO RECOGNIZE THAT
18 ALTHOUGH VACANCIES EXIST, SOME POSITIONS MAY NOT BE AVAILABLE
19 TO BE FILLED IMMEDIATELY. THE KEY POINT HERE IS THAT THERE'S
20 NO SINGLE SOLUTION TO THE VACANCY CHALLENGES. THE APPROPRIATE
21 RESPONSE DEPENDS UPON THE OCCUPATION, THE AVAILABLE CANDIDATE
22 POOL, THE HIRING REQUIREMENTS, THE WORK SETTING, AND WHETHER
23 THE POSITION IS ACTUALLY AVAILABLE TO BE FILLED. YOU'LL HEAR
24 MORE ABOUT MANY ASPECTS OF THIS. I'M GOING TO TURN IT OVER NOW
25 TO DR. JOHAN JULIAN TO FURTHER DRILL DOWN ON THIS INFORMATION.



THE BOARD OF
SUPERVISORS

1 NEXT SLIDE.

2

3 **JOHAN JULIN:** I WAS GOING TO SAY GOOD MORNING, SUPERVISORS.
 4 WHAT I MEAN IS GOOD AFTERNOON. MY NAME IS JOHAN JULIN. I'M THE
 5 CHIEF HIRING STRATEGIST AND ASSISTANT DIRECTOR UNDER LISA AT
 6 DHR. I'LL BE DRILLING DOWN A LITTLE BIT MORE ON SOME OF THE
 7 POINTS THAT LISA JUST MADE. WHAT I'LL DO IS I'LL START WITH
 8 THE LAST POINT ON JEFF'S LAST SLIDE, WHICH REALLY REFERENCED
 9 SOME OF THE RECRUITMENT CHALLENGES THAT WE FACE. WHAT'S UP ON
 10 THE SCREEN NOW ARE THREE EXAMPLES OF THE KINDS OF CHALLENGES
 11 THAT DEPARTMENTS ARE UP AGAINST AS THEY TRY TO FILL SOME OF
 12 THESE HARD TO FILL VACANCIES. FOR EXAMPLE, IN THAT FIRST ONE
 13 WHERE IT SAYS PROBATION, THEY HAD OPENED A LATERAL RECRUITMENT
 14 FOR DEPUTY PROBATION OFFICER II. YOU MIGHT ASK WHAT A LATERAL
 15 RECRUITMENT IS. THAT'S WHERE WE INVITE PEOPLE WHO HOLD A
 16 SIMILAR JOB AT ANOTHER JURISDICTION, AND WE INVITE THEM TO
 17 APPLY FOR OUR JOB. WHICH SOUNDS LIKE A WONDERFUL STRATEGY, AND
 18 IT OFTEN IS. WE GET TONS OF APPLICANTS THAT WAY. PEOPLE ARE
 19 ALREADY FAMILIAR WITH THE JOB, RIGHT? SO IT'S A NICE
 20 RECRUITMENT AVENUE. PEOPLE ARE FAMILIAR WITH THE DUTIES, THE
 21 RESPONSIBILITIES THAT WOULD BE PERFORMED IN THE JOB HERE AT
 22 THE COUNTY, AND PEOPLE GENERALLY HAVE EXPERIENCE PERFORMING
 23 THAT JOB IF WE GET THE RIGHT PEOPLE IN. EXCEPT FOR US, AS IT
 24 TURNS OUT, VERY FEW OF THE PEOPLE THAT ACTUALLY APPLIED HELD
 25 EQUIVALENT JOBS AT OTHER JURISDICTIONS. SO YOU MIGHT ASK WHAT



THE BOARD OF
SUPERVISORS

1 HAPPENED THERE. THE VAST MAJORITY WERE NOT HOLDING THOSE
2 EQUIVALENT JOBS. WE GOT FOLKS LIKE TREE TRIMMERS AND DOG
3 WALKERS. I MEAN, YOU NAME IT, FAST FOOD WORKERS, SO ON AND SO
4 FORTH. THOSE FOLKS ARE JUST INTERESTED, AS LISA SAID, WE'RE A
5 PREMIER EMPLOYER. PEOPLE ARE INTERESTED IN COUNTY EMPLOYMENT,
6 AND THAT'S THE REASON WE GET LOTS AND LOTS AND LOTS OF
7 APPLICATIONS, BUT NOT EVERYONE'S GOING TO BE QUALIFIED. THERE
8 WERE ALSO SOME FOLKS WHO DIDN'T HAVE THE RIGHT CERTIFICATIONS
9 FOR THIS JOB. THIS JOB ALSO REQUIRES A BACHELOR'S DEGREE, AND
10 MANY OF THE FOLKS WHO APPLIED DID NOT HAVE THAT REQUISITE
11 DEGREE, WHICH IS REQUIRED. SO THAT'S WHY YOU SEE THAT 5 OF 339
12 ON SLIDE, AND THAT'S DUE TO SOME OF THESE VARIOUS
13 REQUIREMENTS. JUST PERCENTAGE-WISE, IT COMES OUT TO ABOUT
14 1.5%, SO NOT MANY PEOPLE GET THROUGH THE VARIOUS REQUIREMENTS.
15 MOVING ON TO SHERIFF, IN THE MIDDLE OF THE SLIDE THERE, THE
16 NUMBER THAT YOU SEE IS FOR BARGAINING UNIT 621 IN PARTICULAR.
17 THAT BARGAINING UNIT IS FOR CORRECTIONS OFFICERS WHO GENERALLY
18 WORK IN THE JAILS. THEY'RE MOSTLY CUSTODY ASSISTANTS. BUT TO
19 BE CLEAR, THEY ARE NOT SWORN FOLKS. THEY ARE CIVILIAN STAFF.
20 BUT EVEN THOUGH THEY'RE CIVILIAN STAFF, THEY ARE SUBJECT TO A
21 BACKGROUND PROCESS THERE THAT'S VERY SIMILAR TO WHAT THE
22 SHERIFF'S DEPARTMENT PUTS SWORN STAFF THROUGH. SO WE LOSE A
23 LOT OF FOLKS THROUGHOUT THAT TESTING AND HIRING PROCESS. YOU
24 CAN ALSO SEE THERE IN THAT KIND OF THE FINER PRINT THERE BELOW
25 THAT ONLY HALF EVEN SHOW UP FOR TESTING. TO ME, THAT INDICATES



THE BOARD OF
SUPERVISORS

1 THAT THE APPLICANTS WEREN'T TAKING THIS JOB NECESSARILY VERY
2 SERIOUSLY, OR THAT THEY WEREN'T REALLY COMMITTED TO LANDING
3 THIS PARTICULAR JOB. OVERALL, THAT 4% FIGURE IS NOT
4 SIGNIFICANTLY DIFFERENT FROM WHAT WE SEE AT OTHER
5 JURISDICTIONS FOR SIMILAR JOBS. WE DO SEEM TO SEND PEOPLE TO
6 THE BACKGROUND PROCESS EARLIER THAN MANY OTHER JURISDICTIONS.
7 SO THAT MIGHT TEND TO CONTRIBUTE TO A HIGHER FAIL RATE. FOR
8 BEHAVIORAL HEALTH, THAT LAST ONE UP THERE ON THE SLIDE, AS
9 WELL AS FOR MANY OTHER HEALTH POSITIONS, IT IS JUST HONESTLY A
10 VERY BRUTAL JOB MARKET FOR US EMPLOYERS. SO THE EXAMPLE ON THE
11 PAGE, THERE IS FOR PSYCHIATRISTS. AND WHAT WE'RE DOING THERE
12 IS WE'RE COMPETING WITH, SAY, PRIVATE PRACTICES IN BEVERLY
13 HILLS. WE'RE COMPETING WITH HOSPITALS LIKE CEDARS-SINAI. THESE
14 EMPLOYERS CAN OFTEN OFFER MORE PAY THAN WE CAN, MORE
15 FLEXIBILITY, MORE FLEXIBLE HOURS, CUSHIER WORKING CONDITIONS.
16 AND THAT'S WHILE SOME OF OUR JOBS ARE IN JAILS OR OTHER
17 INSTITUTIONAL SETTINGS, AND OBVIOUSLY WITH A MUCH HARDER-TO-
18 SERVE CLIENTELE. THIS IS NOT SPECIFIC TO JUST THIS JOB. JUST
19 ANECDOTALLY, WE'VE BEEN WORKING OVER THE LAST COUPLE OF YEARS
20 WITH MARCIA OVER AT ANIMAL CARE AND CONTROL TO TRY TO FIND
21 ENOUGH VETERINARIANS. THEY STRUGGLE WITH THAT. IT'S
22 CHALLENGING. THERE'S JUST NOT ENOUGH OF THEM GRADUATING FROM
23 VET SCHOOL, SO IT'S A VERY, VERY HARD ENVIRONMENT, RECRUITMENT
24 ENVIRONMENT. AND THE WORK, LET'S FACE IT, THE WORK THAT ANIMAL
25 CARE AND CONTROL DOES FOR THOSE VETERINARIANS, THAT IS NOT THE



THE BOARD OF
SUPERVISORS

1 SAME AS CARING FOR FIDO AT A BEVERLY HILLS ANIMAL HOSPITAL.
2 IT'S MUCH MORE CHALLENGING THAN THAT. THE NET HERE FOR ACROSS
3 ALL OF THESE AND OTHER EXAMPLES THROUGHOUT THE COUNTY IS THAT
4 THERE ARE LOTS OF DIFFERENT TYPES OF CHALLENGES TO FILL JOBS
5 LIKE THESE. IT REFLECTS THE SPECIFIC SITUATION THAT'S BROUGHT
6 UP BY EACH OF THE VARIOUS RECRUITMENTS, WHETHER IT'S
7 CHALLENGES IN PEOPLE WHO WRONGLY APPLY TO JOBS THAT THEY HAVE
8 NO BUSINESS APPLYING FOR, OUR VARIOUS BACKGROUND REQUIREMENTS,
9 THE VARIOUS COMPETITIVE LANDSCAPES THAT WE FACE, OR ANYTHING
10 ELSE FOR THAT MATTER. NEXT SLIDE, PLEASE.

11

12 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** BEFORE YOU MOVE ON FROM
13 THIS SLIDE, CAN I JUST ASK, 'CAUSE MY COLLEAGUE AND I WERE
14 HAVING THE SAME CONVERSATION, SO A LATERAL APPLICATION, ARE
15 YOU PURSUING PEOPLE WITH SIMILAR JOB DESCRIPTIONS IN COUNTY
16 PROBATION DEPARTMENTS IN OTHER COUNTIES?

17

18 **JOHAN JULIN:** THAT'S RIGHT.

19

20 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** AND SO,

21

22 **JOHAN JULIN:** LIKE, I THINK THEY JUST WANT JOBS IN THE COUNTY,
23 SO PEOPLE LOOK AT IT, THEY SEE IT'S A COUNTY JOB APPLICATION.

24

25 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** SO IT'S STILL PUBLICLY



THE BOARD OF
SUPERVISORS

1 POSTED ON THAT?

2

3 **JOHAN JULIN:** IT'S PUBLICLY POSTED, ABSOLUTELY. YES.

4

5 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** ANY KIND OF
6 STREAMLINING?

7

8 **JOHAN JULIN:** OH, I'M SORRY, I MISUNDERSTOOD YOUR QUESTION.

9

10 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** DIRECTLY TO OTHER
11 COUNTIES, DIRECTLY TO THOSE DEPARTMENTS? IT'S A PUBLIC
12 APPLICATION?

13

14 **JOHAN JULIN:** IT'S OPEN TO THE PUBLIC, ABSOLUTELY. AT THE SAME
15 TIME, WHO WE'RE REALLY TARGETING, PEOPLE WHO QUALIFY FOR THIS,
16 WOULD BE PEOPLE WHO HOLD A SIMILAR JOB AT ANOTHER
17 JURISDICTION.

18

19 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** IN OTHER JURISDICTIONS.

20

21 **JOHAN JULIN:** THAT'S RIGHT.

22

23 **SUP. JANICE HAHN:** MADAM CHAIR, CAN I ALSO FOLLOW UP ON THAT?
24 SO YEAH, I WAS KIND OF WONDERING WHY YOU'RE EVEN, I DON'T WANT
25 TO SAY WASTING YOUR TIME, BUT IT REALLY LOOKS LIKE YOU'RE



THE BOARD OF
SUPERVISORS

1 WASTING YOUR TIME BECAUSE LIKE FIVE OUT OF, WHAT WAS IT, 539
2 OR SOMETHING?

3

4 **JOHAN JULIN:** YEAH, 339.

5

6 **SUP. JANICE HAHN:** DOES THE APPLICATION WHEN YOU POST IT LOOK
7 DIFFERENTLY? LIKE, DO NOT APPLY UNLESS YOU HOLD THIS
8 PARTICULAR CRITERIA CREDENTIAL POSITION?

9

10 **JOHAN JULIN:** I'D HAVE TO PULL IT UP TO BE CERTAIN, BUT IF IT'S
11 NOT, WE SHOULD PUT THAT ON THERE. I AGREE.

12

13 **SUP. JANICE HAHN:** AND, AND HOW LONG DOES IT TAKE YOU TO
14 REALIZE, HOW FAR ALONG IN THE PROCESS BEFORE YOU REALIZE THIS
15 PERSON IS A DOG WALKER AND NOT A PROBATION OFFICER.

16

17 **JOHAN JULIN:** YEAH, THE PROBATION DEPARTMENT VETS THOSE
18 APPLICATIONS, BUT I WOULD IMAGINE THAT THAT'S A PRETTY QUICK
19 PROCESS.

20

21 **SUP. JANICE HAHN:** YEAH, IT JUST SEEMS LIKE THAT PARTICULAR
22 FOCUS IS A WASTE OF TIME.

23

24 **JOHAN JULIN:** NO, I, I DON'T DISAGREE WITH YOU. HAVING SAID
25 THAT, IT'S A RELATIVELY EASY THING TO DO, RIGHT? SO IF WE CAN



THE BOARD OF
SUPERVISORS

1 POST IT AND WE GET A FEW IN, THEN THAT'S GREAT BECAUSE THEY DO
2 ALREADY COME WITH THE EXPERIENCE.

3

4 **SUP. KATHRYN BARGER:** CAN I FOLLOW UP ON THAT? DO YOU, OF THOSE
5 PEOPLE THAT QUALIFY, DO YOU NOTIFY THEM THAT THEY ARE NOT
6 BEING CONSIDERED? BECAUSE I'VE HEARD THAT PEOPLE WAIT AND
7 NEVER HEAR WHERE THEIR APPLICATION IS OR EVEN IF IT WAS SEEN.
8 ARE WE NOW FOLLOWING UP WITH POTENTIAL EMPLOYEES, EVEN IF THEY
9 DON'T QUALIFY, TO SAY, THANKS, RIGHT, GO BACK TO DOG WALKING?

10

11 **JOHAN JULIN:** IF YOU DON'T QUALIFY, THEN IT'S THE PROBATION.
12 THE PROBATION DEPARTMENT RUNS THAT RECRUITMENT, BUT I WOULD
13 IMAGINE THAT,

14

15 **SUP. KATHRYN BARGER:** WILL YOU VERIFY THAT?

16

17 **JOHAN JULIN:** YES, I CAN.

18

19 **SUP. KATHRYN BARGER:** 'CAUSE I BET YOU PROBATION THINKS THAT
20 YOU ALL DO IT, BUT I WILL TELL YOU, I'VE TALKED TO PEOPLE
21 WHOSE RELATIVES HAVE APPLIED HERE AND THEY NEVER HEARD
22 ANYTHING.

23

24 **JOHAN JULIN:** YEAH, I'M BETTING, SUPERVISOR, THAT WHAT HAPPENS
25 IN THOSE, IN THE SITUATIONS THAT YOU'RE REFERENCING, IT'S FOR



THE BOARD OF
SUPERVISORS

1 FOLKS WHO TAKE A TEST AND THEY ARE PLACED ON AN ELIGIBLE LIST
2 AND THEY ARE NOT DISQUALIFIED, AND THEY END UP NOT HEARING
3 ANYTHING BACK FROM A DEPARTMENT BECAUSE THEY REMAIN ON THE
4 LIST. I DO HAVE MY COLLEAGUE HERE FROM PROBATION, ACTUALLY,
5 DEANNA CARLISLE.

6

7 **DEANNA CARLISLE:** GOOD AFTERNOON, SUPERVISORS. DEANNA CARLISLE,
8 HUMAN RESOURCES WITH PROBATION. I THINK THERE WERE TWO
9 QUESTIONS ABOUT HOW LONG THE PROCESS TAKES TO NOTIFY PEOPLE.
10 GENERALLY, THAT'S STEP ONE, IS THE APPLICATION REVIEW. SO VERY
11 QUICKLY. AND THEY DO RECEIVE A LETTER AND AN EMAIL RESPONSE
12 LETTING THEM KNOW THAT THEY DID NOT QUALIFY. SO, AND I'M GOING
13 TO SAY IT'S WITHIN THE FIRST 30 DAYS. I DON'T HAVE THE
14 SPECIFIC NUMBERS, BUT I KNOW THAT OUR EXAM PROCESS, I HAVE THE
15 OVERALL NUMBERS. SO IT WOULD BE WITHIN THE FIRST 30 DAYS OF
16 THE REVIEW OF THEIR APPLICATION.

17

18 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** AND JUST QUICK ON THAT
19 ONE EXAMPLE, THAT ONE EXAMPLE PIQUED A LOT OF QUESTIONS FOR
20 ALL OF US. IS IT KIND OF INDUSTRY STANDARD THAT A DPO2
21 REQUIRES A MASTER'S DEGREE?

22

23 **DEANNA CARLISLE:** OH, I'M SORRY, THAT WAS AN ERROR. IT REQUIRES
24 A BACHELOR'S DEGREE.

25



THE BOARD OF
SUPERVISORS

1 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** THANK YOU. THANK YOU.
2 APPRECIATE THAT.

3

4 **JOHAN JULIN:** DID I SAY MASTER'S? I'M SORRY. BACHELOR'S IS WHAT
5 I INTENDED. TO SAY. NEXT SLIDE, PLEASE. SO LOOKING AT, OH, I'M
6 SORRY.

7

8 **SUP. JANICE HAHN:** WE ALSO WERE GOING TO ASK WHEN YOU POST THE
9 LATERAL, DOES IT SPECIFICALLY SAY IN BOLD LANGUAGE, DO NOT
10 APPLY IF YOU DO NOT—

11

12 **DEANNA CARLISLE:** IT IS VERY BOLD. THE BULLETIN DOES STATE IT
13 IS LATERAL, INTENDED FOR PEOPLE WHO HOLD THE ITEM ALREADY.
14 HOWEVER, ANYONE CAN APPLY FOR ANY POSITION. IT'S UP TO US TO
15 THEN REVIEW IT AND FIND OUT. AND WE ARE FINDING, AS WAS
16 RELAYED, WE'RE GETTING AN AWFUL LOT OF APPLICATIONS FOR PEOPLE
17 WHO CLEARLY DON'T EVEN MEET THAT FIRST PAGE OF REQUIREMENTS ON
18 THE BULLETIN.

19

20 **JOSEPH M. NICCHITTA:** AND SUPERVISOR, THAT'S VERY COMMON FOR
21 ALL OF OUR RECRUITMENT. SO WE MIGHT BE RECRUITING FOR A REAL
22 ESTATE MANAGER AND YOU'LL GET A SOUS CHEF. I MEAN, IT, IT'S,
23 IT'S VERY, VERY COMMON.

24

25 **JOHAN JULIN:** SO IF THERE ARE NO FURTHER QUESTIONS ON THAT JUST



THE BOARD OF
SUPERVISORS

1 KIND OF MOVING ON HERE WITH RESPECT TO APPLICATIONS AND HIRING
2 TIME, LOOKING AT THE BIGGER PICTURE COUNTYWIDE AT ANY GIVEN
3 TIME WE'VE GOT BETWEEN 500 AND 700 ACTIVE RECRUITMENTS GOING
4 ON. ABOUT 70% OF THOSE ARE RUN BY LINE DEPARTMENTS, AND THEN
5 WE IN DHR CENTRALLY RUN THE REMAINING 30%. WE DO TRACK HIRING
6 TIME IN A COUPLE OF DIFFERENT WAYS. NOW, BEFORE YOU LOOK AT
7 THAT LINE IN ORANGE AND THE NUMBER BEHIND IT AND FALL OFF YOUR
8 CHAIRS, I DO WANT TO PROVIDE A LITTLE BIT OF CONTEXT AS TO
9 THAT NUMBER. THAT NUMBER IS DOWN SIGNIFICANTLY OVER WHAT WE
10 WOULD HAVE REPORTED SEVERAL YEARS AGO. SOME YEARS AGO, THE
11 BOARD HAD PASSED A MOTION FOR US TO CENTRALLY TRACK TIME TO
12 HIRE, AND THAT WAS DEFINED IN THE MOTION AS THE AMOUNT OF TIME
13 FROM YOUR CONSTITUENT'S POINT OF VIEW. SO WHEN THEY DROP OFF
14 THE APP. WELL, BACK IN THE OLDEN DAYS, WHEN THEY DROP OFF THE
15 APPLICATION IN THE MAIL. NOW IT'S WHEN THEY HIT THE SUBMIT
16 BUTTON. FROM THAT DATE UNTIL THE DATE THAT THEY ACTUALLY START
17 IN THAT JOB THAT THEY APPLIED FOR. AND THAT CERTAINLY TELLS
18 THE STORY FROM THE APPLICANT'S POINT OF VIEW. HOW LONG DID IT
19 TAKE ME AS AN APPLICANT TO GET THAT JOB, RIGHT? ONE THING
20 ABOUT THAT IS THAT IT IS NOT THE WAY OTHER ORGANIZATIONS TRACK
21 TIME TO HIRE. MOST ORGANIZATIONS TRACK TIME TO HIRE WITH
22 RESPECT TO THE AMOUNT OF TIME THAT IT TAKES TO FILL A VACANCY,
23 WHICH IS REALLY MUCH MORE OF A DEPARTMENTAL STORY. SO WE
24 STARTED TRACKING SOMETHING THAT WE CALL PLACEMENT TIME, WHICH
25 IS MORE AKIN TO WHAT ORGANIZATIONS DO. WHAT THAT IS, IS THE



THE BOARD OF
SUPERVISORS

1 AMOUNT OF TIME IN BETWEEN WHEN A DEPARTMENT BEGINS A
2 RECRUITMENT UNTIL THE DATE THAT THAT VACANCY THAT THE
3 RECRUITMENT IS FOR IS FILLED. AND ON AVERAGE, THAT'S ABOUT 111
4 DAYS CURRENTLY, AND IT'S ABOUT ON PAR WITH OTHER LARGE
5 JURISDICTIONS LIKE OURSELVES, PUBLIC ORGANIZATIONS LIKE
6 OURSELVES THAT ARE RELATIVELY LARGE. SO WE FEEL LIKE WE'RE AT
7 LEAST IN THE BALLPARK. NEXT SLIDE, PLEASE. SO WHY DO WE CARE
8 ABOUT TIME TO HIRE AND PLACEMENT TIME IN THE BIGGER CONTEXT OF
9 ASSEMBLY BILL 2561? ONE REASON IS THAT IT GIVES US AN
10 INDICATION OF HOW DIFFICULT IT IS TO FILL A PARTICULAR VACANCY
11 AND WHERE WE'RE REALLY STRUGGLING TO FIND PEOPLE TO DRIVE THAT
12 VACANCY RATE BELOW THE 20% THRESHOLD SPECIFIED IN THE STATUTE
13 BILL. TO THAT POINT, I'VE GOT SOME DATA THAT I WANTED TO SHARE
14 WITH YOU ON THIS SLIDE. THESE ARE THE SAME BARGAINING UNITS
15 AND IN THE SAME ORDER THAT JEFF HAD THEM IN ON THE PRIOR DATA
16 SLIDE, AND THEY'RE ARRANGED IN THE SAME ORDER ACCORDING TO
17 ADJUSTED VACANCY RATES. HIGHEST TO LOWEST. SO THE ONES IN THE
18 TOP, YOU CAN SEE THE BARGAINING UNITS THERE ARE HIGHLIGHTED IN
19 RED, AND THAT'S BECAUSE THOSE ARE THE ONES THAT HAVE ADJUSTED
20 VACANCY RATES IN EXCESS OF 20%. SO FOCUSING ON THOSE FIRST,
21 FOR BARGAINING UNIT 702, ONE THING I'D LIKE TO NOTE ABOUT THAT
22 LINE, BY THE WAY, BEFORE I GET ANY FURTHER WITH THAT, IT DOES
23 SAY SUPERVISING DEPUTY PROBATION OFFICERS AND TWO HIRES THERE.
24 THIS REFLECTS, IT SAYS SUPERVISING DEPUTY PROBATION OFFICERS,
25 AND THAT IS THE BARGAINING UNIT FOR MOST OF THE FOLKS IN THAT



THE BOARD OF
SUPERVISORS

1 BARGAINING UNIT. BUT ACTUALLY, THE TWO HIRES THAT WERE MADE
2 WERE SUPERVISING TRANSPORTATION WORKERS AT DCFS. SO IT
3 REFLECTS THOSE FOLKS. ONE THING TO NOTE ABOUT THAT LINE IS
4 THAT THERE ARE FAR FEWER APPLICATIONS THAN THERE ARE
5 VACANCIES. THAT

6

7 **JOHAN JULIN:** RATIO REALLY SPEAKS TO THE CHALLENGES OF FILLING
8 THESE JOBS. IT ALSO HELPS TO EXPLAIN SOME OF THE LONG TIME TO
9 HIRE, ALTHOUGH YOU CAN SEE THAT ONCE DCFS PUT ITS MIND TO IT,
10 TO FILLING THAT ROLE, YOU CAN SEE THAT THE AVERAGE PLACEMENT
11 TIME IS ACTUALLY PRETTY QUICK, RELATIVELY SPEAKING. FOR BU-
12 701, THE DEPUTY PROBATION OFFICERS, THE LOW NUMBER OF HIRES
13 REFLECTS A FEW THINGS. FOR SOME OF THE FIELD JOBS, THERE WERE
14 ACTUALLY FEWER THAN 3% WHO ACTUALLY MET THE MINIMUM
15 REQUIREMENTS. AND FOR SOME OF THE OTHER JOBS, THERE WERE
16 CHANGES MADE TO THESE CLASSIFICATIONS AND THE REQUIREMENTS. SO
17 WHILE THE DEPARTMENT MAY HAVE STARTED TAKING APPLICATIONS NEAR
18 THE END OF THE YEAR, THEY HADN'T BEEN ABLE TO HIRE ANY BEFORE
19 THE FISCAL YEAR WAS UP. NOTE THAT THIS DATA IS THROUGH JUNE OF
20 2026. SO WE DO EXPECT THAT THE NUMBER OF HIRES WILL INCREASE
21 IN THE CURRENT FISCAL YEAR. FOR PROBATION DIRECTORS, THAT'S
22 THAT 703 THAT YOU SEE UP THERE. UNFORTUNATELY, I DON'T HAVE A
23 LOT OF DATA THERE. WE ARE WORKING WITH THE DEPARTMENT TO
24 AUTOMATE THE WAY IN WHICH WE COLLECT A LOT OF THIS DATA. AND
25 THE WAY IN WHICH THAT DATA IS REPORTED TO US SO THAT WE'RE



THE BOARD OF
SUPERVISORS

1 ABLE TO PROVIDE MORE DATA ON THAT IN THE FUTURE. THE REST OF
2 THE SLIDE HAS DATA FOR BARGAINING UNITS THAT ARE NOT
3 NECESSARILY UNDERWATER WITH THE VACANCY RATE. SO IT MAY BE A
4 LITTLE BIT LESS CRITICAL TO EXPLORE, BUT I DO THINK THAT THERE
5 ARE SOME INTERESTING NUGGETS IN THERE TO SORT OF DISCUSS. FOR
6 EXAMPLE, IF YOU LOOK AT THAT LAST LINE FOR PSYCHIATRISTS AND
7 DENTISTS, IT'S NOTABLE THAT THE PLACEMENT TIME IS WAY HIGHER
8 THAN THE TIME TO HIRE. THAT'S BECAUSE DEPARTMENTS WILL START
9 THEIR RECRUITMENTS AND THEY DON'T GET ANY APPLICANTS. SO BY
10 THE TIME THEY APPLY, THAT RECRUITMENT HAS BEEN OPEN SOMETIMES
11 FOR MONTHS, WHICH IS WHY THE TIME BETWEEN THE APPLICATION DATE
12 AND THE DATE THAT SOMEONE ACTUALLY STARTS IS MUCH LESS THAN
13 WHEN THE DEPARTMENT OPENED THE RECRUITMENT AND WHEN THE PERSON
14 STARTED THE JOB. TO ME, THIS REALLY SPEAKS TO A CANDIDATE
15 SCARCITY ISSUE MORE THAN ANYTHING ELSE. THEN YOU'VE GOT KIND
16 OF THE OPPOSITE SITUATION WITH THE SOCIAL WORKERS, WHICH ARE
17 UP THERE TOWARDS THE TOP, WHERE WE'VE GOT LOTS AND LOTS AND
18 LOTS OF APPLICANTS. ONCE A DEPARTMENT STARTS TO FILL THOSE
19 VACANCIES, THEY ARE ABLE TO DO SO PRETTY QUICKLY. BUT STILL,
20 THERE'S A RELATIVELY HIGH VACANCY RATE, AS YOU CAN TELL, IT'S
21 KIND OF ABOVE THE MIDLINE THERE, WHICH SPEAKS TO CONSTRAINTS
22 OTHER THAN A RECRUITMENT PROBLEM. IT'S THINGS LIKE THE LARGE
23 SCALE OF THE NEED, TURNOVER, BUDGET CONSTRAINTS, AND SO FORTH.
24 AND THEN YOU'VE GOT ALL OF THE OTHER STUFF IN BETWEEN WHERE
25 THERE ARE LOTS OF CANDIDATES, BUT IT'S TAKING LONGER TO FILL



THE BOARD OF
SUPERVISORS

1 THOSE VACANCIES. THIS REFLECTS WHAT HAPPENS AFTER A VACANCY IS
2 FILLED WITH PROCESS ISSUES, HIRING INTERVIEWS, APPROVALS,
3 BACKGROUND CHECKS, MEDICAL CHECKS, AND SO FORTH. ALL OF THIS
4 REALLY SPEAKS TO DIFFERENT SOLUTIONS FOR DIFFERENT JOBS. THE
5 DATA IS REALLY USEFUL TO US IN TELLING US IF IT'S A PROBLEM
6 THAT AFFECTS THE ATTRACTION OF CANDIDATES, ATTRACTING
7 CANDIDATES INTO THESE ROLES OR APPLYING TO US, DEVELOPING AN
8 ELIGIBLE POOL OF QUALIFYING CANDIDATES, CONVERTING THAT POOL
9 INTO HIRES THAT WE ACTUALLY BRING IN, OR IF IT'S JUST HIRING
10 TO TRY TO KEEP PACE WITH ONGOING VACANCIES. NEXT SLIDE,
11 PLEASE. SO, WE'VE GOT A NUMBER OF WAYS THAT WE TRY TO TACKLE
12 SOME OF THOSE ISSUES, AND I PUT SOME OF THOSE UP ON THE SLIDE
13 THERE. IT INCLUDES THINGS LIKE RECRUITMENT AND PIPELINES.
14 WE'VE GOT EMERGENCY HIRING GOING ON NOW. RECENTLY, YOU ALL
15 HELPED US WITH CIVIL SERVICE RULE REFORM, WHICH I'M ETERNALLY
16 GRATEFUL FOR, AND SOME CLASSIFICATION AND COMPENSATION THINGS
17 THAT WE'RE TRYING. TWO OF THOSE ARE A LITTLE BIT MORE HIGH-
18 PROFILE, SO I'LL COVER THOSE IN A BIT MORE DEPTH. ONE IS ON
19 EMERGENCY HIRING, WHERE, AS LISA MENTIONED, WE'VE NOW MADE
20 OVER 4,000 HIRES WITH AN AVERAGE TIME TO HIRE OF JUST 55 DAYS,
21 WHICH IS FANTASTIC. THE OTHER IS CIVIL SERVICE RULE REFORM,
22 WHERE YOU ALL HAD AN APPROVED A WHOLE SLEW OF CHANGES THAT
23 TOOK EFFECT A COUPLE OF MONTHS AGO. SO WE'LL START WITH
24 EMERGENCY HIRING. NEXT SLIDE, PLEASE. I THINK YOU MIGHT BE
25 FAMILIAR WITH THIS, BUT JUST AS A REVIEW, YOU DO HAVE TO START



THE BOARD OF
SUPERVISORS

1 WITH A DECLARED EMERGENCY. WE'VE GOT FIVE OF THOSE IN THE
2 COUNTY, INCLUDING HOMELESSNESS, FIRE RECOVERY, PROBATION
3 HIRING, THE DEPARTMENT OF JUSTICE CONSENT DECREE FOR
4 CORRECTIONAL HEALTH HIRING, AND THE VACANCY EMERGENCY. I PUT
5 THE PROCESS UP THERE ON THE SLIDE. WHAT HAPPENS IS A
6 DEPARTMENT SUBMITS A REQUEST TO USE EMERGENCY AUTHORITY TO
7 MAKE HIRES. WE THEN REVIEW THAT REQUEST AND APPROVE IT. THE
8 DEPARTMENT POSTS THE JOB. THEY GET THE APPLICATIONS IN THE
9 DOOR. THEN THEY MAKE THE APPOINTMENTS BASED ON A REVIEW OF
10 THOSE APPLICATIONS OR POSSIBLY AN INTERVIEW IF THEY WANT. ALL
11 OF THAT HAPPENS WITHOUT AN EXAM. THIS IS VERY SIMILAR TO
12 PRIVATE SECTOR. IT'S FAST, SO WE'RE ABLE TO BRING PEOPLE IN
13 VERY QUICKLY. THERE IS AN EXAM BUT IT HAPPENS AFTER THE
14 PERSON'S BEEN APPOINTED TO THE JOB. IT HAPPENS IN THE FIRST 90
15 DAYS, UM, OF THE APPOINTMENT. I DO ALSO WANT TO MENTION
16 SPECIFICALLY IN RELATION TO AB 2561, THAT THE VACANCY
17 EMERGENCY WAS SET UP FOR DEPARTMENTS TO MEET THE MANDATES OF
18 AB 2561, TO KIND OF NIP THAT IN THE BUD A BIT. AND BEFORE THEY
19 HIT THAT VACANCY THRESHOLD OF 20%, THEY'RE ABLE TO USE
20 EMERGENCY AUTHORITY TO FILL ANY VACANCIES SO THAT THEY DON'T
21 TRIGGER THE PROVISIONS OF AB 2561. SO FAR, WE'VE GOT 52 HIRES
22 THAT HAVE BEEN MADE UNDER THAT PARTICULAR AUTHORITY, AND THEY
23 HAVE AN AVERAGE TIME TO HIRE OF JUST 45 DAYS. NEXT SLIDE,
24 PLEASE. NOW, ON TO CIVIL SERVICE RULE REFORM, WHICH TOOK
25 EFFECT, AS LISA HAD MENTIONED, ON MAY 28TH. LOTS AND LOTS OF



THE BOARD OF
SUPERVISORS

1 CHANGES IN THERE, BUT I DO WANT TO HIGHLIGHT A FEW THAT WILL
2 HOPEFULLY BE OF PARTICULAR RELEVANCE WITH RESPECT TO
3 DEPARTMENTS TRYING TO QUICKLY FILL THEIR VACANCIES. ONE IS
4 THAT FOR MOST RECRUITMENTS, HIRING MANAGERS WILL NOW HAVE 10,
5 AT LEAST 10 PEOPLE FROM WHICH TO CHOOSE WHEN THEY ARE FILLING
6 THEIR VACANCIES. THAT IS UP FROM FIVE UNDER THE PRIOR SET OF
7 RULES. THAT MIGHT NOT SOUND LIKE A BIG DIFFERENCE, BUT IF YOU
8 THINK ABOUT IT FROM A HIRING MANAGER'S POINT OF VIEW, IF I'VE
9 ONLY GOT FIVE PEOPLE TO CHOOSE FROM, I MAY NOT FIND SOMEONE
10 WHO FITS THE BILL. BUT IF I'VE GOT 10, I'VE NOW EXPANDED QUITE
11 A BIT, AND I'M MUCH MORE LIKELY TO FIND SOMEONE WHO'S ACTUALLY
12 GOING TO BE ABLE TO DO THE JOB. BEYOND THAT, WE'VE ALSO GOT
13 JUST THREE SCORE BANDS, AND THAT IS DOWN FROM FIVE SCORE BANDS
14 PLUS A VETERANS' BAND. PRACTICALLY SPEAKING, WHAT THIS MEANS
15 IS IN THE PAST, YOU HAD TO SCORE 95 IN ORDER TO BE IN THE TOP
16 BAND. NOW, YOU ONLY NEED A SCORE OF 90 TO BE IN THE TOP BAND.
17 WHAT THIS MEANS FOR A HIRING MANAGER IS THAT YOU HAVE MORE
18 PEOPLE WHO ARE MORE QUICKLY WHAT WE CALL REACHABLE, MEANING
19 THEY'RE ABLE TO BE APPOINTED. SO YOU'RE ABLE TO FIND THE RIGHT
20 PERSON MORE QUICKLY. DEPARTMENTS ARE NOW ALSO ABLE TO
21 ESTABLISH MORE NONCOMPETITIVE LISTS. NONCOMPETITIVE LISTS ARE
22 THOSE WHERE THERE'S NO EXAM AT ALL. YOU JUST MAKE SURE THAT
23 PEOPLE MEET THE MINIMUM REQUIREMENTS AND THEY GO STRAIGHT ONTO
24 A LIST. IN THE PAST, THIS WAS VERY DIFFICULT TO ESTABLISH.
25 THERE'S ONLY ONE OR TWO TYPES OF SITUATIONS WHERE YOU'RE



THE BOARD OF
SUPERVISORS

1 ALLOWED TO PUT TOGETHER A NONCOMPETITIVE LIST. TYPICALLY, IT
2 WOULD BE WHEN THERE ARE MORE VACANCIES THAN WHAT YOU HAVE
3 APPLICANTS. THAT DOES NOT HAPPEN VERY OFTEN, BUT NOW THERE'S A
4 FEW MORE PATHWAYS TO BE ABLE TO DO NONCOMPETITIVE LISTS. SO,
5 FOR EXAMPLE, IF YOU'RE DOING ONE OF OUR PIPELINE PROGRAMS, SO
6 THAT IS FOR OUR VETERAN INTERNS, FOR EXAMPLE, FOR OUR TEMP
7 L.A. PROGRAM, FOR FOSTER YOUTH, NOW THERE'S NO LONGER A
8 REQUIREMENT THAT WE RUN AN EXAM FOR THOSE FOLKS. WE'RE JUST
9 ABLE TO PUT THEM ON A LIST AS LONG AS THEY QUALIFY. FINALLY,
10 IF YOU HOLD A TEMPORARY OR A RECURRENT JOB WITH THE COUNTY,
11 YOU CAN NOW APPLY FOR A PROMOTIONAL JOB WITH US RATHER THAN
12 JUST THE FULL-TIME VERSION OF THE JOB YOU ALREADY HOLD, WHICH
13 THIS IS REALLY GREAT FOR THE APPLICANTS BECAUSE THEY'RE
14 ACTUALLY ABLE TO GET A PROMOTION OUT OF THEIR RECURRENT JOB,
15 SO THEY'RE ABLE TO MOVE AHEAD WITH THEIR CAREER. IT'S ALSO
16 REALLY GREAT FOR HIRING MANAGERS BECAUSE THEY'RE ABLE TO FIND
17 THE RIGHT PEOPLE INTO THOSE PROMOTIONAL PATHWAYS, FROM A
18 RECURRENT POOL OF APPLICANTS. NEXT SLIDE, PLEASE. AS I
19 MENTIONED EARLIER A FEW TIMES, DIFFERENT JOBS REALLY DO
20 REQUIRE DIFFERENT KINDS OF SOLUTIONS TO TRY TO FILL THE
21 VACANCIES QUICKLY. FOR EXAMPLE, FOR PROFESSIONAL
22 CLASSIFICATIONS LIKE THOSE PSYCHIATRISTS AND DENTISTS THAT I
23 MENTIONED EARLIER, WE JUST NEED THOSE PROFESSIONALS TO APPLY,
24 AND WHAT THAT REALLY MEANS IS IT SUGGESTS SPECIALIZED
25 SOURCING. IT SUGGESTS TARGETED RECRUITMENTS AND SPECIALIZED



THE BOARD OF
SUPERVISORS

1 OUTREACH BY US. FOR INSTITUTIONAL JOBS, IT'S A LITTLE BIT
2 DIFFERENT. OF COURSE, WE DO NEED STRONG PIPELINES TO BRING
3 PEOPLE IN, BUT WE ALSO WE NEED TO ENSURE THAT DEPARTMENTS HAVE
4 THE RIGHT SUPPORT AND THAT THEY'RE ABLE TO MOVE PEOPLE QUICKLY
5 THROUGH THOSE PIPELINES, AND WE NEED TO BE ABLE TO PROVIDE THE
6 SUPPORT DEPARTMENTS TO HELP THEM DO THAT. REGARDLESS OF THE
7 TYPE OF JOB AND THROUGHOUT THE COUNTY. WE WILL BE PROACTIVE IN
8 OUR MONITORING AND HOW WE'RE DOING IN FILLING THOSE VACANCIES
9 AND PROVIDING WHATEVER SUPPORT IS NEEDED TO DEPARTMENTS.
10 ULTIMATELY, WHAT THAT MEANS IS WE NEED TO CONTINUE TO LOOK AT
11 WHAT KIND OF APPLICANTS WE'RE GETTING IN THE DOOR, THE FLOW
12 THAT'S COMING THROUGH HOW QUICKLY WE CAN HIRE FOLKS INTO OUR
13 VACANCIES, THE ACTUAL NUMBER AND PROPORTION OF THOSE VACANCIES
14 THAT WE ARE FILLING. SO WITH THAT, I WILL TURN IT BACK OVER TO
15 CEO AND JOE.

16
17 **JOSEPH M. NICCHITTA:** THANK YOU, JOHAN AND DHR TEAM. I'LL JUST
18 CLOSE IT OUT BY SAYING, YOU KNOW, WE DO ACKNOWLEDGE SOME
19 SIGNIFICANT RECRUITMENT CHALLENGES IN THE COUNTY. A LOT OF
20 THOSE ARE TIED TO SOME VERY SPECIFIC JOB TYPES AND JOB
21 CLASSIFICATIONS. YOU'RE GOING TO HEAR FROM OUR UNION PARTNERS
22 WHO WILL BE RAISING THEIR CONCERNS ABOUT IT. I WOULD JUST
23 CLOSE BY SAYING, IN RECOGNITION OF SOME OF THESE CHALLENGES,
24 YOU KNOW, OUR DEPARTMENTS, OUR CENTRAL AGENCIES HAVE NOT SHIED
25 AWAY FROM PROVIDING DIFFERENT TYPES OF INCENTIVES, INCLUDING



THE BOARD OF
SUPERVISORS

1 FINANCIAL INCENTIVES. WE HAVE LOTS OF DIFFERENT
2 CLASSIFICATIONS THAT ARE RECEIVING MINIMUM STEP PLACEMENTS. OR
3 PERCENTAGE BONUSES ON TOP TO ATTRACT CANDIDATES TO CERTAIN
4 JOBS. THAT IS NOT THE ONLY SOLUTION. IT DOESN'T WORK IN EVERY
5 SINGLE CASE. I THINK WHERE YOU'RE SEEING AN ACUTE ISSUE IS
6 WHERE THE WORKING CONDITIONS ARE DIFFICULT AND PEOPLE HAVE
7 OTHER OPPORTUNITIES. MENTAL HEALTH PSYCHIATRIST IS A GREAT
8 EXAMPLE. YOU CAN WORK AS PART OF A FIELD OR STREET TEAM. YOU
9 CAN WORK IN THE JAIL, OR YOU CAN WORK IN THE HOSPITAL. IN
10 PRIVATE PRACTICE. AND SO WE REALLY NEED TO THINK OUTSIDE THE
11 BOX. WE NEED TO WORK WITH LABOR TO GET THOSE CANDIDATES IN AND
12 FIGURE OUT A WAY TO KEEP THEM WORKING HERE. AND SO WE REALLY
13 JUST WANTED TO FLAG THAT. AND I WANT TO MENTION ONE OTHER
14 THING BECAUSE I THINK YOU MIGHT HEAR ABOUT IT. THIS IS SB 525,
15 WHICH SET A HEALTHCARE WORKER MINIMUM WAGE. WE ARE SEEING A
16 LOT OF COMPRESSION NOW BECAUSE OF THAT MINIMUM WAGE, AND I
17 THINK IT'S CAUSING SOME ISSUES WITH OUR DIFFERENT SALARY
18 LEVELS. AND YOU'LL PROBABLY HEAR A LITTLE BIT ABOUT THAT TODAY
19 WHEN YOU HEAR FROM OUR UNION REPRESENTATIVES. AND WITH THAT, I
20 WILL HAND IT BACK TO THE CHAIR FOR ANY QUESTIONS, AND THEN
21 AFTER THAT FOR PRESENTATIONS FROM OUR LABOR PARTNERS.

22
23 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** BEFORE I GO TO YOU,
24 SUPERVISOR BARGER, YOU KNOW, I'M JUST STRUCK THAT THERE WAS,
25 AND I HEAR MYSELF SOUNDING LIKE THE OLD LADY THAT I CLEARLY



THE BOARD OF
SUPERVISORS

1 HAVE BECOME. BUT, YOU KNOW, THERE WAS A TIME WHEN IT WOULDN'T
2 OCCUR TO US TO FRAME JOBS WORKING FOR THE COUNTY IN A NEGATIVE
3 CONTEXT IN TERMS OF LOCATION AND CHALLENGES COMPARED TO
4 PRIVATE SECTOR. YOU KNOW, THEY JUST THAT WOULDN'T HAVE COME
5 UP. AND I THINK MANY OF THE THINGS THAT EXISTED THEN, THAT
6 MAKE PUBLIC SECTOR JOBS A BENEFIT STILL EXIST IN TERMS OF
7 LABOR REPRESENTATION, IN TERMS OF PENSIONS IN TERMS OF ALL
8 KINDS OF PROTECTIONS AND LONGEVITY. AND SO I AM HOPING THAT WE
9 ALL REMEMBER THAT, INCORPORATE THAT INTO JUST THE WAY IN WHICH
10 WE APPROACH IT. I'M CLEAR THAT THE WORLD IS BIGGER. IT'S A
11 DIFFERENT KIND OF COMPETITION. MY PARENTS BOTH WORKED FOR THE
12 COUNTY. MY GRANDMOTHER WORKED FOR THE COUNTY BECAUSE THAT'S
13 WHAT BLACK PEOPLE DID BACK THEN. YOU WENT AND GOT YOU A GOOD
14 COUNTY JOB. AND THEY STAYED FOR THEIR ENTIRE CAREERS BECAUSE
15 THERE WAS LIMITED, FRANKLY, ACCESS INTO OTHER SECTORS. BUT I
16 STILL THINK IT JUST STRUCK ME AS, YOU KNOW, I FOUND MYSELF
17 NODDING TO YOU LIKE, YEAH, YOU WOULD WANT TO WORK OVER THERE
18 VERSUS OVER HERE. BUT I JUST HOPE THAT WE DON'T INTERNALIZE
19 THAT TO THE DEGREE THAT WE AREN'T, YOU KNOW, DOING ALL THAT WE
20 CAN TO TRY TO ATTRACT TOP TALENT TO THE LARGEST EMPLOYER IN
21 THE REGION WITH GOOD SALARIES AND GREAT RESOURCES AND SUPPORTS
22 WITH HEALTHCARE AND ALL THOSE THINGS.

23
24 **LISA GARRETT:** I AGREE, SUPERVISOR. WE HAVE A LOT TO OFFER AS
25 THE COUNTY OF LOS ANGELES, AND WE DO ADVERTISE THAT. ALSO, WE



THE BOARD OF
SUPERVISORS

1 HAVE ENGAGED A CONSULTANT TO HELP US TO MODEL AND SHOW FORTH
2 THE COUNTY AS A GREAT PLACE TO WORK. AND SO WE'VE ALREADY
3 STARTED WORKING WITH THAT CONSULTANT WHO'S GOING TO DO A
4 COUNTYWIDE BRANDING OF THE COUNTY OF LOS ANGELES. AND SO THAT
5 WILL BE COMING SHORTLY.

6

7 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** I APPRECIATE THAT.
8 SUPERVISOR BARGER.

9

10 **SUP. KATHRYN BARGER:** THANK YOU. I GUESS I FEEL LIKE THESE
11 NUMBERS ARE MISLEADING, AND I AGREE WITH YOU, BUT IF YOU LOOK
12 AT THE POSITION WE'RE TALKING ABOUT, TO YOUR POINT, MENTAL
13 HEALTH, I MEAN, THE ITEMS LISTED HERE IN THE PRIVATE SECTOR,
14 WE'RE COMPETING WITH THE PRIVATE SECTOR WHO PROBABLY PAYS A
15 LITTLE MORE, BUT THE BENEFITS ARE DIFFERENT THAN WHAT THE
16 COUNTY HAS. AND THAT'S WHAT YOU DON'T NEED A CONSULTANT TO
17 TELL YOU THAT WE SHOULD MARKET WHAT WE HAVE IN THIS COUNTY
18 THAT IS DIFFERENT THAN THE PRIVATE SECTOR. I MEAN, THAT'S
19 PRETTY CLEAR IN TERMS OF WHAT WE CAN DO. BUT THESE POSITIONS
20 WE ARE FOR THE MOST PART, OTHER THAN PROBATION, I THINK,
21 COMPETING WITH THE PRIVATE SECTOR. AND I THINK, JOE, WE'VE
22 DONE, DO YOU DO ANALYSIS OVER SALARIES SO THAT WE MAKE SURE
23 THAT WE ARE PAYING AT AN AMOUNT THAT COMPETES, OR AT LEAST IS
24 EQUIVALENT TO OR COMPETITIVE WITH THE PRIVATE SECTOR?

25



THE BOARD OF
SUPERVISORS

1 **JOSEPH M. NICCHITTA:** SO IT DEPENDS. AND FOR MANY OF OUR
2 SALARIES, THEY'RE BENCHMARKED AGAINST OTHER PUBLIC SECTOR
3 SALARIES. FOR THINGS LIKE DOCTORS AND MENTAL HEALTH
4 PSYCHIATRISTS, WE DO HAVE PRIVATE SECTOR SALARIES DO FACTOR
5 INTO OUR COMPENSATION SCHEME, BUT WE DON'T TYPICALLY OFFER THE
6 SAME LEVEL OF SALARY AS THE PRIVATE SECTOR. THERE'S ALWAYS A
7 BIT OF A LAG BETWEEN WHAT WE ARE OFFERING AND WHAT PRIVATE
8 SECTOR IS OFFERING. AND I THINK ONE THING TO ADD TO WHAT LISA
9 GARRETT SAID IS ONCE PEOPLE GET HERE, THEY TEND TO STAY HERE.
10 THE QUESTION NOW IT'S ON THAT MARKETING. AND I DO FEEL LIKE
11 OUR WORKFORCE IS CHANGING. I FEEL LIKE EXPECTATIONS COMING OUT
12 OF SCHOOL ARE DIFFERENT. PEOPLE WANT TO WORK REMOTELY. THEY
13 WANT THAT FLEXIBILITY. WE DON'T ALWAYS HAVE THAT TO OFFER, AND
14 THAT'S BECOME A BIT OF A CHALLENGE. BUT WE CAN ALSO CONTINUE
15 TO LOOK AT OUR SALARIES AND MAKE SURE THEY'RE COMPETITIVE. AND
16 SO TYPICALLY WHAT WE DO, SO SUPERVISORS, WE'LL ADD A BONUS OR
17 WE'LL ADD A HOUSING ALLOWANCE OR WE'LL ADD SOMETHING TO MAKE
18 IT WORK.

19
20 **SUP. KATHRYN BARGER:** THAT'S WHAT WE DID IN THE ANIMAL VALLEY
21 FOR PSYCHIATRISTS. BUT NOW I EVEN THINK THE BONUSES ARE NOT
22 GOING TO BE ENOUGH TO PUSH US OVER BECAUSE, AGAIN, WE ARE
23 COMPETING WITH THE PRIVATE SECTOR AND IN SOME CASES OTHER
24 STATES WHO ARE LURING THEM OUT. BUT I'M LOOKING AT THE NUMBERS
25 FOR THE SOCIAL WORKERS. YOU HAD 7,771 APPLICATIONS. WE HIRED



THE BOARD OF
SUPERVISORS

1 290, 299. DO WE FOLLOW UP THIS, I MEAN, I'D BE CURIOUS. THAT'S
2 A LARGE NUMBER. I'D LIKE TO KNOW WHY, UM, WITH 764 VACANCIES
3 AND THAT NUMBER APPLYING, WHY 299 IS WHAT WE HAVE. I MEAN, I
4 CAN'T BELIEVE THAT THEY WOULD BE DISQUALIFIED BECAUSE I AGREE
5 WITH SUPERVISOR HAHN, ESPECIALLY ON SOMETHING LIKE THAT. YOU
6 HAVE TO HAVE SPECIFIC CREDENTIALS IN ORDER TO APPLY. SO I
7 DON'T THINK THAT SOMEONE WHO IS, AND THERE'S NOTHING WRONG
8 WITH DOG WALKERS, BUT A DOG WALKER WOULD BE APPLYING FOR A
9 SOCIAL WORKER. I MEAN, THAT COMES WITH SPECIFIC ACADEMIC
10 CRITERIA. SO I'M JUST, THAT NUMBER KIND OF CONCERNS ME IN
11 TERMS OF WHY WERE THEY DISQUALIFIED?

12

13 **JOHAN JULIN:** YEAH, WE CAN CERTAINLY DO A DEEPER DIVE ON THAT
14 PARTICULAR BARGAINING UNIT AND THE PARTICULAR CLASSIFICATIONS
15 AND WHO'S APPLYING TO THAT. WE DO TRACK THE REASON THAT WE ARE
16 DISQUALIFYING FOLKS, SO WE CAN LOOK INTO IT. BUT I'LL ECHO
17 SOMETHING THAT JOE SAID A LITTLE BIT EARLIER, AND THAT IS WE
18 GET ALL KINDS OF FOLKS APPLYING TO ALL KINDS OF JOBS. SO EVEN
19 APPLYING TO HIGH, HIGH-PAYING JOBS, HIGH-LEVEL EXECUTIVE-LIKE
20 POSITIONS, HIGHER-LEVEL MANAGER POSITIONS, YOU GET LOWER-LEVEL
21 CLERICAL STAFF APPLYING FOR THAT. OF COURSE, IF THEY'RE
22 INTERNAL TO THE COUNTY, THEY KNOW THAT WE'RE GOING TO VET
23 THOSE PRETTY CAREFULLY. BUT IF YOU'RE COMING FROM SOMEPLACE
24 ELSE, ESPECIALLY PRIVATE SECTOR THAT HAS SORT OF LOOSER
25 CRITERIA THAT DON'T VET THEIR CANDIDATES AS CLOSELY AS WE DO,



THE BOARD OF
SUPERVISORS

1 YOU END UP GETTING THAT KIND OF, THOSE KINDS OF FOLKS COMING.
2 SO I'M GOING TO GUESS THAT WE'VE GOT THOSE DOT MARKERS
3 APPLIED.

4

5 **SUP. KATHRYN BARGER:** WELL, YOU KNOW, I MEAN, IF YOU SEE 7,771
6 APPLYING, AND IN THE CASE OF HEALTH FINANCIAL SUPPORT
7 SERVICES, 3,500, AND WE HIRE 76 FOR THE HEALTH FINANCIAL
8 SUPPORT SERVICES AND 299 OUT OF THE 7,000 FOR SOCIAL WORKERS,
9 I WOULD THINK THAT YOU HAD ALREADY DONE A DEEP DIVE. I WOULD
10 HOPE YOU'VE DONE A DEEP DIVE. I HOPE THAT SOMEONE WHO'S
11 LISTENING TO THIS CAN ANSWER THAT QUESTION, 'CAUSE IF WE
12 HAVEN'T, THEN THAT ALARMS ME IN AND OF ITSELF, BECAUSE THAT
13 TELLS ME THAT WE'RE, WHAT'S THE DEFINITION OF DOING THE SAME
14 THING OVER AND OVER AND EXPECTING A DIFFERENT RESULT?

15

16 **JOHAN JULIN:** INSANITY.

17

18 **SUP. KATHRYN BARGER:** THAT'S WHAT I'M WONDERING IF IT'S
19 HAPPENING HERE. BECAUSE YOU'RE TELLING ME THAT YOU WILL, BUT
20 WITH THAT NUMBER OF APPLICATIONS AND THEN THAT NUMBER OF
21 HIRES, THAT WOULD BE A RED FLAG TO ME. AND IF PEOPLE ARE
22 APPLYING THAT DON'T MEET THE CRITERIA, YOU'RE GOING TO GET
23 SOME THAT ARE GOING TO APPLY JUST BECAUSE THEY'RE GOING TO
24 THINK IT'S GOING TO BE THEIR LUCKY DAY. AND THAT MAYBE, JUST
25 MAYBE, BUT I'M WONDERING IF THERE'S SOMETHING THAT WE'RE NOT



THE BOARD OF
SUPERVISORS

1 DOING WITH THE APPLICATIONS TO ADDRESS THAT WEEDING OUT
2 PROCESS. AND THEN I WOULD JUST SAY AVERAGE PLACEMENT TIME,
3 WHAT DOES THAT MEAN? I MEAN, IF I'M, AND I KNOW WITH PROBATION
4 THEY HAVE TO GO THROUGH BACKGROUND CHECKS, AND I KNOW
5 BACKGROUND CHECKS TEND TO DELAY THE ABILITY TO HIRE. I KNOW
6 THAT'S WITH THE SHERIFF AS WELL. BACKGROUND SEEMS TO TAKE A
7 LONG TIME.

8

9 **JOHAN JULIN:** YEAH.

10

11 **SUP. KATHRYN BARGER:** BUT HEALTH FINANCIAL SUPPORT SERVICES,
12 207 AVERAGE PLACEMENT TIME. WHAT EXACTLY IS THAT?

13

14 **JOHAN JULIN:** SO IT'S THE AMOUNT OF TIME IN BETWEEN WHEN A
15 DEPARTMENT INDICATES AN INTENT TO FILL THAT VACANCY, AND THAT
16 MIGHT BE DIFFERENT THINGS. IT MIGHT BE A HIRING MANAGER COMING
17 TO THE DEPARTMENTAL HR AND SAYING, LOOK, I'VE GOT A VACANCY I
18 NEED TO FILL, SO THE CLOCK STARTS TICKING THEN, OR IT MIGHT BE
19 WHEN A DEPARTMENT OPENS A RECRUITMENT AND SIGNALS ITS INTENT
20 TO THE PUBLIC THAT --

21

22 **SUP. KATHRYN BARGER:** SO THERE'S NO CONSISTENT, SO ON THAT
23 COLUMN, THERE'S NO CONSISTENT DEFINITION OF WHAT THAT MEANS?

24

25 **JOHAN JULIN:** NO.



THE BOARD OF
SUPERVISORS

1

2 **SUP. KATHRYN BARGER:** WELL, THEN WHY DO YOU HAVE THAT COLUMN?
3 BECAUSE THAT COLUMN'S MISLEADING. BECAUSE I WAS JUST GOING TO
4 JUMP ON YOU, BECAUSE TO ME TO HAVE A 207 AVERAGE PLACEMENT
5 TIME FOR HEALTH FINANCIAL SUPPORT SERVICES WHEN YOU HAD 3,500
6 APPLY, WE HAVE 324 VACANCIES, 76 HIRES, 207 SEEMS
7 UNACCEPTABLE. BUT YOU'RE TELLING ME THAT THAT MAY NOT
8 NECESSARILY MEAN WHAT. I MEAN, THERE'S NO CONSISTENT
9 DEFINITION.

10

11 **JOHAN JULIN:** THERE CAN'T BE, UNFORTUNATELY, AND THE REASON FOR
12 THAT IS BECAUSE THERE ARE DIFFERENT TYPES OF REQUIREMENTS.

13

14 **SUP. KATHRYN BARGER:** SO WHY DO YOU HAVE THIS COLUMN?

15

16 **JOHAN JULIN:** BECAUSE IT ALLOWS US TO DO A COMPARISON AGAINST
17 OTHER JURISDICTIONS, IS ONE REASON. AND ANOTHER REASON IS THAT
18 IT TELLS THE DEPARTMENTAL STORY HOW LONG IT TOOK A DEPARTMENT
19 TO FILL A PARTICULAR VACANCY. SO IN THE CASE OF REGISTERS, FOR
20 EXAMPLE, A REGISTER IS AN ONGOING OPEN RECRUITMENT. A
21 DEPARTMENT HAS A VACANCY THAT THEY WANT TO FILL. THERE IS
22 ALREADY A REGISTER, MEANING A LIST THAT'S AVAILABLE FOR A
23 CANDIDATE TO FILL. THE PLACEMENT TIME FOR THAT PARTICULAR
24 VACANCY IS ZERO BECAUSE THE DEPARTMENT HAS A NEWLY FOUND
25 VACANCY THAT THEY INTEND TO FILL, THE LIST IS ALREADY THERE



THE BOARD OF
SUPERVISORS

1 AND THEY CAN FILL IT IMMEDIATELY.

2

3 **SUP. KATHRYN BARGER:** SO LET'S LOOK AT, LET'S USE THE MENTAL
4 HEALTH PSYCHIATRIST/DENTAL. VACANCIES, 114. 261 APPLICATIONS.
5 33 HIRES. AVERAGE TIME TO HIRE, 208 DAYS, WORKING DAYS? 208
6 WHAT?

7

8 **JOHAN JULIN:** CALENDAR DAYS.

9

10 **SUP. KATHRYN BARGER:** CALENDAR DAYS MEANING SATURDAYS AND
11 SUNDAYS DON'T COUNT?

12

13 **JOHAN JULIN:** THEY DO COUNT.

14

15 **SUP. KATHRYN BARGER:** THEY DO COUNT?

16

17 **JOHAN JULIN:** THEY DO

18

19 **SUP. KATHRYN BARGER:** 208. AVERAGE PLACEMENT TIME, 388. EXPLAIN
20 TO ME THE 208 VERSUS 388.

21

22 **JOHAN JULIN:** SO THE 388, LET'S SAY IT'S MENTAL HEALTH. THE
23 DEPARTMENT OF MENTAL HEALTH POSTS THE RECRUITMENT. THEY WAIT,
24 OR THEY MIGHT ACTIVELY RECRUIT. REGARDLESS, THEY WAIT FOR
25 APPLICATIONS TO COME IN, RIGHT? A PSYCHIATRIST OUT IN THE



THE BOARD OF
SUPERVISORS

1 PUBLIC MAY NOT APPLY RIGHT AWAY. IT MIGHT WAIT. THEY MIGHT
2 HOLD OUT FOR A BIT. THEY MIGHT THINK ABOUT IT BEFORE APPLYING.
3 WE MIGHT HAVE A RECRUITER THAT CALLS THEM, ENCOURAGES THEM TO
4 APPLY. MEANWHILE, THAT PLACEMENT TIME TICKER IS GOING, RIGHT?
5 SO IT'S DAY AFTER DAY AFTER DAY. WE WAIT FOR THAT PSYCHIATRIST
6 TO APPLY. THEY EVENTUALLY APPLY. THEY GET THE JOB. AND THAT'S
7 WHAT'S COUNTED IN PLACEMENT TIME. TIME TO HIRE IN THIS CASE
8 IS, OKAY, THAT'S FROM WHEN THAT PSYCHIATRIST SUBMITS THEIR
9 APPLICATION UNTIL THE DAY THEY ACTUALLY START ON THE JOB. SO
10 THAT'S WHY THAT TIME TO HIRE IS LESS THAN THE PLACEMENT TIME.
11 THEY, THE DEPARTMENT'S BEEN TRYING TO RECRUIT AND HASN'T BEEN
12 SUCCESSFUL IN GETTING ENOUGH RECRUITS, OR I'VE ENOUGH
13 APPLICANTS IN TO TRY TO FILL THAT VACANCY, WHICH IS ONE OF THE
14 REASONS IT'S SO CHALLENGING.

15
16 **SUP. KATHRYN BARGER:** SO IF I WERE TO LOOK TO THE PRIVATE
17 SECTOR, WOULD THEY HAVE EQUAL IN TERMS OF HOW LONG AVERAGE
18 TIME TO HIRE, AVERAGE PLACEMENT TIME? IS THAT AN INDUSTRY
19 STANDARD ACROSS THE BOARD?

20
21 **JOHAN JULIN:** POSSIBLY. SO THEY HAVE DIFFERENT, AS JOE HAD
22 MENTIONED EARLIER, THERE'S DIFFERENT CONDITIONS THERE. SO IF
23 WE'RE COMPETING AGAINST HOSPITALS, FOR EXAMPLE, IN THE PRIVATE
24 SECTOR, THEY MIGHT OFFER DIFFERENT WORKING CONDITIONS. THEY
25 MIGHT OFFER A DIFFERENT TYPE OF CLIENTELE THAT THEY WOULD BE



THE BOARD OF
SUPERVISORS

1 WORKING WITH THAN A COUNTY PSYCHIATRIST. SO THEY MIGHT BE ABLE
2 TO FILL THEIR VACANCY MORE QUICKLY THAN WE WOULD BE ABLE TO.

3

4 **SUP. KATHRYN BARGER:** OKAY, THANK YOU. THANK YOU, MADAM CHAIR.

5

6 **JOHAN JULIN:** I DID WANT TO CLARIFY ONE THING, SUPERVISOR, AND
7 THAT IS WITH RESPECT TO, YOU KNOW, YOU HAD KIND OF FLAGGED THE
8 VERY LARGE NUMBER OF SOCIAL WORKER APPLICANTS. WE COUNT, IF
9 YOU TURN IN AN APPLICATION, WE COUNT IT, WHETHER YOU'RE
10 QUALIFIED OR NOT. ONE THING THAT WE CAN ADD HERE THAT MIGHT
11 HELP PROVIDE YOU WITH A LITTLE BIT OF CONTEXT IS QUALIFIED
12 APPLICATIONS, WHICH IS GOING TO BE A MUCH, MUCH LOWER NUMBER.

13

14 **SUP. KATHRYN BARGER:** SO, BUT, YOU KNOW, I MEAN, GIVEN THAT
15 WE'RE TALKING AND GIVEN WE'VE GOT OUR LABOR PARTNERS IN THE
16 AUDIENCE, I THINK IT'S IMPORTANT FOR US TO BE, TO HAVE THAT
17 INFORMATION IN FRONT OF US TODAY. BECAUSE WHEN I SEE THAT
18 NUMBER AND I TALK TO SOCIAL WORKERS WHOSE CASELOADS GO UP WHEN
19 WE'VE GOT THE LARGE VACANCIES, AND I SEE THAT NUMBER, IT'S
20 KIND OF LIKE, WELL, WHAT ARE WE DOING TO HELP OUR CURRENT
21 EMPLOYEES WHO ARE DROWNING? AND SO I WOULD RATHER HAVE YOU
22 GIVE US NO NUMBERS THAN GIVE NUMBERS LIKE THAT THAT ARE
23 ACTUALLY MISLEADING. BECAUSE IT'S SIMILAR TO THE LAHSA WHERE
24 IT MUDDIES THE WATERS FOR ME. I WANT TO KNOW HOW MANY ARE
25 APPLYING AND THAT ARE QUALIFIED. AND MAYBE THEN A FOOTNOTE OR



THE BOARD OF
SUPERVISORS

1 I KNOW YOU'RE GOING, NO, YOU NEED THE NUMBER. I KNOW WHAT
2 HOLLY'S SAYING. OH. WHAT I'M SAYING IS I SEE THE 7,771. AND
3 HE'S SAYING THAT THEY SHOULD, A LOT OF THEM WOULDN'T QUALIFY.
4 I'D RATHER HAVE THEM CARVE OUT THE ONES THAT WOULD NOT QUALIFY
5 AND GIVE US A NUMBER OF THOSE THAT WOULD QUALIFY SO THAT WE
6 SEE IN REAL TIME.

7

8 **LISA GARRETT:** WE CAN DO THAT SUPERVISOR.

9

10 **SUP. KATHRYN BARGER:** BECAUSE YOU'VE GOT SOCIAL WORKERS WHO ARE
11 UNDERWATER WHO SEE THAT NUMBER AND THINK, WHY AREN'T, IS THERE
12 A PROCESS? WHY AREN'T WE HIRING? AND IT'S MISLEADING. THAT'S
13 ALL I'M SAYING.

14

15 **LISA GARRETT:** WE CAN COME BACK WITH THAT INFORMATION.

16

17 **JOHAN JULIN:** WE'LL REPORT THAT NUMBER FOR YOU.

18

19 **SUP. KATHRYN BARGER:** THANK YOU. THANK YOU.

20

21 **JOSEPH M. NICCHITTA:** SUPERVISOR, ONE, I'M SORRY, I JUST WANT
22 TO SET A LITTLE CONTEXT BECAUSE WHAT THE LAW CONSTRAINS US TO
23 REPORTING THESE THINGS IN A CERTAIN WAY. WHAT YOU'RE SEEING
24 ON, ON BARGAINING UNIT 711, THEY'RE CALLED SOCIAL WORKERS, BUT
25 THERE ARE OTHER CLASSIFICATIONS IN THERE BEYOND SOCIAL



THE BOARD OF
SUPERVISORS

1 WORKERS. SO IN ORDER TO GIVE YOU AN ACCURATE PICTURE OF WHAT
2 OUR SOCIAL WORKER CLASSIFICATIONS ARE EXPERIENCING WE WOULD
3 NEED TO DIVE DOWN EVEN FURTHER INTO THAT BARGAINING UNIT, PULL
4 OUT THAT ONE CLASSIFICATION, AND REPORT ON IT EXCLUSIVELY. AND
5 I THINK ON SOCIAL WORKERS IN GENERAL THAT IS AN AREA WHERE YOU
6 ARE SEEING OUR FINANCIAL CONDITION BEING A BARRIER TO HIRING.
7 WE KNOW THAT DPSS FACED A SIGNIFICANT STRUCTURAL SHORTFALL
8 LAST YEAR. THERE WAS AN INTERNAL DEPARTMENTAL HIRING FREEZE
9 BEFORE THE COUNTYWIDE HIRING FREEZE CAME INTO EFFECT. THEY'RE
10 ALSO REORGANIZING SOME SERVICES ON THE GAINS SIDE. AND SO
11 THERE HAS BEEN A BIT OF AN INTENTIONAL SLOWDOWN IN HIRING
12 SOCIAL WORKERS. THOSE NUMBERS UP THERE, THEY DON'T MEAN 7,771
13 SOCIAL WORKERS APPLIED AND 299 SOCIAL WORKERS WERE HIRED. THAT
14 IS AGGREGATED ACROSS THE BARGAINING UNIT. AND AGAIN, IT'S NOT
15 TYPICALLY HOW WE TALK ABOUT OUR CLASSIFICATIONS. WE TYPICALLY
16 TALK ABOUT IT BY ONE CLASSIFICATION. AB 2561 REQUIRES THE
17 REPORT TO BE BY BARGAINING UNIT. SO IT'S BROADER THAN JUST
18 SOCIAL WORKERS. NOW WE HAVE ALL THAT DATA AND WE'RE HAPPY TO
19 SIT DOWN AND GO THROUGH IT.

20
21 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** IT MIGHT BE HELPFUL FOR
22 OUR PURPOSES FOR THIS REPORT THAT THAT BARGAINING UNIT
23 DESCRIPTION EITHER HAVE AN ADDENDUM JUST SO WE'RE CLEAR.
24 'CAUSE WHEN YOU LOOK UP THERE, YOU THINK IT'S SOCIAL WORKERS.
25 SO WE'RE CLEAR OF ALL THE, AT LEAST A COUPLE OTHER EXAMPLES OF



THE BOARD OF
SUPERVISORS

1 POSITIONS THAT FALL WITHIN THAT BARGAINING UNIT. THAT MIGHT BE
2 HELPFUL JUST FOR US TO --

3
4 **JOSEPH M. NICCHITTA:** SURE. AND IN OUR WRITTEN REPORT, WE HAVE
5 MORE DETAIL.

6
7 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** GOT IT. YEAH. ANYTHING
8 ELSE, SUPERVISOR BARGER? THANK YOU. SUPERVISOR HAHN?

9
10 **SUP. JANICE HAHN:** THANK YOU, MADAM CHAIR. AND THANK YOU,
11 SUPERVISOR BARGER, BECAUSE I THINK A LOT OF US ARE FEELING A
12 LITTLE OVERWHELMED BY WHAT THE LAW REQUIRES US TO REPORT
13 VERSUS HOW I THINK WE USUALLY TALK ABOUT SOME OF OUR JOB
14 APPLICATIONS AND HIRES AND HIRING TIME. HOWEVER, AND AGAIN, I
15 THINK OUR COMMON THEME HERE IS THAT THE COUNTY IS A GREAT
16 PLACE TO WORK. WE HAVE GREAT JOBS. UNFORTUNATELY, WE HAVE HAD
17 FINANCIAL CURTAILMENTS, BUDGET CUTS, AND ONGOING HIRING
18 FREEZES, WHICH HAS DEFINITELY IMPACTED HAVING A ROBUST COUNTY
19 WORKFORCE WHERE EVERY DEPARTMENT IS FULLY STAFFED AND EVERY
20 DEPARTMENT IS DELIVERING THE SERVICES OUT THERE TO OUR
21 RESIDENTS. THAT I THINK WE'VE ALL COME TO EXPECT. LET ME JUST
22 HAVE A COUPLE OF QUESTIONS. I THINK, JOE, MAYBE THIS GOES TO
23 YOU, OR YEAH, PROBABLY. SO ON SLIDE 10, THE ONE POSITION WITH
24 HIGH VACANCY RATES IS BUILDING CUSTODIANS, AND IT LOOKS LIKE
25 ONLY 16 OF THE 130 VACANCIES WERE ADJUSTED DUE TO THE FREEZE.



THE BOARD OF
SUPERVISORS

1 AND SINCE I GOT HERE, I'VE SUPPORTED OUR SEIU MEMBERS' JOBS
2 IN-HOUSE, AND I JUST WANT TO MAKE SURE THAT THESE REMAINING
3 VACANCIES ARE NOT ON THE TABLE OR CURRENTLY BEING BACKFILLED
4 BY OUTSIDE CONTRACTORS. IS THAT SOMETHING THAT YOU THINK YOU
5 CAN CONFIRM AT THIS POINT?

6

7 **JOSEPH M. NICCHITTA:** WE'D HAVE TO COME BACK AND LOOK AT THAT
8 SPECIFIC INFORMATION. I THINK FOR CUSTODIANS, WHAT I WILL SAY
9 IS THERE IS AN EFFORT UNDERWAY TO ATTRACT CUSTODIANS PRIMARILY
10 IN HEALTHCARE SETTINGS AND IN CUSTODIAL SETTINGS FOR
11 CUSTODIANS. SB 525, THE HEALTHCARE MINIMUM WAGE, DID CREATE
12 SOME ISSUES WHERE YOU HAVE CLASSIFICATION COMPRESSION, WHICH
13 CREATED SOME CHALLENGES THAT WE'RE COMMITTED TO WORKING
14 THROUGH. AND I'D HAVE TO GET BACK TO YOU AND SEE IF WE'RE
15 CONTRACTING THAT SERVICE OUT.

16

17 **SUP. JANICE HAHN:** YEAH, YEAH, BECAUSE I WANT TO MAKE SURE
18 WE'RE NOT, YOU KNOW, JUST TRYING TO FILL VACANCIES ANY WAY WE
19 CAN. BECAUSE I THINK, AGAIN, WE, WE'VE BEEN TALKING ABOUT HOW
20 GREAT IT IS TO WORK FOR THE COUNTY AND WHY THOSE ARE GOOD JOBS
21 FOR SOMEONE, UH, FOR THEIR ENTIRE LIFETIME. SO I JUST WANT TO
22 MAKE SURE, BECAUSE, YOU KNOW, THAT'S BEEN A BIG ISSUE FOR ME,
23 IS OUTSOURCING. AND MAYBE IT FILLS THE POSITION, BUT I DON'T
24 THINK IT GETS US THE KIND OF QUALITY OF WORK OR JOB THAT I
25 THINK THE COUNTY HAS AN EXPECTATION FOR. SO I'LL SAY THAT.



THE BOARD OF
SUPERVISORS

1

2 **JOSEPH M. NICCHITTA:** YEAH, WE'LL ALSO SHARE WITH YOU, THE
3 SHERIFF'S DEPARTMENT HAS RECENTLY HIRED A CONSULTANT TO
4 PREPARE SOME, ESSENTIALLY A RECRUITMENT VIDEO SPECIFICALLY FOR
5 CUSTODIANS. AND I THINK THAT'LL BE A GOOD THING TO SHARE WITH
6 THE BOARD SO YOU CAN SEE SOME OF THE EFFORTS WE ARE MAKING.
7 ROLLING OUT TO HIRE COUNTY WORKFORCE AND NOT CONTRACT THEM.

8

9 **SUP. JANICE HAHN:** HOW MANY JOBS COULD WE FILL IF WE QUIT
10 HIRING CONSULTANTS? BUT THAT'S FOR ANOTHER DISCUSSION. SO I
11 HAVE A COUPLE QUESTIONS ABOUT PROBATION, AND I KNOW, I THINK
12 SHEILA IS HERE. WOULD IT BE APPROPRIATE FOR SHEILA TO COME UP
13 AND ANSWER SOME OF THESE QUESTIONS THAT I HAVE? SHEILA, THE
14 PROBATION SUPERVISORS' UNION BARGAINING UNIT 702, HAS ASKED
15 FOR ELIGIBLE OFFICERS TO BE PROMOTED TO FILL THE VACANT
16 SUPERVISORY, SUPERVISORY POSITIONS. IS THAT SOMETHING YOU'RE
17 GOING TO DO? HAVE YOU DONE IT? IF NOT, WHY NOT?

18

19 **SHEILA WILLIAMS:** I THINK IT HAS BEEN EXPLAINED THAT WE DO
20 CURRENTLY HAVE A PROMULGATED LIST, AND I THINK WE HAVE ABOUT
21 149 CANDIDATES ON THAT LIST. WHAT WE'RE DOING INITIALLY IS
22 PROMOTING, I'M SORRY, SHEILA WILLIAMS, CHIEF DEPUTY ADMIN OF
23 PROBATION DEPARTMENT. WHAT WE'RE DOING INITIALLY IS PROMOTING
24 IN PLACE THOSE DSO OFFICERS THAT WE HAVE THAT WILL QUALIFY FOR
25 THE SUPERVISING DEPUTY PROBATION OFFICER POSITION, AFTER WHICH



THE BOARD OF
SUPERVISORS

1 WE'RE CURRENTLY UNDERGOING A RESTRUCTURING OF OUR ORGANIZATION
2 WHERE, YOU KNOW, WE SHIFTED A LOT OF OUR FIELD OFFICERS INTO
3 THE JUVENILE INSTITUTIONS. AND SO WE'RE RECONSTITUTING WHAT
4 FIELD SUPERVISION LOOKS LIKE. ONCE THAT EFFORT IS COMPLETE, I
5 THINK WE WILL BE IN A BETTER POSITION TO DETERMINE WHAT
6 VACANCIES REMAIN AND WHAT INDIVIDUALS WE CAN THEN PROMOTE INTO
7 THOSE RANKS. AND THEN I WANT TO MAKE IT ALSO CLEAR --

8

9 **SUP. JANICE HAHN:** I APPRECIATE IT BECAUSE THAT LINE IS ALSO
10 TROUBLING FOR ME, RIGHT? THERE'S 129 VACANCIES. 56
11 APPLICATIONS, ONLY TWO HIRES. AND HERE'S THE ONE THAT GETS ME:
12 AVERAGE TIME TO HIRE, 479 DAYS. THAT'S THE ONE THAT IS TOUGH.
13 AND I, WHAT DO YOU ATTRIBUTE, DO YOU THINK, THAT LENGTH? I
14 THINK THAT'S THE --

15

16 **SHEILA WILLIAMS:** I'M GOING TO TURN IT OVER TO MY HR STAFF.

17

18 **SUP. JANICE HAHN:** YEAH, THAT'S THE LONGEST TIME IN ALL OF
19 THAT, THAT'S IN THAT COLUMN. THAT'S THE HIGHEST ONE. WHY?

20

21 **DEANNA CARLISLE:** JOHAN, IF I CAN REFER BACK TO YOUR EARLIER
22 EXPLANATION THAT AGAIN, BARGAINING UNIT DESCRIPTION, I BELIEVE
23 WE'RE TALKING ABOUT THE TRANSPORTATION FOR THIS ONE. IS THAT
24 CORRECT?

25



THE BOARD OF
SUPERVISORS

1 **JOHAN JULIN:** THAT'S RIGHT.

2

3 **DEANNA CARLISLE:** AND THAT'S IN WHAT DEPARTMENT?

4

5 **SUP. JANICE HAHN:** TALKING ABOUT WHAT?

6

7 **JOHAN JULIN:** DCFS.

8

9 **SHEILA WILLIAMS:** SO ONCE AGAIN, THERE'S MORE THAN ONE
10 CLASSIFICATION REFLECTED IN THAT BARGAINING UNIT. SO WHEN YOU
11 JUST LOOK AT OUR SUPERVISING DEPUTY, PROBATION OFFICER
12 CLASSIFICATION, THAT TIME TO HIRE WOULDN'T NECESSARILY
13 TRANSLATE TO 479 DAYS. IT'S MORE RELATED TO THAT
14 TRANSPORTATION ITEM THAT'S IN DCFS. LORI, IS THAT CORRECT?

15

16 **SUP. JANICE HAHN:** SEE, SO, WELL, I WILL ASSOCIATE MYSELF WITH
17 MY COLLEAGUE'S COMMENTS. SUPERVISOR BARGER, THIS IS CONFUSING,
18 AND I, THE LAW REQUIRES ONE THING, BUT FOR US TO REALLY GET A
19 HANDLE ON THIS AND MAKE THE KIND OF POLICY DECISIONS OR
20 ENCOURAGEMENT ON FILLING VACANCIES, WE KIND OF NEED SOMETHING
21 ELSE. SO I THINK WE NEED SOMETHING IN TANDEM WITH WHAT THE LAW
22 REQUIRES BECAUSE THAT'S REALLY CONFUSING. BECAUSE I, DO YOU
23 KNOW, CAN YOU TELL ME HOW MANY OF THOSE APPLICATIONS ARE FOR
24 THE SUPERVISING DEPUTY PROBATION OFFICERS IN 702? OR YOU DON'T
25 KNOW?



THE BOARD OF
SUPERVISORS

1

2 **SHEILA WILLIAMS:** I'M SORRY, I DON'T THINK WE HAVE THAT
3 INFORMATION READILY AVAILABLE, BUT WE CAN PROVIDE IT LATER.

4

5 **SUP. JANICE HAHN:** YEAH, I THINK THAT'S REALLY KEY BECAUSE,
6 AGAIN, I THINK YOU'RE GOING TO, I DON'T KNOW IF THEY'RE GOING
7 TO SPEAK TODAY, BUT I KNOW THEY'VE TALKED TO ME AND THEY WOULD
8 LIKE TO HAVE ELIGIBLE OFFICERS BE PROMOTED TO FILL THOSE
9 VACANCIES. BUT ACCORDING TO THIS CHART, WE PROBABLY DON'T EVEN
10 KNOW HOW MANY VACANCIES ARE IN THE SUPERVISING DEPUTY
11 PROBATION OFFICER'S COLUMN ALONE.

12

13 **SHEILA WILLIAMS:** MY STAFF JUST INFORMED ME THAT WE HADN'T EVEN
14 OPENED UP THE SUPERVISING DEPUTY PROBATION OFFICER EXAM. THIS
15 IS DATA FROM LAST YEAR, SO IT WOULD BE ZERO FOR US.

16

17 **SUP. JANICE HAHN:** ZERO WHAT?

18

19 **SHEILA WILLIAMS:** THAT INFORMATION. THE APPLICATIONS.

20

21 **SUP. JANICE HAHN:** YOU'D HAVE ZERO.

22

23 **SHEILA WILLIAMS:** THE APPLICATIONS AND HIRE AND AVERAGE TIME TO
24 HIRE. WE JUST RECENTLY OPENED UP OUR EXAM, AND THIS DATA IS
25 FROM LAST YEAR, CORRECT?



THE BOARD OF
SUPERVISORS

1

2 **SUP. JANICE HAHN:** OKAY, THIS IS GETTING MORE CONFUSING BY THE
3 MINUTE.

4

5 **JOSEPH M. NICCHITTA:** THIS DATA IS CURRENT THROUGH AUGUST, AND
6 WE DO IT RIGHT BEFORE WE CLOSE THE BUDGET. WHAT MS. WILLIAMS
7 IS SAYING IS THEY DIDN'T HAVE AN EXAM AND DIDN'T HAVE
8 APPLICATIONS PRIOR TO THE REPORTING OF THE DATA, WHICH IS WHY
9 YOU SEE THE DASHES THERE. SO THOSE ARE FUNCTIONING --

10

11 **SUP. JANICE HAHN:** I'M LOOKING AT 702. THERE'S NO DASHES THERE.

12

13 **JOHAN JULIN:** YEAH, I THINK WHAT WOULD BE HELPFUL NEXT TIME
14 AROUND, AND WE CAN REPORT THIS, THIS TIME AROUND AS WELL, BUT
15 I JUST NEED SOME TIME TO DRILL DOWN ON THE SPECIFICS
16 CLASSIFICATIONS THAT WE'RE TALKING ABOUT,

17

18 **SUP. JANICE HAHN:** RIGHT?

19

20 **JOHAN JULIN:** SO THAT YOU'RE NOT, I'LL USE THE WORD MISLED BY
21 THE BARGAINING UNIT DESCRIPTION THERE, WHICH AS JOE HAD
22 MENTIONED, REALLY ENCOMPASSES A BROAD RANGE

23

24 **SUP. HILDA SOLIS, CHAIR:** I GOT THAT. I GOT THAT.

25



THE BOARD OF
SUPERVISORS

1 **JOHAN JULIN:** OF CLASSIFICATIONS.

2

3 **SUP. JANICE HAHN:** YEAH, IT'S CONFUSING. BUT TO ALSO HAVE MS.
4 WILLIAMS SAY THIS IS LAST YEAR'S INFORMATION.

5

6 **SHEILA WILLIAMS:** YEAH, SO IT SAYS FISCAL YEAR 25/26. SO IT'S
7 FROM JUNE 25TH THROUGH JUNE 30TH OF 2026, AND WE DIDN'T OPEN
8 UP OUR EXAM UNTIL AFTER THAT TIMEFRAME.

9

10 **SUP. JANICE HAHN:** BUT JOE, YOU SAID IT WENT THROUGH AUGUST.
11 WHO'S RIGHT?

12

13 **JOSEPH M. NICCHITTA:** OKAY, THE RECRUITMENT DATA IS THROUGH THE
14 END OF THE FISCAL YEAR. THAT INFORMATION ON 701 --

15

16 **SUP. JANICE HAHN:** I'M LOOKING AT 702.

17

18 **JOSEPH M. NICCHITTA:** 702, IT ONLY INCLUDES DCFS DATA. THERE'S
19 NO PROBATION DATA IN THERE. THERE'S NO-- EXAMS, THERE'S NO
20 VACANCIES, THERE'S NO HIRES, THERE'S NO INFORMATION UP THERE
21 FOR --

22

23 **SUP. JANICE HAHN:** YEAH, WELL, YOU KNOW, I FIND THIS REALLY,
24 REALLY TROUBLING, RIGHT? AND PARTICULARLY SINCE THIS IS A
25 PUBLIC HEARING AND IT'S, YOU KNOW, THE PUBLIC IS LISTENING AND



THE BOARD OF
SUPERVISORS

1 BY LAW WE HAVE TO REPORT IT A CERTAIN WAY. AND BY LAW, OUR
2 UNIONS WHO ARE SEEING A 20% VACANCY GET FIVE MINUTES TO
3 ADDRESS US. BUT IF WE DON'T HAVE GOOD FACTS ON WHAT WE'RE
4 LOOKING AT, IT'S HARD TO PROCESS THIS AND IT'S HARD TO EVEN
5 ASK QUESTIONS.

6

7 **JOSEPH M. NICCHITTA:** AND THAT'S CLEAR FROM THE DISCUSSION.
8 I'LL SAY THIS IS OUR SECOND ANNUAL REPORT, AND AS WE GO
9 THROUGH THESE REPORTS AND WE FIGURE OUT WHAT THE BOARD IS MOST
10 INTERESTED IN UNDERSTANDING, WE CAN PIVOT. WE HAVE TO REPORT
11 THIS DATA A CERTAIN WAY, AND WHAT WE CAN DO IS THE DRILL DOWN.
12 WE CAN SELECT SOME WHAT WE BELIEVE ARE THE CLASSIFICATIONS
13 THAT THE BOARD WOULD REALLY LIKE TO UNDERSTAND BETTER BECAUSE
14 THEY IMPACT SERVICE LEVELS IN A CERTAIN WAY, AND WE CAN REPORT
15 THOSE DIFFERENTLY DURING THE NEXT REPORT. WE DO HAVE THAT DATA
16 BY CLASSIFICATION, AND WE'D HAVE TO START HERE AND THEN DRILL
17 DOWN TO GET TO THE CLASSIFICATION LEVEL AS WELL.

18

19 **SUP. JANICE HAHN:** OKAY, WELL, SHEILA, WHILE I HAVE YOU, LET ME
20 JUST ASK A COUPLE OF OTHER QUESTIONS JUST ABOUT POLICY
21 DECISIONS WITHIN THE DEPARTMENT. THE PROBATION SUPERVISORS'
22 UNION IS ALSO ARGUING THAT THEY FEEL QUALIFIED PROBATION
23 OFFICERS WHO ARE RESTRICTED TO LIGHT DUTY ARE WRONGFULLY
24 PLACED ON LEAVE RATHER THAN BEING ALLOWED TO WORK IN THE
25 FIELD. AND MAYBE YOU, YOU COULD EXPLAIN THAT DECISION TO PUT



THE BOARD OF
SUPERVISORS

1 THEM ON LEAVE AS OPPOSED TO TRANSFERRING THEM TO THE FIELD.

2

3 **SHEILA WILLIAMS:** SO WITH ALL OF OUR PEACE OFFICER POSITIONS,
4 OUR EXPECTATION IS THAT THEY'RE ABLE TO PERFORM ALL OF THE
5 ESSENTIAL FUNCTIONS OF A PEACE OFFICER. AND SO WITH THAT BEING
6 SAID, EVEN THOSE IN THE FIELD NEED TO BE ABLE TO GO OUT AND DO
7 HOME VISITS, BE ABLE TO GO OUT AND DO THE THINGS THAT ARE
8 REQUIRED OF A PEACE OFFICER. WE DO HAVE LIGHT-DUTY POSITIONS
9 AVAILABLE, BUT THOSE ARE FOR THOSE THAT ARE, HAVE TEMPORARY
10 WORK RESTRICTIONS. THOSE THAT HAVE PERMANENT AND STATIONARY
11 WORK RESTRICTIONS, WE WOULD LIKE TO WORK WITH THEM TO
12 RECLASSIFY THEM TO A NON-SWORN ITEM, AND THEY CAN CONTINUE TO
13 WORK IN THE DEPARTMENT. THEY CAN CONTINUE TO WORK IN THE FIELD
14 OFFICES AND PROVIDE THE SERVICES THAT THEY, THAT THEY CAN IN
15 THAT POSITION BASED ON THEIR INSTITUTIONAL KNOWLEDGE AND
16 CAPABILITIES OF WHAT THEY DID BEFORE. BUT IN TERMS OF
17 TEMPORARY LIGHT-DUTY POSITIONS OR PERMANENT AND STATIONARY,
18 THAT IS OUR POSITION.

19

20 **SUP. JANICE HAHN:** THANK YOU FOR THAT. I ALSO KNOW THAT OUR
21 PRIORITY HAS ALWAYS BEEN TO HAVE ENOUGH PROBATION OFFICERS IN
22 OUR CAMPS AND HALLS AND WE NEED TO, OF COURSE, MAKE SURE THAT
23 OUR YOUNG PEOPLE IN OUR CARE ARE SAFE, FACILITIES ARE SECURE,
24 AND THE OFFICERS HAVE ENOUGH TEAMMATES TO MAKE SURE THEY CAN
25 DO THEIR JOBS WELL. AND I KNOW THAT'S BEEN AN ONGOING



THE BOARD OF
SUPERVISORS

1 STRUGGLE. BUT I ALSO HEAR FROM SOME OF OUR UNION FRIENDS THAT
2 THE FREQUENT REASSIGNMENTS ARE DIFFICULT TO IMAGINE, TO
3 MANAGE. AND I KNOW THAT OUR STAFFING NUMBERS ARE LOOKING
4 PRETTY GOOD. LATELY ACROSS OUR FACILITIES. DO YOU THINK WE
5 STILL NEED TO HAVE THIS KIND OF FREQUENCY OF REASSIGNMENTS, OR
6 DO YOU THINK IT'S GOING TO SLOW DOWN BASED ON OUR STAFFING
7 LEVELS?

8

9 **SHEILA WILLIAMS:** SO RIGHT NOW WE ARE NO LONGER DOING
10 REASSIGNMENTS. WHAT WE'RE DOING OR I SHOULD SAY WE'RE NO
11 LONGER DOING DEPLOYMENTS. SO WHAT WE'RE DOING IS PERMANENTLY
12 OR IS IT TEMPORARY? NO, PERMANENT REASSIGNMENTS. INTO THE
13 JUVENILE INSTITUTIONS. BUT ONE OF THE THINGS WE HAVE TO BE
14 MINDFUL OF IS THAT WE HAVE MANDATED STAFFING RATIOS, NOT ONLY
15 UNDER TITLE 15 FOR BSCC BUT ALSO UNDER THE DOJ SETTLEMENT
16 AGREEMENT. SO AS FOLKS TEND TO GO OUT ON LEAVE WITHIN THE
17 JUVENILE INSTITUTIONS, WE THEN HAVE TO PULL FROM A RESOURCE
18 THAT WE HAVE READILY AVAILABLE, WHICH TENDS TO BE OUR FIELD
19 SERVICES, AND PUT THEM INTO THOSE POSITIONS BECAUSE WE'RE
20 REQUIRED TO BY LAW. HOWEVER, WE ARE ALSO LOOKING AT FILLING
21 THEM WITH FOLKS WHO ARE COMING BACK FROM BEING OFF ON LEAVE IF
22 THEY HAVE TEMPORARY WORK RESTRICTIONS. WE'RE LOOKING AT
23 UTILIZING THOSE THAT MIGHT HAVE BEEN OUT DUE TO INVESTIGATIONS
24 THAT ARE NOW COMING BACK. AND THEN, OF COURSE, EVEN THOUGH
25 THEY'RE SMALL NUMBERS AT THIS PARTICULAR TIME, WE'RE LOOKING



THE BOARD OF
SUPERVISORS

1 AT BRINGING IN NEW HIRES.

2

3 **SUP. JANICE HAHN:** OKAY. THANK YOU FOR THAT. THANK YOU, MADAM
4 CHAIR.

5

6 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** THANK YOU. I JUST
7 WANTED TO SAY AGAIN QUICKLY, I THINK THIS CONVERSATION IS A
8 REFLECTION OF THE FACT THAT LEGISLATIVE INTENT WAS NOT TO
9 CREATE AN OPPORTUNITY FOR US TO FULLY UNDERSTAND THE DEPTH AND
10 THE SPECIFICS WITHIN A BARGAINING UNIT. LEGISLATIVE INTENT WAS
11 TO CAPTURE THE DATA BY BARGAINING UNIT, AS I'M SURE PROPOSED
12 BY THE SPONSORS OF THE LEGISLATION. AND SO I THINK PROBABLY
13 FOLKS WE'RE GOING TO HEAR FROM TODAY, I WOULD BE WILLING TO
14 ASSUME, BUT I, I WOULD SUGGEST THAT WE GIVE SOME THOUGHT AND
15 CONSIDERATION TO HOW WE EXPAND UPON THE PRESENTATION NEXT
16 YEAR. SO BEYOND MEETING THE LETTER OF THE LAW IN TERMS OF THE
17 ANNUAL REPORT, WE HAVE A TOOL THAT IS USEFUL TO OUR ROLE AS,
18 YOU KNOW, THE GOVERNING BODY OF L.A. COUNTY. I THINK THAT'S
19 THE RUB I'M SEEING, AND IT REALLY IS CONFUSING WHEN YOU SEE A
20 CATEGORY FOR BARGAINING UNIT 711 SOCIAL WORKERS AND TO HEAR
21 ALL OF THE VARIOUS DEPARTMENTS AND JOB CATEGORIES THAT FALL
22 UNDER THAT BARGAINING UNIT. I HOPE YOU UNDERSTAND WHY WE ARE
23 ASKING THE KINDS OF QUESTIONS WE ARE, BECAUSE IT IS --

24

25 **LISA GARRETT:** ABSOLUTELY.



THE BOARD OF
SUPERVISORS

1

2 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** THAT DOESN'T MAKE IT
3 CLEAR. I APPRECIATE THE LETTER OF THE LAW, ASK THAT IT BE
4 PRESENTED THAT WAY. GREAT, WE CAN DO THAT. WE'LL MEET THAT
5 EXPECTATION. AND IF WE COULD HAVE AN EXPANDED DOCUMENT SO WE
6 REALLY ARE ABLE TO UNDERSTAND KIND OF WHERE WE ARE AS IT
7 RELATES TO WHO'S DOING WHAT ON BEHALF OF L.A. COUNTY. MS.
8 HAHN?

9

10 **SUP. JANICE HAHN:** YEAH, THAT'S WHAT I TRIED TO SAY, AND YOU
11 SAID IT BETTER. BUT YEAH, TO HAVE SHEILA SAY THE 702,
12 SUPERVISING DEPUTY PROBATION OFFICER, THERE'S NOT ONE
13 SUPERVISING DEPUTY PROBATION OFFICER IN THOSE NUMBERS. NOT
14 ONE. THAT'S --

15

16 **SUP. KATHRYN BARGER:** THAT'S MISLEADING.

17

18 **SUP. JANICE HAHN:** THAT'S MISLEADING.

19

20 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** AND I DON'T KNOW THAT
21 IT'S INTENTIONALLY. IT'S WILLFUL. IT'S THE WAY THE BARGAINING
22 UNITS ARE CATEGORIZED. AND FOR US TO BE CLEAR ABOUT THE
23 LEGISLATIVE INTENT.

24

25 **SUP. JANICE HAHN:** CORRECT. I'M NOT BLAMING THE PROBATION



THE BOARD OF
SUPERVISORS

1 DEPARTMENT FOR ONCE.

2

3 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** SUPERVISOR HORVATH.

4

5 **SUP. LINDSEY P. HORVATH:** THANK YOU. AND I JUST WANT TO
6 CONTINUE TO HIGHLIGHT THE POINT THAT YOU'RE MAKING. I THINK
7 THIS IS NOT THE FIRST TIME WE'VE SEEN, YOU KNOW, WHAT SOUNDS
8 LIKE A GOOD INTENTION WHEN IT GETS TRANSLATED TO THE GROUND
9 LEVEL OF IMPLEMENTATION WHERE IT DOESN'T QUITE MATCH. I THINK
10 WHAT WE HOPE WHEN WE'RE LOOKING AT THESE NUMBERS TO TRY AND
11 LOOK AT WHAT ARE SOME OF THE, YOU KNOW, IS THERE CORRELATION
12 OR CAUSATION RELATED TO VACANCIES THAT WE SHOULD BE TAKING
13 DIFFERENT KINDS OF ACTIONS. WHEN WE'RE CATEGORIZING IT BY
14 BARGAINING UNITS, THAT'S A DIFFERENT ORDER. AND SO I WOULD
15 ECHO WHAT SUPERVISOR MITCHELL SAID IN TERMS OF FUTURE
16 PRESENTATIONS IF WE HAVE TO MEET THE LETTER OF THE LAW. BUT I
17 THINK THE GOAL THAT WE'RE TRYING TO ACCOMPLISH IN THIS
18 CONVERSATION IS TO LOOK AT SOME OF THOSE THINGS THAT WE AS
19 EMPLOYERS WOULD WANT TO LOOK AT TO ADDRESS WHAT SOME OF THE
20 NUMBERS MAY OR MAY NOT ACCOUNT FOR. SO TO THE EXTENT YOU
21 NEEDED THAT DIRECTION, YOU KNOW, PLEASE USE YOUR DISCRETION TO
22 BE ABLE TO GIVE US SOMETHING THAT HELPS TO PAINT THAT PICTURE
23 MORE FULLY AS WE HAVE THESE PRESENTATIONS IN THE FUTURE. TO
24 SHEILA, I REALLY APPRECIATE YOU HIGHLIGHTING ONE OF THE
25 QUESTIONS I HAD WAS WHERE ARE WE ON CALLOUTS AND IS THAT



THE BOARD OF
SUPERVISORS

1 IMPACTING VACANCIES? SO I REALLY APPRECIATE YOU HIGHLIGHTING
2 THAT. HIGHLIGHTING THAT AS THERE ARE MORE CALLOUTS, THAT
3 IMPACTS WHERE PEOPLE CAN GO AND WHAT CHOICES YOU HAVE TO MAKE
4 IN ORDER TO STAY IN COMPLIANCE WITH ALL OF THE DIRECTIVES THAT
5 WE HAVE FROM, YOU KNOW, ALL OF THE VARIOUS ENTITIES THAT ARE
6 OVERSEEING WHAT'S GOING ON IN PROBATION. BECAUSE THERE ARE,
7 YOU KNOW, A LOT OF CONTRIBUTING FACTORS TO VACANCIES, AND I
8 THINK THAT'S ONE OF THE GOALS OF THIS CONVERSATION IS FIGURING
9 THAT OUT. SO I KNOW ONE OF THE THINGS THAT WE'VE ALSO ASKED OF
10 THE CEO IN THE BUDGET TEAM IS TO EVALUATE AND RIGHT-SIZE
11 WHAT'S GOING ON IN THE PROBATION DEPARTMENT. I THINK, YOU
12 KNOW, AS WE'VE HEARD FROM THIS PRESENTATION, YOU KNOW, WHEN
13 YOU ACCOUNT FOR EVERYTHING THAT'S ONGOING, THE THREE
14 CLASSIFICATIONS THAT ARE, YOU KNOW, THAT WILL REMAIN ABOVE 20%
15 EXIST WITHIN PROBATION. ALTHOUGH NOW I'M CURIOUS ABOUT THESE
16 TRANSPORTATION POSITIONS. BUT I, BUT I WILL SAY, YOU KNOW,
17 PART OF AN ONGOING EFFORT IS ALSO LOOKING AT WHAT ELSE MAY OR
18 MAY NOT HAPPEN IN THAT DEPARTMENT. SO WHERE ARE YOU AT IN THAT
19 PROCESS, AND HOW DO YOU THINK THAT WILL IMPACT HOW WE LOOK AT
20 POSITIONS FOR THIS DEPARTMENT GOING FORWARD?

21
22 **JOSEPH M. NICCHITTA:** YEAH, I THINK YOU'RE REFERRING TO,
23 SUPERVISOR, A RECENT MOTION FOR US TO TAKE A DEEPER DIVE INTO
24 THE PROBATION BUDGET. I'D HAVE TO COME BACK TO YOU WITH AN
25 UPDATE ON THAT THE STATUS OF THAT WORK, BUT WE ARE WORKING



THE BOARD OF
SUPERVISORS

1 WITH THE DEPARTMENT TO DECONSTRUCT MIGHT BE TOO STRONG A WORD,
2 BUT REALLY TO UNDERSTAND HOW VACANCY FUNDING IS BEING USED.
3 AND IT'S VERY COMPLICATED BECAUSE SOME POSITIONS ARE FULLY
4 REVENUE FUNDED, SOME ARE FULLY NCC FUNDED IN TERMS OF
5 VACANCIES, AND SOME ARE A BLEND. AND SO WE'RE TRYING TO TEASE
6 OUT REALLY HOW MUCH NCC IS THERE, AND THEN FROM THERE WE CAN
7 WORK WITH THE DEPARTMENT ON, ON KIND OF WHAT THAT MEANS FOR
8 THEIR OPERATION AND REPORT BACK TO THE BOARD ON THAT. SO I'D
9 HAVE TO GO BACK TO MY TEAM AND GET AN UP-TO-DATE STATUS ON IT,
10 BUT THAT'S GENERALLY OUR APPROACH.

11

12 **SUP. LINDSEY P. HORVATH:** AND PART OF THE EVALUATION PROCESS
13 WILL BE ONGOING NECESSITY OF THESE POSITIONS TO KEEP OUR
14 DEPARTMENT, YOU KNOW, ROBUST IN DOING THE THINGS THAT IT NEEDS
15 TO DO?

16

17 **JOSEPH M. NICCHITTA:** YEAH, CORRECT. WE'D BE LOOKING AT TWO
18 THINGS. ONE IS THE, THE POSITION NEEDS, AND THAT'S DRIVEN IN
19 PART BY BSEC AND SOME OF THE OTHER REQUIREMENTS THAT APPLY TO
20 THE PROBATION DEPARTMENT. AND THEN THE OTHER SIDE OF THAT COIN
21 IS SERVICES AND SUPPLIES BUDGET. WHAT DO THEY NEED TO BUY TO
22 BE EFFECTIVE AS A DEPARTMENT? AND WHAT WE'RE SEEING GENERALLY
23 IS THEIR SERVICES AND SUPPLIES BUDGET IS RUNNING A DEFICIT.
24 AND SO SAVINGS ON THE EMPLOYEE, ON THE SALARY AND BENEFITS
25 SIDE IS COVERING THAT. WE WANT TO DECONSTRUCT THAT A LITTLE



THE BOARD OF
SUPERVISORS

1 BIT BETTER, FIGURE OUT HOW TO RIGHT-SIZE THE BUDGET BETWEEN
2 THOSE TWO LINE ITEM ALLOCATIONS, AND THEN GET A SENSE OF
3 WHAT'S LEFT. WHAT'S NEEDED FOR POSITIONS AND WHAT IS AVAILABLE
4 FOR OTHER PURPOSES.

5

6 **SUP. LINDSEY P. HORVATH:** I THINK ANOTHER ASPECT OF LEGISLATIVE
7 INTENT, AND I'M HAPPY TO BE CORRECTED IF THIS ISN'T ACCURATE,
8 THAT IS THAT THE TRADE-OFF BETWEEN KEEPING VACANT POSITIONS,
9 HAVING THAT FUNDING IN A DEPARTMENT, AND THEN ULTIMATELY USING
10 THAT FUND BALANCE FOR SOMETHING ELSE. NOW THAT WE HAVE, WITH
11 THE CURTAILMENTS THAT WE'VE GONE THROUGH AND THE ELIMINATED
12 VACANCIES FROM SOME OF OUR MORE RECENT EFFORTS, GIVEN AB 218
13 AND OTHER FINANCIAL OBLIGATIONS. I THINK SOME OF THAT IMPACT
14 ISN'T QUITE WHERE IT USED TO BE IN TERMS OF VACANCY RATES AND
15 USING THOSE AS SORT OF, FOR LACK OF A BETTER TERM, A BUDGETING
16 TOOL FOR SOME DEPARTMENTS.

17

18 **JOSEPH M. NICCHITTA:** RIGHT.

19

20 **SUP. LINDSEY P. HORVATH:** AND SO I THINK THERE ARE DIFFERENT
21 ELEMENTS OF WHAT WE'RE TRYING TO SUSS OUT IN THIS DISCUSSION,
22 AND, AND I THINK THAT WE AS A COUNTY, GIVEN THE FINANCIAL
23 CHALLENGES THAT WE'VE BEEN FACING, ARE USING THAT TOOL LESS
24 AND LESS BECAUSE WE HAVE TOO MANY OBLIGATIONS WE'RE HAVING TO
25 MEET FINANCIALLY. BUT YOU DID MENTION SOMETHING MORE GENERALLY



THE BOARD OF
SUPERVISORS

1 THAT I WANTED TO TOUCH ON BEFORE WE HEAR FROM OUR LABOR
2 PARTNERS. YOU TALKED ABOUT ANOTHER BILL THAT CONTRIBUTED TO
3 COMPRESSION. CAN YOU TALK ABOUT THAT MORE SPECIFICALLY, WHAT'S
4 GOING ON IN THE COUNTY AND WHAT WE'RE DOING TO MAKE SURE THAT
5 AS PEOPLE PROGRESS IN THEIR CAREERS, THAT THERE ARE INCENTIVES
6 TO KEEP THEM PROGRESSING IN THEIR CAREERS SO THEY DON'T GET
7 STAGNANT.

8

9 **JOSEPH M. NICCHITTA:** YEAH, WE HAVE 253 CLASSIFICATIONS THAT
10 WERE IMPACTED BY SB 525. THIS IS THE HEALTHCARE WORKER MINIMUM
11 WAGE. AND THAT HAS GENERATED A LOT OF WORK AND ANALYSIS TO
12 HELP US FIGURE OUT HOW TO DEAL WITH THAT. ONE OF THE EXAMPLES
13 THAT MY TEAM FLAGGED FOR ME WAS THE CUSTODIAN CLASSIFICATION
14 WHERE CUSTODIANS AND I DON'T KNOW IF IT'S CALLED SUPERVISING
15 CUSTODIANS, BUT THE CUSTODIAN CLASS RIGHT ABOVE THAT ARE
16 ESSENTIALLY MAKING THE SAME. AND SO IT CREATES PROBLEMS WITH
17 THAT COMPRESSION AND PROMOTING FROM ONE TO THE OTHER AS AN
18 EXAMPLE. I THINK THERE ARE DIFFERENT WAYS OF TRYING TO DEAL
19 WITH THAT IN THE SHORT TERM. ONE IS DIFFERENT BONUSES THAT WE
20 CAN APPLY, DIFFERENT STEPS THAT YOU CAN START AT. BUT
21 ULTIMATELY WHAT IT WOULD REQUIRE IS COMPREHENSIVE
22 RECLASSIFICATION OF THE POSITIONS TO REALLY LEVEL SET THEM
23 AGAIN. BUT BECAUSE THIS IS SUCH A SERIOUS CASCADE ALL THE WAY
24 UP INTO POSITIONS WELL ABOVE THE ONES THAT ARE SUBJECT TO THE
25 MINIMUM WAGE, IT'S GOING TO TAKE US SOME TIME TO, I THINK, GET



THE BOARD OF
SUPERVISORS

1 ALL THE WAY THERE. WE HAVE REPRESENTATIVES FROM HEALTH
2 SERVICES AND SOME OTHER DEPARTMENTS WHO DEAL WITH THIS VERY
3 ACUTELY. IF THERE ARE MORE SPECIFIC QUESTIONS ABOUT HOW THOSE
4 DEPARTMENTS ARE NAVIGATING IT, I THINK THOSE REPRESENTATIVES
5 ARE BETTER POSITIONED TO SPEAK TO THAT.

6
7 **SUP. LINDSEY P. HORVATH:** YEAH, NO, I WANTED TO UNDERSTAND HOW
8 WE'RE DEALING WITH IT AS A COUNTY. WE'VE HEARD FROM, YOU KNOW,
9 DIFFERENT REPRESENTATIVES ABOUT HOW IT'S IMPACTING THEIR
10 CLASSIFICATIONS, AS IS THE INTENT OF THE BILL IN THIS
11 EXERCISE. BUT IT'S HELPFUL TO UNDERSTAND BECAUSE I THINK
12 OBVIOUSLY WE WANT TO MAKE SURE THAT PEOPLE ARE ABLE TO GROW IN
13 THEIR JOBS AND AS THEY PROGRESS THAT THEY'RE REWARDED FOR,
14 IDEALLY, FOR THEIR EXPERTISE AND EXPERIENCE AND INVESTMENT IN
15 THE COUNTY. SO I'M, I'M GLAD TO HEAR WE ARE TAKING A LOOK AT
16 THAT. I THINK IT'S ALSO YET MAYBE ANOTHER EXAMPLE OF THE
17 DIFFERENCE BETWEEN LEGISLATIVE INTENT AND WHAT ACTUALLY
18 HAPPENS BECAUSE CERTAINLY I DON'T THINK THE IMPACT OF THAT WAS
19 TO PLATEAU PEOPLE EARLY IN THEIR CAREER. IT'S TO HAVE A
20 DIFFERENT KIND OF EFFECT. SO I'M GLAD THAT WE'RE DOING THAT
21 KIND OF EVALUATION. AND I WOULD JUST SAY, GIVEN BOTH OF THESE
22 EXAMPLES OF DIRECTIVES FROM SACRAMENTO THAT WE THEN HAVE TO
23 IMPLEMENT AS A COUNTY, YOU KNOW, MAKING SURE THAT LAIR, OR
24 IDEALLY LAIR, BUT WHOMEVER YOU WOULD RECOMMEND, COMMUNICATE
25 AND GIVE THIS AS FEEDBACK TO OUR STATE LEGISLATORS TO LET THEM



THE BOARD OF
SUPERVISORS

1 KNOW WHAT, YOU KNOW, WHAT THE IMPACT IS ON THE GROUND AND WHAT
2 CONVERSATION WE ACTUALLY END UP HAVING AND MAKING SURE THAT
3 WE'RE MATCHING WHAT THEY EXPECTED AND, YOU KNOW, KIND OF GIVE
4 THEM THE FEEDBACK. IT MIGHT HAVE— I THINK IN THIS CASE MIGHT
5 HAVE BEEN MORE USEFUL FOR US TO HAVE A DIFFERENT KIND OF
6 EVALUATION AND MAYBE— OR MAYBE JUST NOT HAVING SUCH A
7 STRUCTURED REPORTING MECHANISM WOULD HAVE ALLOWED US TO
8 ADDRESS THE QUESTIONS THAT I THINK WE'RE ALL TRYING TO ASK AND
9 HAVE ANSWERED. AS SUPERVISORS. SO SOMETIMES BEING A LITTLE TOO
10 PRESCRIPTIVE PUTS US DOWN A PATH THAT DOESN'T QUITE GET US TO
11 THAT OUTCOME, AND MAYBE A LITTLE COMMUNICATION IN THAT REGARD
12 CAN HELP US GOING FORWARD. THANK YOU.

13
14 **JOSEPH M. NICCHITTA:** I THINK, SUPERVISOR, MAYBE FOR 2561, WE
15 CAN TALK TO LAIR ABOUT POTENTIAL AMENDMENTS TO THE BILL TO
16 STREAMLINE THE REPORTING. I'LL SAY WE DON'T TRACK, WE DO NOT
17 TRACK VACANCIES BY BARGAINING UNITS, SO IT TAKES US OUR
18 SYSTEMS DON'T DO IT. IT TAKES US ABOUT TWO MONTHS OF WORKING
19 WITH DEPARTMENTS JUST TO GET TO THE POINT WHERE WE CAN REPORT
20 ON IT ACCURATELY. AND IF IT'S NOT THE RIGHT INFORMATION THAT
21 THE BOARD NEEDS TO BE ACTIONABLE AND HELP US FILL VACANCIES
22 AND, AND DO THE THINGS THAT I KNOW LABOR WANTS US TO DO, THEN
23 MAYBE IT'S A CONVERSATION WITH THE BILL AUTHOR TO SEE IF THERE
24 CAN BE SOME CLEANUP.



THE BOARD OF
SUPERVISORS

1 **SUP. LINDSEY P. HORVATH:** YEAH, I DON'T KNOW IF I'M PREPARED
2 TODAY TO SAY I WANT AMENDMENTS TO A BILL NECESSARILY. BUT I
3 THINK SOME SORT OF EVALUATION PROCESS AND COMMUNICATION BACK.
4 I THINK, YOU KNOW, WE HAVE HAD THIS ANYWHERE FROM SB 43 AND
5 WHAT WAS EXPECTED FROM THAT BILL TO, YOU KNOW, WHAT WE'RE
6 EXPERIENCING TODAY. SO THIS ISN'T, YOU KNOW, I JUST THINK AS A
7 COUNTY WE SHOULD BE ADOPTING A PRACTICE OF, YOU KNOW, OFFERING
8 THAT FEEDBACK OF WHAT ACTUALLY HAPPENS ON THE GROUND VERSUS
9 WHAT'S INTENDED. AND IF WE DECIDE THAT THERE'S A NEED FOR
10 THAT, GREAT. I DON'T KNOW THAT I HAVE THE INFORMATION TO GIVE
11 THAT DIRECTION TODAY, BUT, BUT I THINK IT'S SOMETHING WORTH
12 NOTING.

13

14 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** THANK YOU, COLLEAGUES.
15 AND WITH THAT, LET'S GO AHEAD AND HEAR FROM OUR UNION
16 REPRESENTATIVES WHO WILL BE JOINING US TO PROVIDE THEIR
17 PERSPECTIVE. COME ON FORWARD. MR. EXECUTIVE OFFICER, ARE YOU
18 GOING TO READ THAT, CALL THEM OUT?

19

20 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** NO, THEY'RE GOING
21 TO JUST COME UP AND REPRESENT THEMSELVES AND PRESENT AND
22 INTRODUCE THEMSELVES.

23

24 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** AND IT'S MY
25 UNDERSTANDING THAT EACH OF YOU WILL BE GIVEN FIVE MINUTES.



THE BOARD OF
SUPERVISORS

1
2 **LEANNE BERG:** OKAY. GOOD DAY, EVERYONE. MY NAME IS LEANNE BERG,
3 AND I'M THE TREASURER FOR THE LOS ANGELES COUNTY ASSOCIATION
4 OF ENVIRONMENTAL HEALTH SPECIALISTS. SECOND SLIDE, PLEASE. IN
5 ORDER TO PREVENT DISEASE AND ILLNESS AND TO EDUCATE THE
6 PUBLIC, THE PRIMARY FOCUS OF OUR JOB ENTAILS THE ANNUAL
7 INSPECTION OF PUBLIC FOOD, POOL, AND HOUSING FACILITIES. IN
8 THE FISCAL YEAR ENDING JUNE 2023, WE ISSUED OVER 19,000 HIGH-
9 RISK FOOD PERMITS, BUT WE WERE ONLY ABLE TO INSPECT. LET ME
10 SEE HERE. WE WERE ONLY ABLE TO INSPECT. HOLD ON HERE. LET ME
11 SEE. OH, WE WERE ONLY ABLE TO INSPECT 5,400 THAT WERE NEVER
12 INSPECTED. THE MULTI-FAMILY DWELLING, WHICH ARE FIVE UNITS OR
13 MORE, WE ISSUED OVER 59,000 PERMITS, BUT WE WERE UNABLE TO
14 INSPECT 27,542. AND THE PUBLIC POOLS, WE ISSUED 15,741, AND WE
15 WERE NEVER ABLE TO INSPECT 7,754. IN 2026, JUNE OF 2026, THOSE
16 NUMBERS INCREASED. THE NUMBER OF PERMITS REMAINED THE SAME,
17 BUT WE WERE UNABLE TO INSPECT 55% MORE OF OUR HIGH-RISK FOODS
18 AND OVER 100% MORE OF OUR HOUSING. 58,000 WERE NEVER
19 INSPECTED, AND OUR PUBLIC POOLS INCREASED TO OVER 12,000 NEVER
20 INSPECTED. SO THIS IS A RESULT OF NOT US NOT HAVING ENOUGH
21 STAFF, SPECIFICALLY ENVIRONMENTAL HEALTH SPECIALIST 2S. IN
22 2020, WE HAD 235 ENVIRONMENTAL HEALTH SPECIALIST 2S. IN JUNE
23 OF THIS YEAR, WE ONLY HAVE 85. SO NEXT SLIDE. AND GO AHEAD,
24 NEXT SLIDE. SO WE HAVE TECHNICALLY LOST 150 OF OUR PRIMARY
25 INSPECTORS, WHICH IS MORE THAN 60% OF OUR FIELD STAFF. NEXT



THE BOARD OF
SUPERVISORS

1 SLIDE. WE HAVE 309 FIELD INSPECTORS AND WE HAVE 110
2 SUPERVISORS. SO THAT RATIO SHOULD BE INCREASED PROBABLY TO
3 ABOUT SIX TO ONE, MAYBE EVEN SEVEN TO ONE IN ORDER FOR US TO
4 BE EFFECTIVE. NEXT SLIDE. AND THAT'S BASICALLY THE SAME THING,
5 JUST LETTING US KNOW THAT THE NUMBER OF SUPERVISORS HAS
6 ACTUALLY INCREASED WHILE THE NUMBER OF FIELD STAFF HAS
7 DECREASED. NEXT SLIDE. OKAY, ANOTHER PROBLEM IS RETENTION AND
8 RECRUITMENT. A COUPLE OF YEARS AGO, THE BOARD NOTIFIED US THAT
9 THERE WAS GOING TO BE A NEW PROGRAM CALLED RENT HABITABILITY.
10 AND THEY PROVIDED US WITH AN INCREASED BUDGET AND WE WERE
11 GOING TO GET SOME NEW INSPECTORS. THAT WAS TWO YEARS AGO. WE
12 CURRENTLY DO NOT HAVE ENOUGH INSPECTORS. SO WE HAD MANY STAFF,
13 LONG-TERM INSPECTORS, ENVIRONMENTAL HEALTH SPECIALISTS, 3S,
14 THAT WERE INVOLUNTARILY TRANSFERRED IN THE LAST 90 DAYS. AND
15 THEY ARE INCURRING PERSONAL EXPENSES BECAUSE THEIR
16 HEADQUARTERS WERE CHANGED. SO SOME OF THEM ARE SPENDING AN
17 EXTRA \$10 A DAY JUST IN GAS. WE HAVE ENVIRONMENTAL HEALTH
18 SPECIALIST 1S THAT ARE IN TRAINING RIGHT NOW, AND THEY ARE
19 WATCHING THIS HAPPEN TO LONG-TERM EMPLOYEES. SO AS FAR AS
20 RETENTION AND RECRUITMENT GOES, THIS IS NOT VERY GOOD FOR
21 ANYBODY. IT DOESN'T LEAVE A GOOD REPUTATION WHEN YOU SEE STAFF
22 THAT HAVE BEEN HERE 5, 10 YEARS ALL OF A SUDDEN BEING
23 TRANSFERRED INVOLUNTARILY. NEXT SLIDE. GO AHEAD, NEXT SLIDE.
24 SO THE REVENUE THAT WE GENERATE FROM THESE PROGRAMS, JUST THE
25 POOLS, FOOD, AND HOUSING ALONE, IS OVER \$70,000,000. WE HAVE



THE BOARD OF
SUPERVISORS

1 SEVERAL OTHER PROGRAMS. NEXT SLIDE. INCLUDING SOLID WASTE,
2 MEDICAL MARIJUANA, PLANCHECK, AND WE DEFINITELY GENERATE
3 ENOUGH INCOME TO COVER REASONABLE PAY INCREASES FOR OUR STAFF.
4 NEXT SLIDE. SO THE ENVIRONMENTAL HEALTH CLASSIFICATIONS ARE
5 FULLY REVENUE OFFSET THROUGH FEES AND ONE-TIME FUNDING IN THE
6 ENVIRONMENTAL HEALTH TRUST FUND. AND THE PERMIT FEES ARE TO BE
7 USED FOR ENVIRONMENTAL HEALTH EXPENSES ONLY. NEXT SLIDE. SOME
8 OF THE KEY POSITIONS WE'VE ALREADY GONE OVER, OR THE KEY
9 REASONS FOR THE VACANCIES. NEXT SLIDE. AND SO WHILE THE
10 WORKLOAD REMAINS STABLE, THE FIELD CAPACITY DOES NOT, AND
11 THERE IS AN INCREASING GROWING INSPECTION GAP OF SITES NEVER
12 INSPECTED. WE FEEL THAT THE RESIDENTS AND VISITORS OF OUR L.A.
13 COUNTY ARE AT AN INCREASED RISK DUE TO THE DECREASE IN STAFF
14 AND SUBSEQUENT FIELD INSPECTIONS. NEXT SLIDE. NEXT SLIDE. OH,
15 SORRY, THAT'S IT. OKAY. SO OUR RECOMMENDATION IS THAT YOU USE
16 THE KNOWLEDGE THAT YOU'VE RECEIVED TODAY AND YOUR AUTHORITY TO
17 INCREASE FUNDING FOR OUR DEPARTMENT. THANK YOU.

18
19 **EXECUTIVE OFFICER:** THANK YOU. WE'LL HEAR FROM THE NEXT
20 PRESENTER, PLEASE. PLEASE BEGIN. PLEASE BEGIN.

21
22 **CARLY ALBA:** WAITING FOR THE PRESENTATION. THERE WE GO. GOOD
23 AFTERNOON, MADAM CHAIR AND MEMBERS OF THE BOARD. MY NAME IS
24 CARLY ALBA, TEAMSTERS LOCAL 986, REPRESENTING BARGAINING UNIT
25 702, THE SUPERVISING DEPUTY PROBATION ASSOCIATION. WE'RE HERE



THE BOARD OF
SUPERVISORS

1 TODAY TO PROVIDE A CANDID ASSESSMENT OF THE VACANCY
2 RECRUITMENT AND RETENTION CRISIS FACING OUR DEPARTMENT AND TO
3 PRESENT COLLABORATIVE AND ACTIONABLE SOLUTIONS TOWARDS STORE
4 OPERATIONAL BALANCE. NEXT SLIDE, PLEASE. AS SHOWN IN THE CEO'S
5 PRESENTATION, THE BARGAINING UNIT 702 HAS THE HIGHEST VACANCY
6 OF ANY OTHER BARGAINING UNIT IN L.A. COUNTY. OUR OFFICIAL
7 VACANCY RATE IS 33.86%, REPRESENTING 126 VACANT BUDGETED
8 POSITIONS. HOWEVER, WHEN YOU FACTOR IN LEAVES AND ABSENCES,
9 THE FUNCTIONAL VACANCY RATE ON THE GROUND APPROACHES 38%. THE
10 MOST ALARMING CONSEQUENCE OF THIS DEFICIT IS WHAT IS HAPPENING
11 OUTSIDE OF THE FACILITIES. MASS REDEPLOYMENTS TO JUVENILE
12 HALLS HAVE STRIPPED OUR REGIONAL FIELD OFFICES DOWN TO
13 DANGEROUS LEVELS. TODAY, A SKELETON CREW, OH, SORRY, NEXT
14 SLIDE. IT'S THE REDEPLOYMENTS HAVE STRIPPED DOWN TO DANGEROUS
15 LEVELS. TODAY, A SKELETON CREW OF ONLY 70 OFFICERS COUNTYWIDE
16 ARE TASKED WITH SUPERVISING OVER 21,000 PROBATIONERS. THE
17 AMERICAN PROBATION AND PAROLE ASSOCIATION RECOMMENDS A 50-TO-1
18 CASELOAD RATIO. UNDER OUR CURRENT STAFFING DEPLOYMENT, MEETING
19 THAT ESSENTIAL SAFETY STANDARD IS MATHEMATICALLY IMPOSSIBLE.
20 WHILE GENERAL RECRUITMENT IS CHALLENGING, THE BOTTLENECK AT
21 THE SUPERVISORY LEVEL ARE LARGELY ADMINISTRATIVE AND SELF-
22 INFLICTED. WE HAD SIMILAR QUESTIONS AS THE BOARD REGARDING THE
23 NUMBERS THAT THE CEO PROVIDED. DURING OUR MEETING WITH THE
24 CEO, WE WERE TOLD THAT THERE WOULD BE NO PROBATION, NO
25 PROMOTIONS IN THE PROBATION DEPARTMENT UNTIL THE VACANCY



THE BOARD OF
SUPERVISORS

1 ISSUES IN BARGAINING IN THE DPOS IS RESOLVED. SO HOPEFULLY
2 THAT HELPS ANSWER THOSE QUESTIONS. DESPITE HAVING MORE THAN
3 150 DPOS ON THE ELIGIBILITY LIST READY TO GO, WE ARE FACING A
4 PROLONGED 479-DAY AVERAGE TIME TO HIRE. COMPOUNDING THIS
5 PROBLEM IS A HIGHLY RESTRICTIVE LEAVE POLICY. FULLY CAPABLE
6 FIELD-CLEARED OFFICERS ARE BEING FORCED INTO UNPAID LEAVE
7 SIMPLY BECAUSE MEDICAL OR LIGHT-DUTY RESTRICTIONS BAR THEM
8 FROM WORKING INSIDE THE JUVENILE FACILITIES. THIS POLICY
9 ACTIVELY BLOCKS WILLING OFFICERS. THEY WANT TO COME TO WORK
10 FROM CONTRIBUTING TO CRITICAL FIELD ASSIGNMENTS. ALLOWING
11 THESE OFFICERS TO PERFORM FIELD WORK UNDER LIGHT DUTY STATUS
12 AND PROCESSING OUR CLEARED PROMOTIONS WOULD IMMEDIATELY
13 RESTORE FIELD CAPACITY AND ALLEVIATE THE SUPERVISORY
14 SHORTFALL. NEXT SLIDE, PLEASE. OUR RETENTION CANNOT SURVIVE
15 THE CURRENT OPERATING MODEL. THE CEO ANTICIPATES THE HARD
16 HIRING FREEZE WILL REMAIN THROUGH FISCAL YEAR 26/27. THESE
17 PROLONGED SHORTAGES ARE SUBJECTING OUR AGING WORKFORCE TO
18 EXTREME AND UNPREDICTABLE SCHEDULING CONDITIONS. PERSONNEL ARE
19 FACING SUDDEN FLIPS FROM DAY TO NIGHT SHIFTS TO COVER ARDUOUS
20 CONDITIONS IN THE HALLS. AS WELL AS ABRUPT REASSIGNMENTS TO
21 DISTANT FACILITIES WITH INADEQUATE NOTICE AND STRUCTURAL
22 SUPPORT. THESE DISRUPTIVE SHORT-NOTICE SCHEDULES IGNORE
23 PERSONAL CIRCUMSTANCES, PLACING AN IMPOSSIBLE STRAIN ON SINGLE
24 PARENTS, CAREGIVERS, AND THEIR FAMILIES. THIS COMBINATION OF
25 THE PROLONGED HIRING FREEZE AND EXTREME UNPREDICTABILITY IS A



THE BOARD OF
SUPERVISORS

1 CRITICAL SYSTEMIC RISK. IT IS RAPIDLY ACCELERATING THE LOSS OF
2 EXPERIENCED VETERAN SUPERVISORS. WITHOUT INTERVENTION, THE
3 DEPARTURE OF SEASONED LEADERSHIP LEAVES FRONTLINE STAFF HIGHLY
4 VULNERABLE, DIRECTLY COMPROMISING OPERATIONAL SAFETY AND
5 REHABILITATION EFFORTS. NEXT SLIDE, PLEASE. THE STAFFING
6 EMERGENCY CANNOT BE SOLVED BY COLLAPSING FIELD SUPERVISION OR
7 FREEZING CAREER PROGRESSION. WE RESPECTFULLY ASK THE BOARD TO
8 IMPLEMENT THREE KEY STRATEGIC ADJUSTMENTS TO RESTORE
9 OPERATIONAL BALANCE. 1, AUTHORIZE THE IMMEDIATE PROCESSING OF
10 PROMOTIONS FROM THE BARGAINING UNIT 702 ELIGIBILITY LIST TO
11 FILL KEY VACANT SUPERVISORY POSITIONS AND REINFORCE FRONTLINE
12 STABILITY. 2, REFORM THE LIGHT DUTY POLICY TO PERMIT
13 RESTRICTED OFFICERS TO PERFORM FIELD SUPERVISION.

14
15 **EXECUTIVE OFFICER:** THANK YOU. NEXT PRESENTER, PLEASE.

16
17 **SUP. JANICE HAHN:** CAN I JUST ASK A QUESTION? SO, WHEN THEY
18 DON'T FINISH AND THEY'RE READING OFF OF A SLIDE, OR DO WE HAVE
19 THAT TO LOOK AT?

20
21 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** SINCE IT'S BEING
22 PRESENTED, EXECUTIVE OFFICE MUST HAVE IT. SO, IF THE EXECUTIVE
23 OFFICE COULD MAKE SURE WE ALL GET IT, THAT WOULD BE HELPFUL.

24
25 **SUP. JANICE HAHN:** YEAH, THANK YOU.



THE BOARD OF
SUPERVISORS

1

2 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** WE WILL MAKE SURE
3 YOU GET COPIES.

4

5 **SUP. JANICE HAHN:** THANK YOU.

6

7 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** THEN I UNDERSTAND THE
8 NEXT ONE, PHYSICIAN RECRUITMENT, DID NOT PROVIDE IT TO
9 EXECUTIVE OFFICE, SO THAT'S WHY IT WAS JUST DISTRIBUTED TO US.

10

11 **SUP. JANICE HAHN:** OKAY.

12

13 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** PROCEED. GO AHEAD.

14

15 **MICHAEL BLOSSER:** HI, THANK YOU, SUPERVISORS. MY NAME IS
16 MICHAEL BLOSSER, RESEARCH COORDINATOR FOR SEIU 721, SPEAKING
17 ON BEHALF OF THE 23 BARGAINING UNITS AND 60,000 L.A. COUNTY
18 EMPLOYEES THAT WE REPRESENT. NEXT SLIDE, PLEASE. SO ALL THE
19 DATA I'M GOING TO BE PRESENTING COMES FROM THE COUNTY'S OWN
20 NUMBERS FROM THE POSITION CONTROL SUMMARY REPORT THAT WE GET
21 EVERY MONTH. AND SO THE LATEST NUMBERS WE WERE LOOKING AT AND
22 ANALYZED WERE FROM JULY 31, 2026. FOCUSING ON AB 2561'S LAW
23 THAT LOOKS AT THE FULL-TIME PERMANENT VACANCIES, WE FOUND THAT
24 THERE WERE 15,607 FULL-TIME EQUIVALENTS IN L.A. COUNTY ON JULY
25 31ST, WHICH GIVES L.A. COUNTY A VACANCY RATE OF 14%. THOSE



THE BOARD OF
SUPERVISORS

1 INCLUDED 8,422 THAT WERE LOCAL 721 POSITIONS. AND ALSO IF WE
2 INCLUDE ALL EMPLOYMENT STATUS, AND THAT INCLUDES TEMPORARY OR
3 SEASONAL, APPROVED AUTHORIZED BUDGETED POSITIONS, THAT NUMBER
4 JUMPS TO ALMOST 20,000 COUNTYWIDE VACANT FTES. AGAIN, THAT'S
5 20,000 COUNTYWIDE VACANT FTES. THAT INCLUDES 11,000 SEIU 721
6 FTES. A LOT OF THESE TEMPORARY SEASONAL POSITIONS HAVE BEEN
7 SITTING ON THE BOOKS AND HAVEN'T BEEN FILLED SINCE THE
8 PANDEMIC, SINCE 2020. THEY'VE JUST BEEN SITTING ON THE BOOKS
9 AND HAVE NOT BEEN FILLED. OF OUR 23 BARGAINING UNITS, 5 THAT
10 HAD A VACANCY RATE OF 20% OR HIGHER, THAT WAS BARGAINING UNIT
11 RATE BARGAINING UNIT 201, BUILDING CUSTODIANS, THAT HAD A
12 VACANCY RATE OF 20%. BARGAINING UNIT 211, INSTITUTIONAL
13 SUPPORT SERVICES WITH A VACANCY RATE OF 30%. BARGAINING UNIT
14 341, HEALTH SCIENCE PROFESSIONALS, WITH A VACANCY RATE OF 25%.
15 BARGAINING UNIT 711, SOCIAL WORKERS, WITH A VACANCY RATE OF
16 21%. AND BARGAINING UNIT 729, HEALTH FINANCIAL SUPPORT
17 SERVICES REPRESENTATIVE, 26%. NEXT SLIDE, PLEASE. AND THEN
18 DRILLING DOWN A LITTLE BIT INTO THE DEPARTMENT INSTEAD OF FROM
19 A BARGAINING UNIT, NINE DEPARTMENTS MADE UP MORE THAN 90% OF
20 ALL THE FULL-TIME PERMANENT VACANCIES OF SEIU 721 POSITIONS,
21 AND THAT HAD AT LEAST 200+ MONTHLY FULL-TIME PERMANENT SEIU
22 721 VACANCIES. THOSE ARE DHS, DPSS, DMH, DCFS, SHERIFF, DPH.
23 ISD, PROBATION, AND CSS. AS YOU CAN SEE OVER THERE, DHS HAS
24 MORE THAN 3,600 VACANCIES, 7-TO-1 VACANCIES. DPSS, EVEN THOUGH
25 IT HAS A LOWER VACANCY RATE, STILL HAS 905, 7-TO-1 VACANCIES.



THE BOARD OF
SUPERVISORS

1 MENTAL HEALTH, 20% VACANCY RATE, AND ALSO CONTRACTS OUT MORE
2 THAN 50% OF ITS BUDGET HAS 767 VACANCIES. DCFS, ANOTHER LOWER
3 VACANCY RATE, BUT STILL 724, 7-TO-1 VACANCIES. SHERIFF, DPH,
4 ISD PROBATION, AND NCSS, ALL MORE THAN 200 FTE VACANCIES. NEXT
5 SLIDE, PLEASE. ALSO DRILLING DOWN IN THE CLASSIFICATION LEVEL,
6 AGAIN, THE POSITION CONTROL SUMMARY THAT WE GET EVERY MONTH
7 GOES BY DEPARTMENT AND CLASSIFICATION, SO WE CAN ADD IN THE
8 BARGAINING UNITS PRETTY EASILY. WE DO THAT EVERY MONTH. SO
9 HAPPY TO HELP THE COUNTY IF YOU NEED HELP WITH THAT. THE 15
10 CLASSIFICATIONS THAT SEIU LOCAL 721 HAD MONTHLY VACANCY RATES
11 OF 125 FTES OR HIGHER ARE LISTED ABOVE. I'M NOT GOING TO GO
12 THROUGH ALL OF THEM, BUT SOME OF THE MORE EGREGIOUS ONES WERE
13 INTERNET, INTERMEDIATE TYPIST CLERK WITH 826 VACANCIES. AND
14 AGAIN, THESE ARE FULL-TIME POSITIONS. CHILDREN'S SOCIAL WORKER
15 2, 388 VACANCIES. GAINS SERVICES WORKER, 316. RN 1 AND 2,
16 CLINICAL PSYCHOLOGIST 2, RN 3, AND CUSTODIAN 125. NEXT SLIDE,
17 PLEASE. SO, AS STATED, THERE HAVE BEEN HIGH VACANCY RATES IN
18 L.A. COUNTY SINCE AT LEAST THE START OF THE PANDEMIC IN IN
19 2020. SINCE I'VE BEEN ANALYZING THIS, THIS HAS CAUSED HIGH
20 WORKLOADS AND BURNOUT AND RETENTION ISSUES OF L.A. COUNTY
21 WORKERS. OUR MEMBERS ARE SIMPLY ARE BEING ASKED TO DO MORE
22 WITH LESS, AND IT'S REALLY AFFECTING OUR MEMBERS. THIS HAS
23 BEEN EXACERBATED EVEN MORE DUE TO THE ONGOING BUDGET CUTS AND
24 CURTAILMENTS DUE TO H.R.-1. THE MORE THAN 15,600, WHICH
25 INCLUDES 8,400 SEIU 721 FULL-TIME MONTHLY PERMANENTLY BUDGETED



THE BOARD OF
SUPERVISORS

1 VACANCIES AS OF JULY 31, 2026, HAVE DECREASED THE AVAILABILITY
2 AND QUALITY OF SERVICES THAT L.A. COUNTY PROVIDES THE
3 COMMUNITY. AT THE SAME TIME, THE COUNTY SPENDS BILLIONS EACH
4 YEAR SPENDING— SENDING PUBLIC MONEY TO PRIVATE CONTRACTORS.
5 THE LAST DATA WE HAVE IN FISCAL '25, L.A. COUNTY SPENT
6 \$8,400,000,000 ON CONTRACTING OUT, OR 21% OF ALL EXPENDITURES.
7 AND THE WORKERS AND COMMUNITY MEMBERS IN L.A. COUNTY DESERVE
8 BETTER. SEIU 721 REQUESTS THAT L.A. COUNTY STOPS SPENDING
9 BILLIONS ON CONTRACTING OUT, WORK WITH SEIU 721 AND INVEST IN
10 YOUR WORKERS.

11

12 **EXECUTIVE OFFICER:** THANK YOU. NEXT PRESENTER, PLEASE.

13

14 **JOCELYN ANDRES:** GOOD AFTERNOON, EVERYONE. MY NAME IS JOCELYN
15 ANDRES. I'M THE POLITICAL COORDINATOR AT SEIUCIR. I'M ACTUALLY
16 COVERING FOR DR. LIZETH CARRILLO, WHO HAD TO GO INTO WORK. I'M
17 HERE TODAY TO TALK ABOUT THE PHYSICIAN RECRUITMENT ISSUE THAT
18 WE'RE FACING. SO, NEXT SLIDE, PLEASE. SCIUCIR REPRESENTS OVER
19 1,500 RESIDENT PHYSICIANS AT L.A. GENERAL, HARBOR-UCLA, AND
20 DREW MLK HOSPITAL. OUR MEMBERS ARE THE FIRST DOCTORS PATIENTS
21 SEE IN THE HOSPITAL. THEY WORK ON AVERAGE 60 TO 80 HOURS A
22 WEEK. THEIR TRAINING LASTS BETWEEN THREE TO SEVEN YEARS, AND
23 ON AVERAGE, THEY CARRY \$250,000 IN STUDENT DEBT. AND VERY
24 IMPORTANTLY, THEY'RE ALSO THE COUNTY'S PIPELINE TO PHYSICIANS.
25 NEXT SLIDE, PLEASE. SO, SOME OF THE THINGS THAT THE DATA IS



THE BOARD OF
SUPERVISORS

1 TELLING US, RIGHT, IS THAT L.A. COUNTY HAS FACED CHRONIC
2 PHYSICIAN SHORTAGE FOR YEARS, WHICH AFFECTS UNINSURED AND
3 UNDERINSURED ANGELENOS THE MOST. ACCORDING TO SOME DATA FROM
4 THE L.A. COUNTY DEPARTMENT OF PUBLIC HEALTH AND ELEVATING THE
5 SAFETY NET, AN L.A. CARE HEALTH PLAN INITIATIVE, L.A. COUNTY
6 HAS 56 PRIMARY DOCTORS PER 100,000 PATIENTS, WHILE THE FEDERAL
7 RECOMMENDATION IS BETWEEN 60 TO 80. IN 2018, MLK HOSPITAL
8 REPORTED A FALL OF 500 PRIMARY CARE PHYSICIANS AND 700
9 SPECIALISTS. AND, YOU KNOW, L.A. COUNTY NEEDS TO ATTRACT
10 TALENTED, PASSIONATE RESIDENT PHYSICIANS TO KEEP OUR REGION
11 HEALTHY, AND THE COUNTY HAS AN OPPORTUNITY TO STRENGTHEN THE
12 WORKFORCE PIPELINE BY INVESTING IN RESIDENT PHYSICIANS. NEXT
13 SLIDE, PLEASE. WE COMPARED THE SALARIES FOR RESIDENT
14 PHYSICIANS FROM L.A. COUNTY TO OTHER PUBLIC AND PRIVATE
15 HOSPITALS IN THE REGION, AND WE FOUND THAT L.A. COUNTY
16 SALARIES ARE SIGNIFICANTLY LOWER. AND EVEN AFTER INCLUDING THE
17 COUNTY'S HOUSING STIPEND, L.A. COUNTY STILL TRAILS BEHIND
18 THESE REGIONS BY AT LEAST 7 TO 18%. AND IT'S WORTH NOTING THAT
19 THE COUNTY'S HOUSING STIPEND IS THE LOWEST FOR ANY PROGRAM,
20 ANY RESIDENT PROGRAM IN LOS ANGELES. NEXT SLIDE, PLEASE. ON
21 JULY 1ST, SB 525 INCREASED THE MINIMUM WAGES FOR HEALTHCARE
22 SALARIES FOR WORKERS STATEWIDE. BUT FOR OUR MEMBERS, THAT
23 MEANS THAT THEIR WAGES WERE COMPRESSED, UNINTENDEDLY SO, FOR
24 THE YEARS ONE THROUGH THREE. AND SO, AS THE PREVIOUS GRAPH
25 SHOWS, L.A. COUNTY IS THE ONLY RESIDENCY PROGRAM IN CALIFORNIA



THE BOARD OF
SUPERVISORS

1 THAT DOES NOT PAY RESIDENTS AS THEY GAIN MORE EXPERIENCE. THE
2 FLAT SALARY DOESN'T PAY, DOESN'T REFLECT WHAT ACTUALLY HAPPENS
3 OVER THREE YEARS OF TRAINING. A FIRST-YEAR RESIDENT IS
4 BUILDING FOUNDATIONAL CLINICAL SKILLS UNDER-CLOSE SUPERVISION,
5 WHILE A THIRD-YEAR RESIDENT IS SUPERVISING JUNIOR TRAINEES,
6 MAKING FINAL PATIENT DISPOSITIONS, AND IN MANY SURGICAL
7 SPECIALTIES, OPERATING WITH SUPERVISED SURGICAL AUTONOMY. THIS
8 IS THREE YEARS OF GROWING RESPONSIBILITY, BUT THE CONTRACT
9 TREATS RESIDENTS AS IF NOTHING HAS CHANGED. THIS SENDS THE
10 MESSAGE TO POTENTIAL AND FUTURE TRAINEES THAT THEIR GROWTH
11 HERE WON'T BE RECOGNIZED. THIS WILL UNFORTUNATELY HURT
12 RECRUITMENT AND HURT THE PATIENTS WHO DEPEND ON L.A. COUNTY.
13 MANY OF OUR MEMBERS CHOSE L.A. COUNTY OVER OTHER PROGRAMS
14 BECAUSE THEY'RE COMMITTED TO THE PATIENT POPULATION OF LOS
15 ANGELES. AND SO THIS COMMITMENT FALLS SHORT OF THOSE
16 PHYSICIANS WHO CAN'T AFFORD TO ACTUALLY LIVE AND TRAIN HERE.
17 FAIR INCREMENTAL PAY ISN'T JUST ABOUT OUR MEMBERS. IT'S ABOUT
18 CARING FOR THE FAMILIES AND INDIVIDUALS WHO DEPEND ON L.A.
19 COUNTY'S PUBLIC HOSPITALS. NEXT SLIDE, PLEASE. THE JOURNEY TO
20 BECOMING A DOCTOR FOR OUR MEMBERS IS EXTREMELY DIFFICULT, AND
21 THE RESIDENCY PROGRAMS ARE VERY DEMANDING AND ARE NOT FINISHED
22 WITHOUT SACRIFICE. THEY'VE HAD TO TAKE ON AN EXTREME AMOUNT OF
23 STUDENT LOANS TO SERVE OUR COMMUNITY. L.A. COUNTY AND THE
24 AMERICAN MEDICAL ASSOCIATION AGREE THAT THIS TRAINING SHOULD
25 BE MET WITH COMPETITIVE, EQUITABLE COMPENSATION. AND THE



THE BOARD OF
SUPERVISORS

1 COUNTY RIGHT NOW HAS AN OPPORTUNITY TO STRENGTHEN THE
2 WORKFORCE PIPELINE AND RECRUIT NEW TALENT BY INVESTING IN
3 RESIDENT PHYSICIANS. SO WE ARE HERE TODAY TO ASK THE BOARD TO
4 HELP US EXPEDITE THIS PROCESS AND HELP US MITIGATE AND RESOLVE
5 THIS ISSUE AS SOON AS YOU CAN. THANK YOU SO MUCH FOR YOUR
6 TIME.

7

8 **EXECUTIVE OFFICER:** THANK YOU. NEXT PRESENTER, PLEASE.

9

10 **LYNETTE HOWARD:** GOOD AFTERNOON. MY NAME IS LYNETTE HOWARD, AND
11 I'M A BUSINESS REPRESENTATIVE FOR AFSCME DISTRICT COUNCIL 36.
12 NEXT SLIDE, PLEASE. AFSCME DISTRICT COUNCIL 36 REPRESENTS
13 EIGHT LOCAL UNIONS THAT SERVICE MORE THAN 10,000 COUNTY LOS
14 ANGELES EMPLOYEES, AND THOSE LOCALS ARE IDENTIFIED ON THIS
15 PARTICULAR SLIDE. NEXT SLIDE, PLEASE.

16

17 **SUP. KATHRYN BARGER:** CAN YOU TALK RIGHT, CAN YOU TALK RIGHT
18 INTO IT? I CAN BARELY --

19

20 **LYNETTE HOWARD:** YEAH, THERE YOU GO. A LITTLE BETTER?

21

22 **SUP. KATHRYN BARGER:** MUCH BETTER. THANKS.

23

24 **LYNETTE HOWARD:** SORRY. WHILE WE WILL ONLY TALK ABOUT
25 BARGAINING UNITS 7101 AND 703, WE WANTED TO IDENTIFY THE



THE BOARD OF
SUPERVISORS

1 VACANCY RATES IN ALL OF OUR LOCALS JUST SO YOU CAN SEE THAT WE
2 DO HAVE SOME THAT ARE STILL APPROACHING THAT 20% BENCHMARK.
3 NEXT SLIDE, PLEASE. WE WANTED TO REALLY SHOW THE IMPORTANCE OF
4 PROBATION, AND AS YOU KNOW, THAT PROBATION IS AN ALTERNATIVE
5 TO INCARCERATION. IT HAS POSITIVELY IMPACTED THE LIVES OF
6 PROBATIONERS THAT WE OVERSEE. SOME OF OUR FORMER PROBATIONERS
7 ACTUALLY ARE EXECUTIVE DIRECTORS AND COUNSELORS OF
8 ORGANIZATIONS THAT HELP AT-RISK RISK YOUTH. SO THEY'RE GIVING
9 BACK TO THE INDIVIDUALS FROM THAT, WHAT THEY'VE GLEANED FROM
10 PROBATION. THEY ARE GAINFULLY EMPLOYED AND THEY HAVE
11 SUCCESSFUL CAREERS DUE TO THEIR EXPERIENCE WITH PROBATION. BUT
12 THIS IS SOMETHING THAT WILL NOT BE ABLE TO CONTINUE BASED UPON
13 THE HIGH VACANCY RATES THAT WE'RE SEEING. NEXT SLIDE, PLEASE.
14 AS OF SEPTEMBER 2, 2026, WE WERE NOTIFIED THAT THERE WERE 974
15 VACANCIES JUST WITHIN LOCAL 685, WHICH IS BARGAINING UNIT 701.
16 THERE ARE 39 VACANCIES OUT OF 143 POSITIONS WITHIN BARGAINING
17 UNIT 703. THESE STAFFING SHORTAGES ARE PLACING A HEAVY BURDEN
18 ON THE EMPLOYEES WHO WORK IN THE CAMPS AND IN THE FACILITIES,
19 WHICH IMPACTS THE YOUTH SAFETY. SAFETY AND THE PUBLIC SAFETY.
20 THESE STAFFING SHORTAGES ARE, ARE RESULTING IN DIRECT
21 OPERATIONAL RISKS, WHICH ARE DELAYED DECISIONS, REDUCED
22 MANAGEMENT OVERSIGHT, WEAKENED CONTINUITY, DIMINISHED CAPACITY
23 TO ADDRESS EMERGING PROBLEMS. THEY'RE ALSO HAVING COMPLIANCE
24 RISKS, MISSED DEADLINES, INCONSISTENT IMPLEMENTATION OF
25 REQUIREMENTS. THERE ARE WORKFORCE RISKS WHERE WE HAVE BURNOUT,



THE BOARD OF
SUPERVISORS

1 DECLINING MORALE, LOSS OF INSTITUTIONAL KNOWLEDGE BECAUSE
2 PEOPLE ARE LEAVING AND THEY'RE NOT BEING REPLACED. THERE ARE
3 ALSO, COULD HAVE LIABILITY RISK WHERE THERE IS A GREATER
4 EXPOSURE TO COMPLAINTS, GRIEVANCES, LITIGATION, AND REGULATORY
5 ACTION. ALL OF THESE RISKS DON'T ONLY IMPACT THE DEPARTMENT,
6 BUT THESE RISKS ACTUALLY IMPACT THE COUNTY AS WELL. THE COUNTY
7 HAS DONE SOMETHING AS FAR AS TRYING TO RESOLVE SOME OF THE
8 STAFFING ISSUES WHERE THEY HAVE GIVEN THE \$24,000 LATERAL
9 BONUS, THEY HAVE TRANSFERRED FIELD OFFICERS AND SO FORTH. BUT
10 THESE THINGS ARE NOT ANYTHING THAT IS SUSTAINABLE, AND WE NEED
11 TO HAVE SOME THINGS THAT WORK FOR THE BENEFIT OF ALL INVOLVED.
12 NEXT SLIDE, PLEASE. ASPCME NEEDS A SEAT AT THE TABLE, BOTTOM
13 LINE. WE WANT TO WORK WITH THE CHIEF EXECUTIVE OFFICE BECAUSE
14 WE HAVE SHARED PRIORITIES, WE HAVE SHARED COMMITMENT, WE HAVE
15 SHARED VALUES AND INTERESTS WHEN IT COMES TO ATTRACTING
16 QUALIFIED APPLICANTS. WE DON'T WANT JUST ANYONE APPLYING, BUT
17 WE WANT TO ATTRACT THOSE THAT ARE QUALIFIED TO DO THE WORK. WE
18 WANT TO HAVE A HEALTHY WORKFORCE, AND I BELIEVE IF WE ALLOW
19 AFSCME TO SIT AT THE TABLE TO WORK WITH THE DEPARTMENT, TO
20 WORK WITH HR, TO WORK WITH THE CHIEF EXECUTIVE OFFICE, WE CAN
21 MAKE SOME CHANGE THAT WILL BETTER THIS PARTICULAR DEPARTMENT,
22 BETTER PROBATION. WE HAVE BEEN WORKING COLLABORATIVELY IN A
23 POSITIVE MANNER WITH THE CHIEF EXECUTIVE OFFICE, AND WE WANT
24 TO CONTINUE TO WALK DOWN THIS PATH BECAUSE WE BELIEVE THAT WE
25 CAN MAKE A CHANGE FOR THE BETTER. THANK YOU VERY MUCH.



THE BOARD OF
SUPERVISORS

EXECUTIVE OFFICER: THANK YOU. NEXT PRESENTER, PLEASE.

CHRISTOPHER YEGUETE: LET ME KNOW WHEN I CAN GO. CHRISTOPHER YEGUETE FROM THE UNION OF AMERICAN PHYSICIANS AND DENTISTS. WE REPRESENT THE PHYSICIANS, PSYCHIATRISTS, DENTISTS, PHARMACISTS, AND VETERINARIANS FOR LOS ANGELES COUNTY. THIS IS PART OF OUR PRESENTATION. THE OTHER PART, I GUESS, YOU WEREN'T ABLE TO GET. FIRST, WE WANT TO GO OVER AND PRESENT SOME OF THE JOINT PROJECTS THAT WE'VE DONE WITH THE DEPARTMENTS. SO WE HAVE A JOINT WEBSITE THAT WE DID FOR RECRUITMENT. IF YOU COULD SKIP A PAGE. SKIP A PAGE. IF YOU LOOK AT THAT, THE TOTAL WEBSITE SESSIONS FOR JUST THE MONTH OF JUNE WAS 2,648. IN JULY, IT WAS 2,992, AND IN AUGUST, IT WAS 3,892, WHICH IS A LOT, RIGHT? WE'RE DRIVING PEOPLE TO THE WEBSITE. THE UNFORTUNATE THING IS ACTUALLY THE CONVERSION RATE, WHICH IS NOT PRODUCING HIGH RATES OF PEOPLE WANTING TO APPLY. THE PROBLEM THAT WE'RE SEEING AND THAT WE BELIEVE IS IT'S ACTUALLY PROBABLY DUE TO SALARIES. WHEN PEOPLE SEARCH FOR A JOB, THEY'RE LOOKING AT THE SALARIES, AND IF IT'S NOT MATCHING THAT, YOU KNOW THEY'RE NOT GOING TO MOVE FORWARD WITH THE APPLICATION PROCESS. MY SECOND PRESENTATION IS A REPORT ON SOME OF THE VACANCIES AND SOLUTIONS THAT YOU ALL DIDN'T GET, BUT I HAVE COPIES OF IT, OR WE'LL END UP SENDING IT TO YOUR OFFICE. YOU KNOW, WITH THE DEPARTMENT OF MENTAL HEALTH,



THE BOARD OF
SUPERVISORS

1 THERE'S OVER A 20% VACANCY RATE. BUT UAPD IS WORKING WITH THE
2 MEDICAL DIRECTOR TO RESOLVE THE STAFFING SHORTAGES THROUGH
3 RECRUITMENT EVENTS WITH RESIDENTS. BUT WITH THE LOSS OF THE
4 LOAN FORGIVENESS PROGRAM OF ALMOST \$50,000 A YEAR, SALARIES
5 WILL NEED TO BE ADJUSTED FOR THIS LOSS IN PAY. FOR CARCERAL
6 CARE, WHICH IS AT 59%, UAPD IS WORKING WITH THE MEDICAL
7 DIRECTOR AT THE JAILS TO RESOLVE THESE STAFFING SHORTAGES
8 THROUGH NOT ONLY RECRUITMENT EVENTS BUT ALSO ATTENDING THE
9 AMERICAN PSYCHIATRIC ASSOCIATION RECRUITMENT EVENTS. YOU KNOW,
10 HERE'S SOME OF OUR ASKS. SO, AS YOU KNOW, WHENEVER THERE'S A
11 SHORTAGE, AND, YOU KNOW, IT AFFECTS PATIENT CARE. AND SO, WHAT
12 WE'RE ASKING FOR IS, AND WHAT WE GOT LET ME GO BACK. SO WHAT
13 WE GOT FROM THE CEO IS WE DID REQUEST ADDITIONAL VACANCIES FOR
14 BU324 AND NOT ONLY BU325. WHAT WE DID FIND IN BU324 THAT THERE
15 WAS ACTUALLY A LOT OF VACANCIES THERE BY CERTAIN SPECIALTIES.
16 AND SO WE'RE NOT SURE IF THIS IS NECESSARILY ACCURATE BECAUSE
17 WE DO HAVE PARTNERSHIPS WITH THE VARIOUS DEPARTMENTS, MENTAL
18 HEALTH, THE DEPARTMENT OF HEALTH SERVICES. I MEAN, I REMEMBER
19 TWO YEARS AGO, LIZ JACOBY AND CHRISTINE GHALY, WE WENT OVER
20 EVERY SINGLE SPECIALTY TO TALK ABOUT, YOU KNOW, PROBLEM
21 SOLVING ON THAT. I KNOW WE HAVEN'T DONE IT IN A WHILE, BUT
22 THAT'S PART OF WHAT OUR ASK IS GOING TO BE. BUT WHAT WE FOUND
23 FROM THE DATA FROM THE CEO'S OFFICE, AND WE'RE NOT SURE IF
24 IT'S ACCURATE, YOU KNOW, RANCHO SHOWS THAT THERE'S A 39%
25 VACANCY OVERALL FOR GYNECOLOGY. AND FOR HIGH DESERT, THE



THE BOARD OF
SUPERVISORS

1 PEDIATRIC HUB, THERE'S A HUGE VACANCY RATE THERE. WE'RE NOT
2 SURE, YOU KNOW, WE HAVEN'T MET WITH THE DEPARTMENT YET TO
3 ACTUALLY CHECK THOSE NUMBERS AND WHAT THE STRATEGY IS FOR
4 RECRUITMENT. YOU KNOW, PUBLIC HEALTH, EVEN THOUGH IT'S SAYING
5 THAT THERE'S AN 18% VACANCY RATE THERE, WE FOUND THAT THERE'S
6 100% VACANCY RATE IN CLINICAL SERVICES, HARM REDUCTION, AND
7 SYPHILIS OUTBREAK STRATEGY ADMINISTRATION. WE WOULD WANT TO
8 WORK WITH SOMEBODY AT PUBLIC HEALTH TO MAKE SURE THAT IS THIS
9 CORRECT OR NOT, BECAUSE WE NEED TO FIND OUT IS THIS A PROBLEM
10 OR NOT. YOU KNOW, THE MEDICAL EXAMINERS REPORTS A 25% VACANCY
11 RATE, BUT YET. YOU KNOW, IT WASN'T PART OF THIS ASSEMBLY BILL.
12 AND BUT WE THINK IT'S ACTUALLY MORE. THERE'S ONLY CURRENTLY
13 SIX ACTIVE INVESTIGATORS FOR ALL OF L.A. COUNTY. USUALLY, FOR
14 A SYSTEM THIS SIZE, THERE SHOULD BE 20 TO 30 ACTIVE FORENSIC
15 PATHOLOGISTS. SO, YOU KNOW, WE NEED TO WORK WITH THE
16 DEPARTMENTS AT THE LOCAL LEVEL TO COME UP WITH THESE
17 RECRUITMENT PROCESSES. WE HAVE IN THE PAST. WITH OTHER
18 DEPARTMENTS LIKE THE MENTAL HEALTH AND DHS, COME UP WITH THESE
19 TYPE OF SOLUTIONS FOR RECRUITMENT. YOU KNOW, WHAT WE'RE ASKING
20 FOR IS, YOU KNOW, TO STOP SOME OF THE, TO MAKING SURE THAT WE
21 HAVE THE ABILITY TO MEET WITH THEM AND COME UP WITH REAL
22 SOLUTIONS THROUGH THESE RECRUITMENT PROCESSES. THANK YOU.

23
24 **EXECUTIVE OFFICER:** THANK YOU.



THE BOARD OF
SUPERVISORS

1 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** IS THAT EVERYONE? OKAY,
2 THANK YOU SO MUCH FOR THE PRESENTATIONS FROM LABOR AS WELL AS
3 THE DEPARTMENT OF HUMAN RESOURCES. EXECUTIVE OFFICER, WILL YOU
4 PLEASE CALL THOSE MEMBERS OF THE PUBLIC WHO SIGNED UP TO SPEAK
5 ON THIS AGENDA ITEM, PLEASE?

6

7 **EXECUTIVE OFFICER:** WILL THE FOLLOWING INDIVIDUALS PLEASE COME
8 FORWARD AND STAFF WILL ASSIST YOU. BEN SCHNEIDER, JACK FUSTON,
9 JUDITH SERLIN, JOHN ROGUE, AND INDYA ADAMS. ROY HUMPHREYS,
10 YOUR LINE IS OPEN. PLEASE BEGIN.

11

12 **ROY HUMPHREYS:** ROY HUMPHREYS, ROWLAND HEIGHTS. WHAT DID I
13 HEAR? THINK OUTSIDE THE BOX. DOES THAT MEAN TO GET THE SHERIFF
14 OUT OF JAIL? I HAVE VERITABLY MONITORED PROBATION OVER
15 DECADES. TODAY'S EXPOSÉ INDICATES THE HILARIOUSLY TRAGIC
16 STATUS OF CALIFORNIA EDUCATIONAL SYSTEM AND THE SOCIETAL WORK
17 EFFORT. IT HAS BEEN STATED THAT YOU DO NOT HAVE THE FUNDING
18 FOR FULL EMPLOYMENT, LET ALONE SUPPORT SERVICES. I'VE TRIED TO
19 GET OTHER ROWLANDIANS TO MONITOR THESE PRESENTATIONS. AFTER
20 TODAY, I'M GLAD THAT THEY REFUSED FOR THEIR PSYCHIATRIC WELL-
21 BEING. THANK YOU.

22

23 **EXECUTIVE OFFICER:** THANK YOU. WE WILL NOW GO TO OUR IN-PERSON
24 SPEAKERS. PLEASE BEGIN.

25



THE BOARD OF
SUPERVISORS

JOHN ROQUE: YEAH, GOOD AFTERNOON, HONORABLE SUPERVISORS. MY NAME IS JOHN ROQUE, FIRST VICE PRESIDENT OF AFSCME LOCAL 685. I'M PROUD TO BE THE LOS ANGELES COUNTY PROBATION OFFICER AND HONORED TO BE HERE AS A VOICE FOR MY PROFESSIONAL COLLEAGUES. WE DID NOT CHOOSE TO LEAVE OUR FIELD SUPERVISION ASSIGNMENT. WE WERE ORDERED TO LEAVE THE FIELD AND PLACE IN A JUVENILE DETENTION FACILITY, WHICH CREATED NO SUPERVISION IN THE FIELD. WE HAVE RECENTLY IN THE FIELD. WE HAVE RECEIVED A DEEPLY CONCERNING REPORT THAT IN-PERSON REPORTING WILL BE REQUIRED ONLY FOR PEOPLE SUPERVISED FOR SEX OFFENSES OR DOMESTIC VIOLENCE, WHILE OTHERS WILL REPORT BY MAIL OR KIOSK. THAT'S A DANGEROUS PROPOSITION FOR THE COMMUNITY. I WOULD ALSO LIKE TO SHARE WITH YOU A STORY ABOUT MY COLLEAGUE WHILE SHE WAS IN THE FIELD. SHE WAS WORKING WITH A YOUNG PREGNANT FEMALE, AND SHE WAS SADDENED THAT SHE COULD NOT SUPERVISE HER IN THE FIELD. SHE LITERALLY LOOKED LIKE A MOTHER TORN FROM HER CHILD. LASTLY, I WOULD LIKE THE SUPERVISOR, IF THEY CAN DIRECT THE CEO ON PROBATION, RETURN WITHIN 30 DAYS WITH A FUNDED RECRUITMENT AND RETENTION PLAN FOR INSTITUTION AND FIELD OFFICES AND BRING BACK THE SUPERVISORS IN THE --

EXECUTIVE OFFICER: THANK YOU. NEXT SPEAKER, PLEASE.

JUDITH SERLIN: HI, MY NAME IS JUDITH SERLIN, AND I'M FROM TEAMSTERS 986, LACOA. THE VACANCY RATE IN ENVIRONMENTAL HEALTH



THE BOARD OF
SUPERVISORS

1 IS TOO HIGH, ADJUSTED OR NOT. IT REFLECTS CHALLENGES WITHIN
2 THE DEPARTMENT, AND THOSE CHALLENGES IMPACT RECRUITMENT AND
3 RETENTION. GOOD NEWS: EMPLOYEES LIKE WORKING AND HELPING OUT
4 IN THE COMMUNITY. BUT EMPLOYEES WHO MAKE SUGGESTIONS ARE
5 BRANDED AS TROUBLEMAKERS. THE DEPARTMENT NEEDS TO LISTEN TO
6 ALL WORKERS BECAUSE THEY VOTE WITH THEIR FEET. WHAT DO
7 EMPLOYEES WANT? NONE OF THIS IS NEW. RECRUIT, RECOGNITION AND
8 REWARDS. PAY RAISES. EMPLOYEES WHO PERFORM THE SAME WORK IN
9 DIFFERENT DEPARTMENTS OUGHT TO BE EARNING THE SAME AMOUNT OF
10 MONEY. RECOGNITION. EMPLOYEES WHO DO GOOD WORK, THEY JUST WANT
11 IT RECORDED IN THEIR PERFORMANCE EVALUATIONS. ENVIRONMENTAL
12 HEALTH EMPLOYEES DRIVE AS A CONDITION OF EMPLOYMENT. LET THEM
13 DO THEIR PAPERWORK AT HOME OR IN OFFICES CLOSE TO THEIR
14 HOUSES. STOP THE MICROMANAGEMENT.

15
16 **EXECUTIVE OFFICER:** THANK YOU. NEXT SPEAKER, PLEASE.

17
18 **BEN SCHNEIDER:** HELLO, MY NAME IS BEN SCHNEIDER. I'M A MEDICAL
19 STUDENT AT UCLA SCHOOL OF MEDICINE. I AM HERE TO SPEAK ABOUT
20 THE CURRENT PROPOSED SALARY FLATTENING BETWEEN RESIDENT
21 PHYSICIAN SALARIES AT THE COUNTY SITES AND ALSO THE PAY
22 DISPARITY BETWEEN COUNTY SITES AND PRIVATE AND ACADEMIC
23 SETTINGS IN LOS ANGELES COUNTY. I CARE DEEPLY ABOUT CARE FOR
24 THE MEDICALLY UNDERSERVED, ESPECIALLY THE PEOPLE THAT COUNTY
25 SITES SEE. AND IT BRINGS ME GREAT DISMAY TO SEE THE PAY



THE BOARD OF
SUPERVISORS

1 INEQUITY THAT PHYSICIANS HAVE TO CHOOSE BETWEEN WHEN THEY'RE
2 APPLYING TO RESIDENCY AFTER MEDICAL SCHOOL. I SEE MYSELF AND
3 MY OTHER CLASSMATES ARE OFTEN FACED WITH THIS CHOICE OF, DO I
4 CARE FOR THE MEDICALLY UNDERSERVED OR DO I PAY OFF MY STUDENT
5 LOANS? IS THIS A FINANCIAL OR A CARE DECISION? AND NOT ONLY IS
6 THIS A DECISION THAT A PHYSICIAN SHOULD NOT BE FORCED TO MAKE
7 AS THEY BEGIN THEIR CAREER SERVING THE COMMUNITY, BUT ALSO IT
8 HAS THE SNOWBALLING EFFECT OF FORCING OTHER STUDENTS TO
9 DECIDE, WELL, IS THIS THE PLACE THAT'S ATTRACTING THE BEST
10 PHYSICIANS IN THE COUNTRY? AS THE COUNTY PATIENTS DESERVE THE
11 BEST PHYSICIANS. THAT'S WHY THEY SHOULD ATTRACT THE MOST
12 TALENT AND HAVE EQUAL SALARIES.

13
14 **EXECUTIVE OFFICER:** THANK YOU. NEXT SPEAKER, PLEASE.

15
16 **INDYA ADAMS:** HI, MY NAME IS INDYA ADAMS. I'M A UNION
17 REPRESENTATIVE WITH UAPD. I REPRESENT PHYSICIAN SPECIALISTS IN
18 BARGAINING UNIT 324. CHOSE TO SPEAK TODAY OUT OF CONCERN FOR
19 THE PHYSICIAN SPECIALISTS I REPRESENT AT OLIVE VIEW AND RANCHO
20 LOS AMIGOS REHABILITATION CENTER. WE REQUESTED THEIR REPORT,
21 AS MY COLLEAGUES SPOKE, BUT IT WASN'T BROKEN DOWN INTO
22 SPECIALTY, SO IT WAS VERY HARD TO TELL WHERE THE ACTUAL
23 VACANCIES WERE. LIKE, FOR EXAMPLE, AT RANCHO, THE MOBILE
24 CLINIC SERVICES IS AT 100% VACANCY RATE. PHYSICIANS ARE VERY
25 NERVOUS ABOUT THAT BECAUSE OF THE CONCERN WITH THE PATIENT



THE BOARD OF
SUPERVISORS

1 CARE. AT OLIVE VIEW MEDICAL CENTER, IN THE DIFFERENT
2 DEPARTMENTS, PHYSICIANS ARE BEING ASKED TO FOREGO ADMIN TIME,
3 CE TIME, AND/OR VACATION TIME TO COVER BACKLOGS DUE TO
4 STAFFING SHORTAGES. SO I JUST WANT TO REITERATE, I HOPE THAT
5 IN THE FUTURE WE CAN CONTINUE OUR PARTNERSHIP WITH THE
6 DEPARTMENTS AND GOING OVER THESE ACTUAL VACANCIES IN THE
7 DIFFERENT SPECIALTIES. THANK YOU.

8
9 **EXECUTIVE OFFICER:** THANK YOU. THAT CONCLUDES THE TIME FOR
10 PUBLIC COMMENT ON THIS ITEM.

11
12 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** MADAM CHAIR, DO
13 YOU WANT TO ASK FOR ANY CLOSING COMMENTS?

14
15 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** SUPERVISOR HORVATH.

16
17 **SUP. LINDSEY P. HORVATH:** THANK YOU, MADAM CHAIR. I, BASED ON
18 THE COMMENTS THAT I HEARD FROM 702, I NEED TO GO BACK TO THIS
19 DISCREPANCY OF THE 479 BETWEEN PROBATION AND DCFS, BECAUSE
20 WHAT I HEARD FROM THEIR BARGAINING UNIT IS THEY BELIEVE THAT
21 THAT 479 NUMBER IS REFLECTIVE OF WHAT PROBATION SUPERVISORS
22 ARE EXPERIENCING, AND I WANT TO MAKE SURE THAT WE'RE CLEAR ON
23 THE RECORD IF THAT IS THE CASE OR IF IT'S NOT WHO IT APPLIES
24 TO, SO THEY CAN MAKE SURE THAT THEY'RE SPEAKING WITH THE
25 CORRECT MEMBERS OF THEIR BARGAINING UNIT. BUT CAN YOU PLEASE



THE BOARD OF
SUPERVISORS

1 HELP ME UNDERSTAND WHAT THAT NUMBER SPEAKS TO AND HOW THAT, SO
2 WE CAN KIND OF GET TO THE BOTTOM OF WHAT CONFUSION IS GOING ON
3 THERE?

4

5 **SHEILA WILLIAMS:** YES, SO WE DIDN'T PUT TOGETHER THE
6 PRESENTATION. I BELIEVE THAT WAS DONE BY CEO, AND I DON'T
7 KNOW, DHR, IF YOU GUYS CAN SPEAK TO THAT TIMEFRAME.

8

9 **JOHAN JULIN:** YEAH, IT SPEAKS TO THE TRANSPORTATION WORKERS.
10 SO, --

11

12 **SUP. LINDSEY P. HORVATH:** WHICH TRANSPORTATION WORKERS?

13

14 **JOHAN JULIN:** THIS IS, I WANT TO SAY IT'S SENIOR DEPUTY
15 TRANSPORTATION WORKERS AT DCFS.

16

17 **SUP. LINDSEY P. HORVATH:** AND SO WHY WOULD THEY BE INCLUDED IN
18 THIS BARGAINING UNIT? ARE THEY ALSO MEMBERS ALONG WITH
19 PROBATION SUPERVISORS?

20

21 **JOHAN JULIN:** YES, IT'S PART OF THAT BARGAINING UNIT. THAT'S
22 EXACTLY RIGHT.

23

24 **SUP. LINDSEY P. HORVATH:** OKAY, SO IT WOULD BE ACCURATE FOR 702
25 TO SAY THAT THEY'RE TO ADDRESS A 479-DAY DELAY ON BEHALF OF



THE BOARD OF
SUPERVISORS

1 TRANSPORTATION WORKERS AND DCFS?

2

3 **JOHAN JULIN:** YES.

4

5 **SUP. LINDSEY P. HORVATH:** BUT THAT NUMBER DOES NOT INDICATE THE
6 AMOUNT OF TIME THAT IT TAKES TO HIRE IN PROBATION?

7

8 **JOHAN JULIN:** THAT'S RIGHT.

9

10 **SUP. LINDSEY P. HORVATH:** I JUST WANT TO MAKE SURE BECAUSE WE
11 ARE IN CONVERSATION RIGHT NOW HERE, AND MY CONCERN KNOWING
12 WHAT HAPPENS AFTER THESE MEETINGS IS THAT THERE'S NOW THEN A
13 MESSAGE THAT GOES UP TO SACRAMENTO THAT SAYS THE COUNTY ISN'T
14 HIRING INTO PROBATION ON THE TUNE OF 479 DAYS AT A TIME. AND
15 WHEN IT'S NOT A GOOD NUMBER NO MATTER WHAT DEPARTMENT IT IS.
16 LET ME JUST SAY THAT VERY BLUNTLY.

17

18 **JOHAN JULIN:** RIGHT.

19

20 **SUP. LINDSEY P. HORVATH:** AND I WANT TO MAKE SURE THAT WHEN WE
21 ARE TRYING TO FIX A PROBLEM, WE ACTUALLY KNOW WHERE THE
22 PROBLEM IS BECAUSE I DON'T, I DON'T WANT THE MESSAGE TO BE
23 THAT THE PROBLEM IN THIS CASE IS SPECIFICALLY WITH PROBATION,
24 AS I BELIEVE SUPERVISOR HAHN SAID WHEN WE INITIALLY ADDRESSED
25 IT. BUT SINCE I HEARD IT IN THE PRESENTATION THAT WAS JUST



THE BOARD OF
SUPERVISORS

1 GIVEN TO US, I WANT TO ONCE AGAIN CORRECT THAT RECORD, AND I
2 HOPE THAT FUTURE PRESENTATIONS ACCOUNT FOR WHAT WE'VE ALL
3 IDENTIFIED HERE TODAY.

4

5 **JOHAN JULIN:** YEAH, THAT IS DEFINITELY ACKNOWLEDGED,
6 SUPERVISOR. I THINK THAT THE BARGAINING UNIT DESCRIPTIONS ARE
7 NOT, DON'T REFLECT NECESSARILY THE DATA THAT YOU'RE SEEING
8 AFTER THAT. SO I THINK PART OF THE FIX THERE WILL BE VERY
9 CLEARLY LABELING WHAT THOSE BARGAINING UNITS ARE REFERRING TO
10 WITH RESPECT TO THE DATA THAT FOLLOWS.

11

12 **SUP. LINDSEY P. HORVATH:** THANK YOU FOR ALLOWING THAT
13 CLARIFICATION.

14

15 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** THANK YOU VERY MUCH.
16 SEEING NO FURTHER COMMENT, THIS IS A PUBLIC HEARING, IS NOW
17 CLOSED, AND SO THE REPORT WILL BE RECEIVED AND FILED. SUCH
18 WILL BE THE ORDER.

19

20 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SO ORDERED.

21

22 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** PROCEEDING ON TO AGENDA
23 ITEM --

24

25 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** ITEM 5. WE WILL



THE BOARD OF
SUPERVISORS

NOW MOVE ON TO ITEM 5, HEARING ON CHAPTER 8 AGREEMENT SALE 2879 TO PURCHASE TAX-DEFAULTED PROPERTY SUBJECT TO THE TAX COLLECTOR'S POWER TO SELL. FOR MEMBERS OF THE PUBLIC ON THE PHONE, IF YOU'VE ALREADY SIGNED TO SPEAK UP, NO FURTHER ACTION IS NEEDED. IF YOU'RE ON THE PHONE AND WISH TO COMMENT BUT HAVEN'T SIGNED UP, PRESS STAR AND FOLLOW THE PROMPTS TO JOIN THE SPEAKING QUEUE. TO ADDRESS THE BOARD FROM MEETING, CALL 213-444-2600, PRESS STAR AND FOLLOW THE PROMPTS. AN OPERATOR WILL ASSIST YOU. NO DEPARTMENT STATEMENT WAS SUBMITTED. AND NO CORRESPONDENCE WAS RECEIVED. DEONDRIA BARAJAS, ASSISTANT TREASURER TAX COLLECTOR, AND LISA PROFT, CHIEF DEPUTY TREASURER TAX COLLECTOR, ARE AVAILABLE FOR QUESTIONS. FOR THE DEPARTMENTAL SPEAKERS, PLEASE STATE YOUR NAME AND THE TITLE FOR THE RECORD WHEN YOU ADDRESS THE BOARD.

SUP. HOLLY J. MITCHELL, CHAIR PRO TEM: THANK YOU. AS THEY APPROACH, ARE THERE ANY SUPERVISORS WHO HAVE QUESTIONS OR REMARKS? ALL RIGHT, SEEING NONE, EXECUTIVE OFFICER, PLEASE CALL THOSE MEMBERS OF THE PUBLIC WHO HAVE SIGNED UP TO SPEAK ON THIS ITEM.

EXECUTIVE OFFICER: MADAM CHAIR, THERE ARE NO IN-PERSON OR REMOTE SPEAKERS WHO HAVE SIGNED UP TO SPEAK ON THIS ITEM.

STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER: MADAM CHAIR,



THE BOARD OF
SUPERVISORS

1 MEMBERS OF THE BOARD, THAT CONCLUDES PUBLIC COMMENT ON THIS
2 ITEM. MADAM CHAIR, PUBLIC HEARING IS NOW CLOSED. ITEM 5 IS
3 BEFORE YOU.

4
5 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** THANK YOU VERY MUCH.
6 MOVED BY SUPERVISOR HORVATH, SECONDED BY SUPERVISOR HAHN TO
7 APPROVE THIS ITEM. EXECUTIVE OFFICER, PLEASE CALL THE ROLL.

8
9 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SUPERVISOR
10 HORVATH?

11
12 **SUP. LINDSEY P. HORVATH:** AYE.

13
14 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SUPERVISOR HAHN?

15
16 **SUP. JANICE HAHN:** AYE.

17
18 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SUPERVISOR BARGER?

19
20 **SUP. KATHRYN BARGER:** AYE.

21
22 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** SUPERVISOR
23 MITCHELL?

24
25 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** AYE.



THE BOARD OF
SUPERVISORS

1
2 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** MOTION PASSES. OR
3 NOT, EXCUSE ME, ITEM PASSES.

4
5 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** THANK YOU. WE'RE GOING
6 TO MOVE ON TO GENERAL PUBLIC COMMENT.

7
8 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** WE WILL NOW MOVE
9 ON TO GENERAL PUBLIC COMMENT. AT THIS TIME, WE WILL HEAR FROM
10 THE MEMBERS OF THE PUBLIC WISHING TO ADDRESS THE BOARD ON
11 GENERAL PUBLIC COMMENT. THIS IS AN OPPORTUNITY FOR THE PUBLIC
12 TO ADDRESS THE BOARD ON SUBJECT MATTERS WITHIN THE BOARD'S
13 JURISDICTION, BUT NOT ON ITEMS ON THE MEETING AGENDA. FOR
14 MEMBERS OF THE PUBLIC ALREADY ON THE PHONE, IF YOU HAVE SIGNED
15 UP TO SPEAK FOR THIS ITEM, YOU DO NOT NEED TO DO ANYTHING
16 FURTHER. IF YOU ARE ON THE PHONE, HAVE NOT SIGNED UP TO SPEAK,
17 AND WOULD LIKE TO COMMENT ON THIS ITEM, PLEASE PRESS STAR NOW
18 AND FOLLOW THE PROMPTS TO BE PLACED INTO THE SPEAKING QUEUE.
19 IF YOU ARE WATCHING THE MEETING AND WOULD LIKE TO ADDRESS THE
20 BOARD ON THIS ITEM, PLEASE CALL 213-444-2600. PRESS STAR AND
21 FOLLOW THE PROMPTS. AN OPERATOR WILL BE ON THE PHONE TO
22 ASSIST. PLEASE BE PREPARED TO ADDRESS THE BOARD ON SUBJECT
23 MATTERS WITHIN THE BOARD'S JURISDICTION.

24
25 **EXECUTIVE OFFICER:** MADAM CHAIR, THERE ARE NO IN-PERSON



THE BOARD OF
SUPERVISORS

1 SPEAKERS WHO HAVE SIGNED UP TO SPEAK IN GENERAL PUBLIC
2 COMMENT. WE WILL GO TO OUR REMOTE CALLERS. ANDONY CORLETO
3 , YOUR LINE IS OPEN. PLEASE BEGIN.

4

5 **ANDONY CORLETO:** HI, MY NAME IS ANDONY CORLETO. I'M AN SD2
6 RESIDENT AND PRESIDENT AND ASSOCIATE OF THE VERA TODAY, LOS
7 ANGELES COUNTY IS HOME TO THE LARGEST JAIL SYSTEM IN THE
8 COUNTRY, INCARCERATING MORE THAN 12,000 PEOPLE ON ANY GIVEN
9 DAY. AS OF JULY, NEARLY 60% OF PEOPLE INCARCERATED IN LOS
10 ANGELES HAVE AN IDENTIFIED MENTAL HEALTH NEED, MAKING THE JAIL
11 SYSTEM THE LARGEST MENTAL HEALTH INSTITUTION IN THE COUNTRY.
12 YET RATHER THAN REDUCING OUR RELIANCE ON INCARCERATION AND
13 INVESTING IN EVIDENCE-BASED ALTERNATIVES SUCH AS JCOD RAPID
14 DIVERSION PROGRAM, THE OFFICE OF DIVERSION AND REENTRY'S
15 HOUSING AND SUPPORTIVE HOUSING PROGRAMS THAT ARE PROVEN TO
16 GIVE PEOPLE WHAT THEY NEED AND THE HELP THAT THEY NEED.
17 SHERIFF LUNA AND DISTRICT ATTORNEY HOCHMAN'S PROPOSAL FOR A
18 NEW JAIL BEHIND CLOSED DOORS WOULD INCARCERATE THOUSANDS OF
19 PEOPLE AND COST ANGELENOS BILLIONS OF DOLLARS TO BUILD AND
20 BILLIONS MORE TO OPERATE EACH YEAR. WE URGE THE BOARD TO
21 REJECT FUNDING FOR A NEW JAIL, ESPECIALLY AT A TIME WHEN THE
22 COUNTY IS FACING SIGNIFICANT FISCAL PRESSURE, AND INSTEAD
23 INVEST IN THE PROVEN PROGRAMS AND SERVICES THAT, UNLIKE
24 INCARCERATION, CAN HELP ANGELENOS STABILIZE AND IN THEIR
25 COMMUNITIES. THANK YOU.



THE BOARD OF
SUPERVISORS

1

2 **EXECUTIVE OFFICER:** THANK YOU. ROY HUMPHREYS, YOUR LINE IS
3 OPEN. PLEASE BEGIN.

4

5 **ROY HUMPHREYS:** ROY HUMPHREYS, ROWLAND HEIGHTS. WE ARE AT WAR
6 WITH ISLAM. VICTOR DAVIS HANSON, PETER SPEITZER, TOO. HUGH
7 WYNNE, FIRST WHITE LEGAL SLAVE OWNER, 1614. ANTHONY JOHNSON,
8 FIRST BLACK SLAVE OWNER, 1653. STOP THE INSIPID LAND
9 ACKNOWLEDGMENT, PLEASE. AS TO THE HISPANIC HERITAGE MONTH,
10 YOUR SPEAKER SPEWED SHAMEFUL ENSLAVEMENT PROPAGANDA, WHICH
11 DEMOCRAT SUPERVISOR HILDA SOLIS PERPETUATES. VIVA CESAR CHAVEZ
12 PANTOJA. CALIFORNIA CENSUS 2025, 41% HISPANIC. L.A. COUNTY,
13 49%. L.A. COUNTY, 950,000 ILLEGAL HISPANICS. THANK YOU.

14

15 **EXECUTIVE OFFICER:** THANK YOU. WE HAVE ONE IN-PERSON SPEAKER.
16 JESUS RAMOS, PLEASE COME FORWARD.

17

18 **JESUS RAMOS:** HI. HELLO. THIS IS KIND OF LAST MINUTE, BUT I'M
19 TALKING ON BEHALF OF THE ENVIRONMENTAL HEALTH THAT WAS JUST
20 TALKED ABOUT RIGHT NOW. I'M AN ENVIRONMENTAL HEALTH SPECIALIST
21 TOO, AND I JUST REALLY HOPE YOU GUYS REALLY CONSIDER WHAT WE
22 SAID HERE. I THINK IT'S REALLY IMPORTANT ON BEHALF OF THE
23 WORKFORCE THAT WE HAVE. IT REALLY IS AFFECTING US. WE WANT TO
24 WORK, BUT THE WORK CONDITIONS THERE IS REALLY AFFECTING,
25 HONESTLY, OUR MENTAL HEALTH. WE HAVE A LOT OF STRESS, YOU



THE BOARD OF
SUPERVISORS

1 KNOW, WE HAVE OUR PERSONAL LIVES, AND WHEN WE GO TO WORK,
2 IT'S, YOU KNOW, IT'S NOT HELPING. EVERYONE, YOU KNOW, EVERYONE
3 LEAVES STRESSED WHEN THEY COME OUT OF THIS JOB. HONESTLY, THE
4 UPPER MANAGEMENT IS NOT HELPFUL. THERE IS SO MUCH
5 MICROMANAGEMENT, IT'S UNBEARABLE, YOU KNOW, AND ULTIMATELY IT
6 HAS LED TO TRAGEDIES IN OUR WORKFORCE. A COUPLE OF DAYS, A
7 COUPLE YEARS AGO, SOMEONE COMMITTED SUICIDE AT THE WORKPLACE.

8

9 **EXECUTIVE OFFICER:** THANK YOU. THAT CONCLUDES OUR TIME FOR
10 GENERAL PUBLIC COMMENT.

11

12 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** THANK YOU VERY MUCH.
13 EXECUTIVE OFFICER, WILL YOU PLEASE READ US INTO CLOSED
14 SESSION?

15

16 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** MEMBERS OF THE
17 PUBLIC, THE BOARD WILL NOW BE GOING INTO CLOSED SESSION IN
18 ACCORDANCE WITH THE BROWN ACT REQUIREMENTS. NOTICE IS HEREBY
19 GIVEN THAT THE BOARD OF SUPERVISORS WILL CONVENE IN CLOSED
20 SESSION TO DISCUSS ITEMS NUMBER CS1 THROUGH CS5. CONFERENCES
21 WITH LEGAL COUNSEL REGARDING EXISTING LITIGATION, AND ITEM
22 NUMBER CS6, CONFERENCE WITH LEGAL COUNSEL REGARDING
23 ANTICIPATED LITIGATION, TWO CASES, AS INDICATED ON THE POSTED
24 AGENDA. THANK YOU.

25



THE BOARD OF
SUPERVISORS

1 [CLOSED SESSION]

2

3 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** WE'RE BACK IN OPEN
4 SESSION. EXECUTIVE OFFICER, PLEASE READ THE REPORT OF ACTION.

5

6 **STEVEN HERNANDEZ, DEPUTY EXECUTIVE OFFICER:** THE FOLLOWING IS A
7 REPORT OF ACTION TAKEN IN CLOSED SESSION ON SEPTEMBER 22,
8 2026. ITEM NUMBERS CS1 THROUGH CS5, CONFERENCES OF LEGAL
9 COUNSEL REGARDING EXISTING LITIGATION NO REPORTABLE ACTION WAS
10 TAKEN. AND ITEM NUMBER 6, CONFERENCE WITH LEGAL COUNSEL
11 REGARDING ANTICIPATED LITIGATION, TWO CASES. NO REPORTABLE
12 ACTION WAS TAKEN. THANK YOU.

13

14 **SUP. HOLLY J. MITCHELL, CHAIR PRO TEM:** THANK YOU. THAT
15 CONCLUDES TODAY'S MEETING. THE NEXT BOARD MEETING WILL BE HELD
16 ON SEPTEMBER 29, 2026, AT 9:30 AM. WE STAND ADJOURNED.



THE BOARD OF
SUPERVISORS

1 I, KATHRYN J, ROBSON, Certified Shorthand Reporter Number
2 qualified in and for the State of California, do
3 hereby certify:

4 That the transcripts of proceedings recorded by the Los
5 Angeles County Board of Supervisors September 22, 2026, were
6 thereafter transcribed into typewriting under my direction and
7 supervision;

8 That the transcript of recorded proceedings as archived
9 in the office of the reporter and which have been provided to
10 the Los Angeles County Board of Supervisors as certified by
11 me.

12 I further certify that I am neither counsel for, nor
13 related to any party to the said action; nor in anywise
14 interested in the outcome thereof.

15 IN WITNESS WHEREOF, I have hereunto set my hand this
16 2nd day of October 2026, for the County records to be used
17 only for authentication purposes of duly certified transcripts
18 as on file of the office of the reporter.

19
20 KATHRYN J. ROBSON

21 CA CSR No. 5439
22
23
24
25