



**PUBLIC REQUEST TO ADDRESS
THE BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES, CALIFORNIA**

MEMBERS OF THE BOARD

HILDA L. SOLIS
HOLLY J. MITCHELL
LINDSEY P. HORVATH
JANICE HAHN
KATHRYN BARGER

Correspondence Received

The following individuals submitted comments on agenda item:				
Agenda #	Relate To	Position	Name	Comments
CS-8.		Favor	A New Hire Running for the Hills	<p>I have been employed with AD for a short amount of time and am already looking to transfer. I have seen people come and go during my short time here. My experience working for AD has been one of the most inconsistent, unstable, and stressful experiences; increasing my anxiety and stress level. My actual job is not an issue, but upper management and leadership is! I have been employed by LA County for several years and I thought I was making a great choice by joining AD. I quickly began to feel like it was a mistake.</p> <p>This department makes changes and choices without considering the impact on its staff. Managers (at the instruction of Lorenza Sanchez) make changes to employees' schedules and work locations at the last minute, putting undue stress on employees who seek stability for multiple reasons. These are things that were NOT disclosed during the employment interview, because had I known this was the way the department operated, I would have declined the employment opportunity for AD. I have found that AD is a "rigid" department, in every essence of the word. I am in favor of the notion that a new director is needed, but I oppose the consideration of Lorenza as her style of management and leadership would further drive this department into the ground; her actions have already proven to be damning.</p> <p>Additionally, in a matter of a few months, I was able to see that someone such as Derrick Martin is detrimental to the department's success. He's also contributed significantly to the division and low morale within the department. He has such a strong hold on HR and the employees who work under him that often times (than none) you feel backed against the wall with no other choice as an employee working at AD. There are good workers at AD, who work and get the job done, and I am one of them; however, it is unfortunate that people are running for the hills including me.</p> <p>If promoting from within, I second that the most qualified person to consider for Interim Director would be Victoria Jump as everything that everyone has said about her character is true. She is the only person with the experience and understanding to keep the boat afloat until a final selection decision is made. You'd be making a GRIM MISTAKE to consider and award this position to Lorenza Sanchez. She should be following the path of Dr. Trejo and resigning this year rather than next year. Please provide this department with due diligence and HEAR and CONSIDER the voices of the AD employees. We are screaming from the roof tops all in an effort to make this department better for its constituents!</p>



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CS-8.		Favor	Amy Farah Fowler	<p>I wish to begin by expressing my appreciation for your swift action in initiating the search for an interim director for the aging and disabilities department. Your response to our concerns raised by the employees of this department shows you members of the board do support us and you hear us, and I am grateful.</p> <p>I won't go into more detail about our concerns regarding Lorenza Sanchez as most of my colleagues have conveyed their issues regarding her leadership style and her decisions. I would like to have a leader who knows that leadership is not a journey to rise in the ranks; I would like to have a leader who knows that their journey is to help those around them rise. I am going to quote one of my favorite business speakers, Simon Sinek, who says: "Leadership is a choice it is not a rank; leaders are authorities, we do what they say because they have authority over us, but we do not follow them. There are many people who are at the bottoms of organizations who have no authority and are absolute leaders. Because they have chosen to look after the person to the left of them and chosen to look to the person to the right of them that is what a leader is."</p> <p>These are the qualities I hope our interim Director will have the qualities of collaboration of communication with a director who sees us. One who does not foster an environment of intimidation or retaliation or bullying. I would like to have a Director like Otto Solorzano who knew us by name who would have quarterly meetings with our teams, listen to our concerns and collaborate with us to find solutions to some of the problems that we have. An Interim Director who fosters an environment of positiveness which would make all of the employees enjoy coming back to work and help raise morale, fight for services that we need to help our most vulnerable population. One who's willing to put boots on the ground to see what we do daily and once they see what we do, they will advocate establishing programs and providing the resources needed.</p> <p>Additionally, please consider investigating the practices and procedures of the HR Department under the leadership of Mr. Martin. There should never be a reason to place a person on involuntary leave of absence when a medical note requests accommodation.</p> <p>These practices are a violation of State Employment Laws pertaining to Reasonable Accommodations and the Americans with Disabilities Act. No employee should be instructed to clock out twenty minutes in their shift and place on LOA without consulting Management for another assignment is unreasonable.</p> <p>I want to work in an environment which is collaborative and transparent, stress free not stressful. It is my prayer that the search for an Interim Director will be swift and successful. It is my hope our new Director will look after the person to the left of them and look after the person to the right of them. Thank you.</p>



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The following individuals submitted comments on agenda item:				
Agenda #	Relate To	Position	Name	Comments
CS-8.		Favor	Amy Farah Fowler	<p>I want to first thank you for listening to our concerns regarding Dr. Trejo. I want to request the Board to please not consider Lorenza C. Sanchez for Dr. Trejo's replacement for Aging and Disabilities Department. I have read numerous comments and I agree the department would best be served with another candidate. I remember a department where the director knew the staff by name and would conduct quarterly meetings with the staff at their assigned offices and listened to our concerns and successes. This department needs a leader who knows leadership is not a journey to rise in the ranks but being a leader is journey to help those around us rise. We need a leader to who sees the employees as people to inspire not a burden to carry.</p> <p>I have always lived by the words of Simon Sinek who says" Leadership is a choice, it is not a rank. Some Leaders are authorities; we do what they say because they authority over us. But we do not follow them. There are many people who are at the bottoms of organizations who have no authority and absolutely leaders. Because they have chosen to look after the person to the left of them and look after the person to the right of them, that is what a leader is."</p> <p>I will not rehash the concerns and comments of my colleagues because I wholeheartedly agree change is needed; the current Chief Deputy is the not leader I choose to follow. I want a leader who see us, who is collaborative and communicates with us and most importantly sees us. This agency should not be an environment of intimidation or retaliation. Our HR department should provide reasonable accommodations; employees should not be placed on LOA when a reasonable accommodation would be appropriate. When this occurs to employees like me, feel slighted and ignored and undervalued especially when the employee is dedicated to the department and gives 110% to the most vulnerable in our community.</p> <p>The Director should be someone who has a passion for the community we serve who is willing to put boots on the ground to understand what we do on a daily basis. The position of the new Director should not be window dressing, spending time on panels and receiving commendations from different City Councils. The position should be collaborative; they should look after the person to left of them and look after the person to the right of them.</p> <p>Thank-you for your time.</p>
			Concerned Employee	<p>Dear Honorable Members of the Los Angeles County Board of Supervisors,</p> <p>We wish to begin by expressing our sincere appreciation for your swift and decisive action in initiating the search for an Interim Director for the Aging & Disabilities Department. Your responsiveness to the concerns raised by departmental staff and the public—including those reflected under Item CS-6 on the July 29, 2025, Board Agenda—demonstrates your continued commitment to transparency, accountability, and the wellbeing of Los Angeles County's most vulnerable populations.</p>

As of: 8/6/2025 7:00:12 AM



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As many of our colleagues have already conveyed, the Department has been severely impacted by persistent dysfunction and mismanagement—issues that stem most directly from the leadership style and decisions of Chief Deputy Lorenza Sanchez.

While much of the public discussion has rightfully focused on the harm done to Adult Protective Services, we respectfully urge the Board to consider the equally damaging consequences to other essential branches of the Department, particularly the Disabilities Division, the Senior Centers, and the Area Agency on Aging (AAA). These units have repeatedly been deprioritized and destabilized through executive decisions that lack insight, compassion, and strategic planning.

Ms. Sanchez has appointed executive managers to oversee disability services who possess little to no background in the field. Most notably, the current Bureau Director, Solomon Shibeshi, lacks foundational knowledge and operates more as a conduit for directives than as a leader equipped to engage meaningfully with staff, stakeholders, or the disability community. Input from respected bodies such as the Los Angeles County Commission on Disabilities has been routinely ignored or dismissed.

The Disabilities Division is frequently raided for staff to respond to departmental "emergencies," often without proper planning or even the legally required ten-day notice. A recent example includes the abrupt reassignment of staff to senior centers following the termination of the Title V program. These decisions are frequently made under vague justifications of "departmental need," with staff being assigned duties and equipment outside the scope of their roles. This reflects a reactive, disorganized approach to management that undermines both morale and service quality.

Additionally, Ms. Sanchez's approach to procurement and program oversight has placed undue burden on internal staff and strained relationships with trusted community providers. The aggressive push to contract out nearly every AAA program—while denying reasonable rate increases—has resulted in unnecessary upheaval and limited the Department's ability to deliver consistent, high-quality services.

Despite the County's rapidly aging population, there has been no apparent effort to strategically expand senior services. New senior centers have not been opened in underserved communities. Existing sites remain chronically understaffed. And no clear assessment or plan has been developed to identify evolving needs or guide future investments. Rather than focusing on meaningful solutions, Ms. Sanchez prioritizes easily quantifiable data points—often at the expense of addressing the complex, human needs of those we serve.

Given these long-standing and well-documented issues, we respectfully urge the Board to exclude Chief Deputy Lorenza Sanchez from consideration for



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Interim Director. Appointing her to this position would only deepen the challenges already faced by the Department and send a demoralizing message to the workforce and community: that ineffective and harmful leadership will be allowed to continue unchecked. However, we strongly support the appointment of Victoria Jump to Interim Director.

Out of an abundance of caution, we submit this letter anonymously. We ask that the Board not discredit or dismiss these concerns based on the absence of a signature. The fear of retaliation under Ms. Sanchez's leadership is real and pervasive. Many staff feel silenced, not out of lack of conviction, but out of concern for their careers and wellbeing. This culture of intimidation has made it difficult—if not impossible—for employees to speak freely through official channels.

The Department urgently needs a leader who values collaboration, demonstrates subject-matter expertise, respects staff and community voices, and can guide this agency through a critical period of rebuilding. Please know that many capable, intelligent, and passionate employees remain committed to this mission. We stand ready to support new leadership in restoring trust, integrity, and excellence in service delivery.

Thank you for your attention to these concerns and for your continued commitment to good governance and compassionate service for Los Angeles County's aging and disabled communities.

Respectfully,
Submitted Anonymously by Concerned Employees of the Aging & Disabilities Department

**County Employee
Anonymous**

Thank you, Supervisors, Hahn, Barger, Mitchell, Solis, and Horvath for your leadership to ensure that this very important Department serving some of the most vulnerable in our community gets the leadership it deserves. A Department Director and Chief Deputy, who will meet the mission of the County and the Department. The interim Director and eventually appointed Director has to be a true Leader who cares and is open to hear the voices of their diverse leadership team.

Our Los Angeles County older adults and individuals with disabilities have been cheated of effective quality services because of Laura Trejo and Lorenza Sanchez's lack of leadership. They are bullies who have bullied too many dedicated public servants out of County service, while placing yes people in executive positions. People who lack the understanding of true caring, respectful, diverse service to the public. I hope as you search for a new Director for Aging and Disabilities you find someone who can lift the morale of the employees of this department. Individuals who have dedicated decades of service to the constituents of LA County. In my time in this Department, I have seen true leaders leave and I ditto other's sentiments and ask please ensure there is a full investigation on Lorenza Sanchez and Derrick Martins violations against employees and constituents of Los Angeles



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	<p>County.</p> <p>As the Board demands accountability of our Federal Branches we must ensure that the same accountability is delivered here at the County level. Thank you for restoring my faith in the County with the removal of Laura Trejo. Let's keep doing better for our constituents.</p>
Da Vinci Code	<p>Board of Supervisors, I respectfully urge you to please carefully select an Interim Director for Aging & Disabilities. Do NOT select Chief Deputy Lorenza Sanchez, she has repeatedly demonstrated her inability to manage the department to carry out its core mission. Additionally, please remove the hiring process and decision making for all executive and non-executive positions from Lorenza. She deliberately selects candidates that she believes she can control and utilize to carry out her awful management style; and if they challenge her unethical practices, she inundates them with petty assignments to sabotage their work efforts. REMOVE DAWNNA LAWRENCE as Interim Admin Deputy because as a retiree she is violating Civil Service rules; she represents everything that is wrong with unqualified retirees in power and goes against the true intent to having retired employees return as 120 employees. It is common knowledge that Dawnna was forced to retire from Fire Dept because she had several investigations open against her. Investigations that were considered credible and would result in disciplinary action. She retired from County service to avoid disciplinary action, but she was not financially ready to retire so she desperately needs her employment with Aging as a retiree. She deliberately sabotages the work efforts of Admin Deputies to ensure she can continue her employment as a retiree. When previous tenured Admin Deputys left Aging, because they could no longer tolerate Loranza's unethical practices and decisions, they hired Dawnna because they knew she was desperate to be employed and would do anything to keep her hours as a retiree and would not oppose Lorenza's unethical tactics. Dawnna was appointed (no civil service hiring process) as Interim Admin Deputy to 'coach' the incoming Admin Deputy's, however she uses her position and power to ensure the failure of the staff she is coaching (including Admin Deputies) and to make sure she can continue as a retired employee working with AD, because she needs the income. She was Interim Admin Deputy in 2023, then Lorenza/Dawnna selected Mia Atencio as Interim Admin Deputy and Dawnna was supposed to coach Mia. Mia had an immaculate record with government, but Mia's efforts were sabotaged by Dawnna because it was not in Dawnna's interest to have Mia be successful. Sadly, Mia quit County service because she could not tolerate the unethical practices of Lorenza and Dawnna. And again, Dawnna was AGAIN Interim Admin Deputy. Dawnna and Lorenza then hired Mike Tsao as Admin Deputy, and Dawnna was again hired to 'coach' Mike, but the pattern continued, and Dawnna set-up Mike for failure by inundating him with non-meaningful tasks, Lorenza's unrealistic deadlines and petty work to ensure his failure. Mike was sadly removed as Admin Deputy, and AGAIN Dawnna Lawrence is the Interim Admin Deputy AGAIN. NOW, AGAIN, Lorenza and Dawnna ARE CURRENTLY HOLDING INTERVIEWS FOR ADMIN DEPUTY II. It's clear they lack the ability to select and train Admin Deputies, STOP this insane and ineffective /unethical hiring process that Dawnna and Lorenza carry out. It</p>

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		<p>doesn't take a rocket scientist to figure out that it's in Dawnna's self-interest to ensure Admin Deputies continue to fail so she can secure her hours as a retiree with Aging. It's evident that Dawnna is horrible at coaching employees since she lacks analytical skills, ability to coach employees and communication/writing skills. She is condescending and belittles employees. Knowledgeable and qualified candidates refuse to apply or take employment with Aging because we've become the joke of the County. Also please remove Dr. Solomon Shirbashi, he is clearly not qualified and lacks the character and skills necessary to be an Assistant Director, Lorenza only selected him because he does whatever she asks. Dr. Solomon delegates all his work to his subordinates because he lacks the ability to analyze and make common sense decisions.</p>
	Dedicated APS Staff	<p>A heartfelt "thank you" to the Board for taking the first step toward restoring the department's mission—refocusing it on serving its constituents and supporting the wellbeing of its employees so they can, in turn, better serve the public.</p> <p>As outlined in previous public comments, the current Chief Deputy has not set foot in the office for over a year and a half.</p> <p>During this time, she has continued to draw a public salary (and overtime) while contributing to dysfunction and instability. Given this record, she should not be considered for the interim director position.</p> <p>A full and transparent investigation into her actions, including questionable and potentially unlawful hiring and HR practices, is both warranted and necessary.</p> <p>She must not be allowed to fill any of the current vacancies. Allowing her to do so would risk entrenching unqualified individuals (as has been done in the past) selected more for loyalty than competence, perpetuating a harmful and unaccountable dynamic.</p> <p>It is also essential that the DHRM and certain retirees who have been improperly supervising staff or executing the Chief Deputy's abusive directives be reassigned or removed. (Everyone knows who they are.) Their continued presence undermines trust and accountability within the department.</p> <p>The Board should consider Victoria Jump for the interim director position. She brings the experience, integrity, and temperament needed to begin repairing the deep harm inflicted on staff and restoring stability.</p> <p>Last but not least, the new Adult Protective Services (APS) Assistant Director must not be selected by Sanchez.</p> <p>The department deserves a thoughtful and informed choice—someone who has earned the trust of staff, has a grounding in social work, understands the core issues, and possesses the leadership to rebuild morale. A trusted senior</p>



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	<p>manager already within APS should be given the opportunity to serve in an acting capacity while a fair and transparent hiring process is conducted.</p> <p>Thank you for your attention and your leadership during this critical time.</p>
Dedicated Employee	
EI CHE	<p>Dear Honorable Members of the Board,</p> <p>On behalf of many dedicated employees within the Department of Aging and Disabilities, I want to extend our sincere gratitude to the Board of Supervisors for your leadership and decisive action in the retirement of Dr. Laura Trejo. Your responsiveness to the voices of staff who have endured significant hardship under her tenure has not gone unnoticed. Thank you for listening—and for taking a necessary step toward restoring integrity and morale within our department.</p> <p>While we welcome this change, we write today to urge the Board to continue this momentum by thoroughly addressing the serious concerns that remain unresolved. Specifically, we call for a full and independent investigation into Chief Deputy Director Lorenza Sanchez and HR Director Derrick Martin. Their actions have deeply harmed the fabric of our workforce and damaged the careers of many experienced, high-performing staff.</p> <p>Alarming patterns have emerged under their leadership—ranging from targeted internal investigations lacking merit, to the manipulation of performance evaluations, to the imposition of disproportionate disciplinary actions, including unjust suspensions. These tactics have not only forced some of our most dedicated colleagues out of the department but have inflicted emotional and financial distress that extends beyond the workplace and into our homes and families.</p> <p>Many of us still vividly recall the departure of our former Director, Mr. Otto Solórzano—a leader who inspired trust and compassion. It is clear to many within the department that Ms. Sanchez played a direct role in his ousting, just as she has contributed to the ongoing dysfunction we continue to witness. She has even claimed, openly and defiantly, that she has been sued “hundreds of times” and has “won every case.” This is not the attitude of a public servant committed to transparency or accountability.</p> <p>We recognize that change will not come easily. We understand that Ms. Sanchez will not step aside without resistance. But the truth is undeniable: the department cannot heal or move forward while this culture of fear and retaliation remains in place.</p> <p>We continue to have faith in the Board’s commitment to accountability and justice. We believe that, with your support, we can finally close this painful chapter and begin a new era defined by compassion, ethics, and service to the public.</p>



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F Velgara Valentin

We are ready to support the new executive leadership team and to do the important work ahead. Our clients are counting on us. Our communities are watching. And we are counting on you.

The resignation of Dr. Laura Trejo should be just the FIRST victory of many to make the Aging & Disabilities Department truly live up to its purpose – for the employees AND the communities we serve. Lorenza Sanchez, Derrick Marin, Francisco Wong Jr, and the rest of the executive leadership team NEED TO GO! DO NOT place Lorenza Sanchez as interim director.

These are the ONLY people I trust and would recommend being assigned as interim or permanent director: Laurie Johnson, Cinthie Lopez-Paz, Ralph Pascual

August 6, 2025, marks 10 years of working in this department. When I first began my LA county employment the department was Community and Senior Services, then it was WDACS, and now Aging & Disabilities. I've never had 100% great experience working here, but during the COVID19 pandemic starting in 2020 is when things got exponentially worse. I was injured on the job – an injury that could have been prevented had HR, under Derrick Martin's leadership, approved giving me my worker's comp-mandated ergonomic equipment (from a previous worker's comp injury) that just sat in the office. The reason? HR didn't have protocol to deliver my ergonomic equipment from the office to my home during the "stay-at-home" orders. I even asked permission for my spouse (not a County employee) to come with me to pick it up. HR said NO. Fast forward a few months later, I got injured again while working during the pandemic.

This is just one example of HR's incompetence.

Fast forward to June 7, 2023. About 100 employees took action with the support of SEIU 721 to protest the ongoing abuse by Laura Trejo, Lorenza Sanchez, and Derrick Martin. We marched and chanted our demands on sidewalk in front of the entrance of AD/DMH Headquarters, 510 S. Vermont Avenue. I brought my 82-year-old, disabled mom (who lives with me and that I'm the primary caregiver for) to that important union-protected action. She was just as fed up with the mistreatment I had been experiencing as well as all my co-workers. Francisco Wong came outside to the protest taking pictures and video recording of everyone there. I alerted the union reps there and they told him that was illegal and an act of intimidation. He continued filming. My co-workers and I had no choice but to chant loudly at him to stop. He eventually did stop but he had the footage that Lorenza wanted. A couple days later I learned from a co-worker who saw a manager parked in the Walgreens parking lot across the street spying and recording us – at the direction of Lorenza Sanchez. I also learned from a co-worker seated near



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the conference room that Lorenza had been heard screaming in the main conference room that she vowed retaliation against all employees who were protesting that day.

Soon after my participation in that UNION-PROTECTED activity, HR suddenly had an issue with my worker's comp restrictions even though I had been working with them for almost 2 years! I was forced on disability leave. My immediate supervisor was shocked by this move. Her and I had a GREAT working relationship and had NEVER raised any concern about my work performance. She tried to advocate for me to keep working but Derrick – at Lorenza's direction – forced me on leave. I was on leave for almost 10 months. During that time I was running out of accrued time off, received zero dollar paychecks and almost lost my health insurance that my spouse and I depend on.

Finally, Derrick said HR found a job for me that could accommodate my worker's comp restrictions. I was reassigned to the Altadena Senior Center. 70 miles from my home in Lancaster. It took me 4-5 hours EVERY DAY to commute back and forth. This was the only available assignment for a disabled worker?! I worked at this senior center for 6 months and learned to love it there despite the exhausting commute.

During that time, I requested a hardship transfer to the Antelope Valley Senior Center or to any job assignment closer to my home. All my requests DENIED. After I had complained about anti-queer harassment and defended a Black co-worker from racist treatment by a client, I was then transferred back to AD Headquarters in Koreatown. I was still commuting EVERY DAY 4-5 hours a day. I requested transfers and telework. All requests DENIED. Recently, I was the ONLY person in my unit that was DENIED telework. Previously, I teleworked from March-August 2020 during the pandemic, then May 2021 – June 13, 2023, and then I was put on leave and months later transferred to Altadena. During the times I teleworked my supervisor NEVER raised any concern about my work performance.

What was the reason I was DENIED telework recently? Derrick said unscheduled absences. Those unscheduled absences included having to take my mom to the ER twice in one week because she had life-threatening illnesses. And the other time I got sick. Doctor's notes were provided for all these absences. And these absences were far apart from each other. This is how the leadership of the Aging & Disabilities Department treats disabled workers and family caregivers!

This mistreatment, discrimination, and retaliation against me has been going on for YEARS. I have filed CPOE complaints – even recently. I've filed



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grievances through the union, but HR usually puts me on leave so the union grievance process can end immediately.

My therapist put me on stress leave in June 2025 because things have gotten so bad. That's how traumatized and mentally exhausted I am.

Attached is a timeline of events from April 2020 through May 2025.

Lastly, as a queer worker of color and subject matter expertise on LGBTQ+ older adults, this department has NEVER truly prioritized my queer and trans community members that are elders or disabled. AD just slaps a rainbow on things, makes social media posts, has 1 presentation at a staff meeting a year, might attend an LGBTQ+ Pride event but just for the photo op. Queer AD staff aren't even notified let alone or encouraged to attend! I was hoping that if I stated long enough and was able to keep raising my ideas and proposals, that someone would listen and take the needs of LGBTQ+ elders and people with disabilities seriously. I was hoping AD would create REAL programming and services staffed by workers with live experience and community knowledge.

The AD Executive Leadership doesn't really care about serving the needs of elders and people with disabilities, especially communities of color, immigrants, and LGBTQ+ people. If they did, they would prioritize supporting the workers and doubling down on getting resources to serve the most vulnerable communities within LA County.

From what I've personally experienced, AD isn't really a safe place to work for anyone, especially if you're queer, trans, Black, Latina, disabled or an elder. I'm sure my AAPI and Armenian co-workers would say the same from their experiences.

The employees deserve better leadership, a healthy and fun work environment, union-mandated caseloads for APS social workers, reasonable workloads for everyone, MORE staffing, MORE services for the public, and most of all executive leadership that listens to and ACTS on the concerns and innovative ideas and solutions from the employees, especially the union-represented workers and our union.

It's time for new leadership and for the worker's to truly have a voice in the workplace.

John Doe

I want to start by thanking you for listening. Dr. Trejo's resignation didn't



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happen in a vacuum, it happened because employees spoke up, and because the Board finally took notice. Her leadership was damaging, and her departure was necessary. But let's be honest, she wasn't the only problem.

If this department has any shot at recovery, the cleanup can't stop with her. The rest of the leadership team—Lorenza Sanchez, Dawwna Lawrence, and Derrick Martin, have been right there with her, enabling the same toxic environment that drove so many good employees away.

Lorenza has been phoning it in from wherever she's working remotely this week. Dawwna has done little more than keep the dysfunction running on schedule with the same iron fist (if not worse?). And Derrick Martin? He's been allowed to weaponize HR processes to intimidate employees and make up policy on the fly. Enough is enough.

Their time is up.

Now the lawsuits and CPOE claims will start rolling in, due to the actions of that HR department. They need to do the right thing and resign—just like Dr. Trejo did. The staff deserves a fresh start, not more of the same.

That's why I strongly recommend Victoria Jump as interim leadership. She's one of the only reasons people even stuck around. She's respected, she's steady, and she understands what real leadership looks like. She already has the trust of the staff, and she's the right person to begin repairing the damage that's been done.

This department needs to be fixed and it can't do that while the same toxic players are still calling the shots.

Thank you for your time and, more importantly, for your continued action.

John Doe

Thank you for the Board for hearing our concerns and voices. Thank you for removing Dr. Trejo. However, the main root is not her. It is Lorenza Sanches. She needs to be removed ASAP so this department can be free of toxic. Her team needs to leave as well. Derick Martin very dangerous person very negative. People are scared to look at him or talk to him. He ignores every employee like he's in control of whole department and the county. We used to love to come to work every day. Now we are all in fear what is waiting for us tomorrow. She sleeps and the next day makes up rules and bully and does whatever she wants to do. She does not care who you are as human beings serving our community and elders. We have not seen her face since covid but she is in control of everyone. She rules everyone and has ears and eyes hear. Employees are scared to talk to each other. Does not matter what bond you are if you are not her favorite you can be stuck here forever and doesn't matter how hard you work. This is very sad and frustrating situation. When friends are asking me how my departme3nt is where I work it makes me cry because it is sad story. I believe in justice, and I know GOD will punish the ones who make everyone's life miserable. We are here to work serve the community, not be scared and fear every single



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	<p>time and can't even concentrate or see clients. I am reading all the comments, and every single word is correct and true. I believe the Board will find a solution to resolve this huge issue and finally bring peace to this department. We spend more time here at work then our families. This place should be our home not a prison that we are trying to escape from it. Shes enjoying her time on trips and employees are suffering here from her consequences. Please do something to rescue our department soon.</p>
Laurie L Johnson	<p>I am in favor of a new leadership team and A&D, it seems critical to save the department. I am a former employee of A&D. In fact, myself and 2 other ladies (one is still there) are the longest tenured employees of the department having worked through 7 directors and 3 or 4 name changes (30 years). Note: I may not know all the particulars surrounding acting director Otto Solorzano, but the staff found him warm, listening, willing to help. He visited every office - not a perfunctory drop-in, he actually spent time, took notes, learned names and asked questions. The staff still at A&D still remember him with fondness for that.</p> <p>It is sad the changes we've seen in 20+ years. What has happened to the department whose employees main objective was to help our elderly? What has become of the "family like" atmosphere of our small department, when we could share ideas and communicate freely with our managers, who displayed true leadership and mentorship? Managers who wanted everyone to succeed and promote and pushed you forward; sometimes out of your comfort zones?</p> <p>A lot has been said: I can only share my experiences and how I feel and some of that has been stated by others: in 20+ years I was not promoted and neither were the other long tenured colleagues. I was well spoken and well written and 100% pro-social worker. I was a voice at the union table. It is my feeling that all of this actually put me at a disadvantage; a threat if you will. Speaking up doesn't mean rude or disrespectful; something I have never been. I have been mocked for being too kind, loving and supportive of my workers. I have been singled out for helping to write 9/80 guidelines and vacation-intake guidelines to help the union help the workers.</p> <p>I have experienced the HR mistreatment that has previously been called out multiple times. I have been told "you are the subject of an investigation, do not discuss", only for 2 or 3 years to pass without another word. I have been lied to and had a request for investigation completely ignored. My abuser was promoted.</p> <p>I will briefly say that as others have stated, I too was not allowed any accommodation or consideration of my restrictions after surgery; the restrictions DID NOT have any impact on the work that I was doing. And was FORCED to retire.</p> <p>I feel like the department and the workers especially need a change from the top down. For 20 years the workers have not been a priority; things like blocking their license plates for safety hasn't happened (it has for DCFS). The rank and file are the faces your constituents see. They need your support,</p>



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		<p>they need your protection. They need supportive, mentoring, leadership-style management. They need resources. They deserve transparency. They deserve help! They deserve growth opportunities: mentorship, cross training, lunch 'n learns (I have ideas!). Your constituents deserve a change. A happy, motivated workforce showing up at their homes, hospital beds and skilled nursing facilities; you are aging, perhaps unwell and abused and here comes a Social Worker to see you with low morale and low vibration. Renew and Rebuild A&D; new Director, new Chief Deputy, new Asst. Directors and most definitely a new HR. And might I add the cherry picked team that has been put in place should not remain either to continue to foster ill will. Performative measures are no longer enough; bold measures are called for.</p>
	Lucille Macgillicuddy Ricardo	<p>If anyone needs genuine, transparent, trustworthy, respectful, collaborative leadership it is A&D. We thank you for your support and listening ear when we shared our thoughts about Laura Trejo, please continue to hear us when we tell you that we cannot bear another moment of Lorenza Sanchez in any capacity. She is despicable and will further alienate the staff which will trickle down to our constituents. There is already so much poison that she has inflicted into this department. Derek Martin and HR are absolutely corrupt. Francisco Wong has allowed her to corrupt him with unfettered overtime and promotions and turned him into a co-conspirator, a criminal, a spy.</p> <p>Anyone who has so little concern, so little thought, so little support yet so much contempt and bitterness towards her staff must also know that these ill feelings, and this ill will trickles out into the community. It is widely believed that she does not even like us. The few that she does "appear" to like - such as Derek Martin, Francisco Wong, and some of HR - can be counted on one hand; and that appearance is only based on what they can do for her.</p> <p>it is not a coincidence, not a fluke that there are as many people working as are on leave of absence. Neither is it a coincidence that there has been an early mass exodus of long time employees. It is not a coincidence that new hires don't stay long enough to make probation.</p> <p>You have never seen a department where people work 20+ years without consideration of upward mobility, while someone else walks in off the street to a managerial position. Hopefully, you will never see anyone as hateful and punitive as Lorenza Sanchez. The list of people who have been hurt by or punished by or retaliated against by her is so very long. Very long!</p> <p>We know that a lot of these comments are anonymous, a lot of of them involve a pseudonym: that is how afraid people are. But, what you do see is consistency. Truth does not have "versions". What you have read over and over again is the truth. The aging population is growing exponentially, AD has the potential to be one of the most important and significant departments with the most potential for growth in LA County because of the aging population boom. Can Los Angeles afford to see this department implode? The answer is no! The answer is NOT Lorenza Sanchez in any capacity.</p>



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New Day

Dear Honorable Members of the Board:

I am writing to express my deep concern regarding the continued leadership of Chief Deputy Director Lorenza Sanchez within the Department of Aging & Disabilities, and to strongly oppose her consideration for any interim or permanent directorship. My concerns, which are shared by many others in the Department, center on an entrenched pattern of retaliation, fear-based management, exclusionary decision-making, and abuse of authority that is harming staff and undermining the mission of this Department.

Ms. Sanchez's leadership style is firmly rooted in outdated, authoritarian practices. Rather than empowering or collaborating with her management team, she governs through fear and retaliation. Staff—particularly managers and Assistant Directors—report being undermined, reassigned, or professionally frozen out the moment they express disagreement or alternative ideas. Six Assistant Directors have attempted to work with her, and all have faced retaliation or been pushed out for asserting professional opinions that conflicted with hers.

She consistently refuses to attend or engage in any leadership training that might bring her in alignment with modern, inclusive, or trauma-informed management practices. There is no evidence of interest in developing the kind of respectful, collaborative culture this Department urgently needs.

Ms. Sanchez's abuse of authority is evident across many dimensions, but especially in hiring. She retains total control over all hiring decisions, excluding hiring managers and stakeholders from the process. This not only violates the spirit of merit-based Civil Service, but results in a workforce shaped not by qualifications, but by personal loyalty to Ms. Sanchez. Qualified candidates are bypassed in favor of individuals who serve her interests, regardless of competence or programmatic fit.

Managers are not trusted to make even basic personnel decisions, and their professional judgment is routinely dismissed. The result is a climate where staff morale is dangerously low, turnover is high, and essential services suffer due to unqualified or politically appointed leadership.

Only one voice matters in the current executive structure: hers. Staff have stopped offering input because they know it will not be heard. The Department is not led by a team; it is dictated to by one individual, and the consequences for disagreement are severe.

Given these facts, I respectfully urge the Board to take the following actions:

- Remove Chief Deputy Lorenza Sanchez from any executive or decision-making role within the Department.
- Ensure that no further hiring or promotional authority is delegated to her, particularly as the Department seeks to rebuild.



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	<ul style="list-style-type: none">• Appoint interim leadership that embraces collaboration, inclusion, and transparency—traits that have been lacking for far too long. <p>The Department of Aging & Disabilities serves some of the most vulnerable populations in Los Angeles County. It deserves leadership that reflects compassion, professionalism, and respect for its employees. Ms. Sanchez's leadership represents the opposite. I implore you to act swiftly and decisively to restore dignity to this Department.</p> <p>Thank you for your time, your leadership, and your commitment to integrity.</p> <p>New Day</p>
Randy Munoz	<p>The actions taken by the BOS so far are good but it is just the beginning and falls short and that needs to be addressed and acted on. I think the Board should first look yourselves in the mirror. You decided to split our department; now DEO is also struggling with rampant employee turnover. These choices the Board has made including hiring Dr. Trejo and her flunkies has been troublesome for not only employees but constituents. We also just lost one big contract New Freedom Transportation because executives were asleep at the wheel. People don't speak up because they are "afraid" of retaliation; I assure you I definitely am not... I am the wrong Chicano to try that with. I have worked for the County and this department only for almost 25 years now and although we've had similar issues with abusive leadership and scandals we've never had it at this level of reckless disfunction.</p> <p>First off Lorenza Sanchez. The firsthand descriptions are not just stories but people's lives that have been allowed to be exploited for power and amusement for far too long. If the County is in any way worried as they should be about continued abusive managers and possible legal actions including the media or federal government getting involved whom we are ultimately funded by there needs to be swift actions on reforming this department after falling on deaf ears for years.</p> <p>Next on the list is Dawnna Lawrence; a pathetic joke of a so-called manager. In the year and a half she has been allowed to dictate freely abusing her fake authority with impunity. I have never even met her yet she micromanages my compliance division and doesn't have a basic clue about actual compliance of the social services we oversee to ensure our seniors get vital tangible help they need, and she couldn't care less about employees and even less about vulnerable at-risk seniors. As a retiree hiree she should not be micromanaging or dictating policies without "special permission" especially from a recliner, beach, or whatever exotic destination she lounges from all day. There should be a major fraud investigation into her actions as well as other fraudulent do nothing managers. Another is Derrick Martin, another fraud of a manager with favorites and target lists I've been on for years as well as other blacklisted employees. He makes policy on the fly and ignores questions or emails when convenient. Since May I've been the target of some sort of frivolous investigation by him with zero information given to me as to why and he bars me from doing my job which is to ensure contract</p>



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	<p>compliance of senior services we fund I believe is based on my race and gender. Derrick Martin is in the habit of handing flippant "investigations" that take months if not years on extremely minor issues. He fast tracks promotions for unqualified and mediocre employees such as himself and management cronies at the behest of illegitimate managers. He, Dawnna Lewis and Lorenza Sanchez especially are very real liabilities and reckless megalomaniacs that will cost the County potentially millions in litigation not to mention the trust of employees and the general public we serve, less they forget.</p> <p>Our department is rampant with strife, abuses, fraud, and so much other disfunction verging on criminality if not beyond that. Do the right, moral and lawful thing and purge these wasteful toxic useless employees and their corrupt comrades and safe face before it really gets way out of hand and makes more headlines. LA is under a microscope from a federal dictatorship and we are preparing for upcoming international games, deal with the homeless crisis, housing, jobs, crime, and protect our most vulnerable citizens documented or not. We are trying to fend off budget cuts and dystopian attacks while struggling to serve the public but these worthless so-called managers only serve themselves. Our input is never considered to better the delivery of service or oversight. Our worth as seasoned experienced employees and even members of the community have no value to them and if I feel burned out I can only imagine how beat down APS social workers feel. Also look closely into all promotions made under their fraudulent tenures once they are all gone. No Kings, No Queens!</p>
Seek Truth	<p>Yes we need a new director but stop mentioning Otto like he was the answer. Under him WDACS had record number of complaints. He was so bad that even him taking the bad from the Board and making deals with the Union he still was never appointed as a director. Is this your King. The County records are full of the wrong things he did with the budget and lack of accountability resulting in legal actions.</p>
Still-Waiting For-Approval	<p>Dear Members of the Board:</p> <p>I write to you today to express unequivocal opposition to the appointment of Chief Deputy Director Lorenza Sanchez as Interim Director of the Aging & Disabilities Department and to respectfully urge the Board to pursue her immediate dismissal from County service. Her continued presence in any leadership capacity actively harms staff, sabotages County programs, and violates the principles of equity, integrity, and public trust that the Board upholds.</p> <p>Ms. Sanchez has repeatedly demonstrated a pattern of sabotaging projects and initiatives proposed by others, particularly when the ideas are more thoughtful, innovative, or community-informed than her own. Rather than lifting up staff expertise, she obstructs progress to maintain control. This</p>



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behavior has wasted valuable time and resources while demoralizing staff who are genuinely invested in improving services for older adults and individuals with disabilities.

Her management style is rooted in fear, micromanagement, and retaliation, especially targeting outspoken women in leadership positions. Six Assistant Directors have tried to work with her—each has experienced retaliation, reassignment, or exclusion when they dared to disagree. Most recent promotions under her watch have gone to younger male staff, while experienced, qualified Latina women and other women of color have been repeatedly overlooked and dismissed.

Ms. Sanchez also abuses her authority to punish staff through denial of professional opportunities. Conference attendance and travel are routinely blocked for staff she personally disfavors, often at the last minute, resulting in increased County costs and program disruption. She floods employees with emails sent at all hours of the night, then faults them for being overwhelmed or missing directives—creating a hostile and chaotic work environment.

A well-documented hallmark of Ms. Sanchez's management approach is her practice of bombarding staff with an excessive volume of emails—often late at night and on weekends—paired with unrealistic and shifting deadlines. She frequently becomes hyper-fixated on inconsequential or misaligned priorities, diverting staff energy and attention away from meaningful program work. This behavior often results in staff being forced to repeatedly revise or scrap deliverables such as brochures, training manuals, and public outreach materials—not because of factual errors, but to satisfy her personal preferences. These constant revisions waste time, burn out staff, and incur unnecessary printing and design costs, contributing to inefficiencies and mismanagement of County resources.

Of even greater concern is her retaliation against staff who take protected leave, file CPOEs, seek workers' compensation, or secure legal counsel to protect their rights. Employees who engage in these legally protected activities have faced demotions, excluded from promotional opportunities, reassignments to distant locations, or prolonged isolation under her direction. Ms. Sanchez has weaponized HR to carry out her personal vendettas, rather than allowing the process to serve its intended function of neutrality and protection.

This is not a matter of personality conflict. It is a matter of systemic abuse of power, discrimination, retaliation, and ethically indefensible conduct. The fear-based culture Ms. Sanchez has built is directly incompatible with the mission of this Department and with the County's stated commitment to equity, inclusion, and wellness.

Therefore, I respectfully request that the Board of Supervisors:

1. Do not endorse or appoint Lorenza Sanchez as Interim Director of the Aging & Disabilities Department under any circumstances.



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			<p>2. Immediately dismiss Ms. Sanchez from her current position as Chief Deputy Director, in light of the documented and ongoing harm to County staff and operations.</p> <p>3. Launch a full, independent investigation into her pattern of retaliation, discriminatory hiring practices, and misuse of County resources.</p> <p>4. Install interim leadership with a proven record of ethical governance, collaboration, and staff-centered management.</p> <p>The employees of the Aging & Disabilities Department deserve a safe and supportive workplace. Our older adults and individuals with disabilities deserve programs led by people of integrity. Ms. Sanchez's continued presence undermines both. Her removal is not just warranted—it is urgent and necessary.</p> <p>Thank you for your leadership, your time, and your commitment to protecting the people who serve and are served by this County.</p>
	Oppose	Anonymous Anonymous	<p>I thank the Board for taking the CS-6 comments seriously. The Aging and Disabilities (AD) Department needs a change in executive management. With Dr. Trejo announcing her retirement, we have an opportunity for necessary changes. Please do not appoint Lorenza Sanchez as the interim Director; she is not capable of running this department effectively. Lorenza has created a toxic work environment, forcing experienced staff into early retirement, lateral transfers, or resignations because management has not prioritized promoting staff. Currently, AD has 200 vacancies, from line staff to managerial positions. Social workers are the backbone of this department, but their high caseloads prevent them from providing the services our community deserves. Management has let down our staff and the community by failing to create a succession plan and fill the vacancies. Lorenza Sanchez leads this toxic group of executive managers. A change is urgently needed; Lorenza Sanchez must be removed from her Chief Deputy Director position or risk a total collapse of this department.</p> <p>Furthermore, AD fills executive positions with retirees, allowing them to supervise staff, sign performance evaluations, and decide who can take time off. Often, a retiree denies a staff member's request for time off without any explanation. There is no process in place for retirees to work only a specified period at AD. We urge the Board to investigate this matter.</p>
		Benjamin Padilla	<p>Thank you for protecting the employees from the Aging and Disabilities department by removing Dr. Trejo.</p> <p>However, Dr. Trejo is not the only removal required to protect employees. You need to remove Lorenza Sanchez, Dawnna Lawrence and Trinh Mac. Mrs. Sanchez cannot continue to work at the department because it is clear that she is responsible for the abusive work environment. Ms Lawrence and Ms Mac are retirees who know better yet carried out Ms Sanchez orders. To allow Mrs. Sanchez to remain in the department will guarantee 2 things. The first guarantee is that the abuse will continue and the second guarantee is that all current and former employees will have cause to sue the county for harassment and intimidation.</p>



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	<p>The board received 57 reasons to remove these persons. Check with county counsel. You have notice and cannot deny liability. Keeping Mrs Sanchez will open the county to lawsuits and grievances. They all must go immediately or you will be perpetuating the abuse. Protect county residents. You can not afford more settlements.</p>
Chase M Aweigh	<p>Thank you for your time and help in getting A&D on the road to recovery. Trejo was the first of many who need to leave the department to assure its healing and growth. Here's a list:</p> <p>LORENZA C. SÁNCHEZ: you've read plenty, all of it bad, all of it true.</p> <p>Dawna Lewis: This is a manager? We've never met her in 18 months. We have to come in 4 days a week while she WFH (or wherever).</p> <p>Must be nice to lay by the pool in Thailand or Bonaire or send assignments and emails from the top of the Empire State Building (several managers are guilty of this; and they submit comp time for working outside business hours, you know those pesky time differences!) Lorenza was told to stop sending emails at 2 and 3am, but maybe it's noon for her in Rotterdam.</p> <p>Derek Martin: Criminal, spineless twit, partner-in-crime with Lorenza. As HR boss, he does whatever she tells him: phony investigations, denial of time off, requires notes for every absence, makes up rules of, investigates only what he wants and is told to, sexual misconduct is not handled (perps are promoted), disregards banding lists (Lorenza doesn't want Jerry from band 1, but Frank from band 2...done). He is complicit, an accessory.</p> <p>Francisco Wong: A wannabe Lorenza. A weasel who spies for her, takes illegal photos. Remember the worker's PROTECTED UNION walk out? Francisco came out and took pictures of who was there. The retaliation was swift: before workers got back to their desk, their out of state conference approval was rescinded, they were told to take down the walkout photos off their social media, etc. This toady leapfrogged to an HSA II over more qualified, tenured people. He is allowed to accumulate excessive comp time making himself at Lorenza's service 24/7.</p> <p>Jarel Griffith: Another toady came in like the big bad wolf. Told us he was here to do Lorenza's bidding. Said he didn't mind people crying or disliking him. Didn't get to know the program before he made all kinds of mistakes: unattainable processes and policies that were not a part of the state. Too bad he got arrested. But, he came back and was promoted from Prog. Mgr to acting Asst. Director, but resigned in the blink of an eye...suspicious. Did Lorenza throw the pawn under the bus?</p> <p>We oppose any of these malfeasant miscreants staying with A&D</p>



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County Employee	This is to strongly oppose the Internal Services Department (ISD) Director Michael Owh. He has destroyed the morale of the department by the changing 30+ year work schedule of the department and stifled hiring. He has brought in his cronies from his scandalous NYC days in as section manager and chief deputy position. He rigged the e-procurement solicitation so Ivalua would win which is the same company from his NYC scandal and which he had to leave; the solicitation was released in 2021 is still ongoing - he changed the processes and evaluators along the way. He has been hyping up Ivalua since 2019 when he came in as General Manager and has even spoke at Ivalua conferences; this is a conflict of interest. There are numerous articles about this online.
Jane Doe	<p>Thank you for taking the initial step to protect employees in the Aging and Disabilities Department by removing Dr. Trejo. However, it is important to recognize that Dr. Trejo's removal alone is not enough to ensure a safe and professional working environment.</p> <p>Ms. Lorenza Sanchez has played a central role in fostering an abusive work environment and allowing her to remain in the department will only guarantee the continuation of mistreatment.</p> <p>If no further action is taken, two outcomes are inevitable:</p> <ol style="list-style-type: none">1. Continued workplace abuse and retaliation2. A strong basis for current and former employees to pursue legal action against the County for harassment and intimidation <p>There is also a clear pattern of poor management decisions. A recent example involves the reassignment of several secretaries to different locations. They were initially told these changes were temporary, but the reassignments later became permanent—without proper notice or communication. Some employees were sent to worksites far from their homes, while others were placed where their assistance was not even needed. These reassignments were meant to fill gaps in the Title V program, but the department failed to manage the situation effectively. Even after the state reportedly restored funding and directed that services resume, the program has remained on hold for over a month—highlighting poor internal planning rather than external barriers.</p> <p>Additionally, the department's call-out and absence procedures are unreasonable. Even for a one-day sick call, employees are required to provide a doctor's note and a second note to be cleared to return to work. It is also concerning that the Administrative branch reports to a part-time retiree—whose leadership has been even more problematic than Ms. Sanchez—despite policy stating that part-time retirees should not be supervising staff.</p>
Traumatized and Terrorized	<p>In favor of an interim Director for Aging & Disabilities.</p> <p>But, steadfastly and ardently opposed to Aging and Disabilities retaining Lorenza C. Sánchez in ANY capacity.</p>



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		<p>Every comment you read about Laura mentioned Lorenza C. Sánchez as a problem. Laura may have been the head, but Lorenza is the neck. She directs the head and the body. She CONTROLS every way anybody in that department moves whether her direction is right or more often than not wrong and illegal and against county policy; as evidence by the lawsuits in the past present and future.</p> <p>Trejo was a problem, absolutely! Lorenza C. Sánchez is THE problem! She is the one everyone fears. She is the bully. She is the retaliator. She uses people like Laura to wreak havoc. She manipulates HR to operate illegally which has decimated the staff: people have quit, resigned or retired early and unexpectedly. There is a lengthy list of names/bodies in her wake. Intimidation is the MO: how do you explain the number of employees who have received emails or calls telling them they are under investigation and have complaints and then are surreptitiously moved to locations far away and positions they are not trained for. Meanwhile, actual years pass and those investigations and complaints have never moved forward, because it is doubtful they even existed, just more of her dirty dealings: Fonseca, Torres, Williams, etc. if you truly have complaints and an investigation then move forward with the due process, don't let 3+ years pass without addressing it. Lorenza is a user. HR is a pawn and does her bidding; most of it wrong and illegal. Same for Jarrell Griffith. She keeps coming out unscathed while throwing others to the wolves to do her dirt, then they get punished and thrown under the bus. She must go with Laura Trejo!</p> <p>Why does she remain untouchable when she is THE problem? Why does she continue to be allowed to bully, intimidate and retaliate against staff? Why can she be heard cursing at staff ex: telling Avdalyan, "over my fucking dead body."?</p> <p>Why have favorites like her and Mrs. Orlandou been permitted to work remotely from Greece and she from France and other countries and the data bills exceeding 10K?!</p> <p>This woman is an arrogant, evil narcissist. And every single word written about her last week is the truth. She does not deserve her job, your grace and consideration nor our respect. We are in need of a leader not a dictator; we need ideas and ideals. We need HEALING from the ABUSE and TRAUMA that is Lorenza Sanchez. We deserve it. We can give better to the community if we are on our way to healing. We are hurting and we cannot help our community like this.</p>
	Other	AD Staff
		<p>There is no loyalty without hard truths.</p> <p>However, under this Chief Deputy, even presenting facts or standing up for what is right can result in people being banned, demoted, fired, ostracized, or written up, jeopardizing their future job prospects.</p> <p>Instead of viewing employee feedback and suggestions as signs of dedication to the department, leadership & HR treated any form of feedback or</p>

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constructive criticism as opposition. A well-oiled machine of “yes people” was set in motion to marginalize — or eliminate — anyone who spoke up or refused to participate in the toxic behavior modeled by the CD.

If the Chief Deputy and HR spent as much time hiring and supporting employees as they did surveilling, reprimanding, seeking retribution, placing people on extended leaves as punishment, or blocking access to email (only for the Chief Deputy to take over their inboxes under the guise of “covering”), this department would be in excellent shape.

What’s needed now is more hiring and the end of terrorizing and abusing staff.

People guilted into working on the weekend or during their time off is not only a sign of lack of boundaries, but also the very real result of lack of staff and back-ups for coverage. Most teams are at 50% capacity and others at 25%! How does staff not burn out?

It is deeply ironic that taxpayers are being charged for overtime costs (for the Chief Deputy to be “working after hours” on getting employees abused) and neglect her work is long overdue (but who is checking).

“Yes people” and loyalists to the chief deputy herself instead of the County and the institution who fail to uphold ethical standards and instead enable and perpetuate a toxic culture must be removed:

- Dawнна Lawrence
- Derrick Martin
- Trinh Mac
- Francisco Wong, are the most obvious.

Jerrell Griffin, once favored, was thrown under the bus the moment his actions threatened to implicate the Chief Deputy. Prior to that, he was protected.

An investigation is needed into all demotions, terminations, early retirements, and reassignments carried out without notice.

Simply removing the Chief Deputy is not enough. Real accountability — including legal action if warranted — is essential to restore trust in the County, the Board, and DHR, which should have intervened long ago.

Please appoint a steady, even-tempered and tested leader in the interim director position that is capable of restoring trust and rebuilding the team. Thank you.

Anita Change

Chair and Members of the Board,

Thank you for the opportunity to address this important matter. While I recognize the need for interim leadership during this transitional period, I



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must strongly oppose the appointment of Chief Deputy Director Lorenza C. Sánchez as interim director of the Department of Aging and Disabilities.

Appointing an interim director is not a routine administrative step—it sets the tone for the department's future and reflects our values and priorities. Ms. Sánchez has been deeply involved in managing the department's operations under Dr. Trejo's leadership, Trejo was the face while operationally managed by Sánchez and this continuity is exactly what concerns many of us. Sánchez's leadership style has fostered a toxic work environment marked by excessive micromanagement. More troubling, a small, select group of employees has reportedly been empowered to act as informants or "spies," monitoring and reporting on colleagues who voice dissent or concerns. This culture of surveillance and fear has undermined trust, stifled open communication, and demoralized staff who are committed to serving our community with dignity and respect.

One of the most critical areas affected is Adult Protective Services (APS). Social workers in APS are experiencing severe burnout as a direct result of high turnover. New employees simply do not stay long enough to provide relief, and caseloads continue to pile up, creating an unsustainable work environment. This places vulnerable adults at greater risk and diminishes the quality and timeliness of essential protective services.

Beyond workplace culture, there are serious operational failures. For over three years, no new programs for individuals with disabilities have been introduced, despite having adequate staff and resources. This stagnation means the department is not adapting to evolving community needs or improving the lives of those it serves. Meanwhile, administrative costs have grown disproportionately, diverting funds away from direct services. This inefficiency is unacceptable, especially in a department charged with supporting some of the most vulnerable populations.

Compounding these issues, the appointment of an assistant director for the disabilities branch was made without regard for relevant qualifications or experience, further undermining the department's capacity to deliver effective programs.

Human Resources, which should act as a safeguard for fair practices and staff wellbeing, has also been a source of concern. The current HR leadership has supported departmental policies that conflict with broader county standards, weakening employee protections and accountability mechanisms.

We cannot overlook the high staff turnover and persistent vacancies that plague the department. Valuable institutional knowledge is lost as experienced staff retire or leave, often without proper succession planning or training to fill the gaps. This disrupts service continuity and places undue burden on remaining employees.

In light of these challenges, appointing Ms. Sánchez as interim director risks perpetuating the very problems this department needs to overcome. Instead,



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	<p>we need interim leadership that will serve as a catalyst for healing and reform—someone who will rebuild trust, prioritize transparency, and ensure resources are directed where they matter most: to the people we serve. I urge the Board to reconsider this appointment carefully. This moment is an opportunity to reset the department’s trajectory and demonstrate a genuine commitment to effective, compassionate, and accountable leadership.</p> <p>I’m also requesting an investigation on HR practices throughout the department. Many CPOEs have been filed and employees have been investigation with no action taken. The most recent was many secretaries being reassigned “temporarily” then told it was permanent to cover for title V participants because the lack of funding from the state. These employees weren’t even given proper notices of their change of schedule and reporting locations, many which are far from the employees home. The call out and absence procedures are HORRIBLE. Lastly, the Administrative branch report to a retiree who should not be supervising due to their approved part time status.</p> <p>Thank you</p> <p>Afraid of Retaliation from Lorenza and HR</p>
APS Social Worker	<p>Like many others who have submitted comments on this matter, I thank you for taking our concerns seriously, and acting on the comments made about Dr. Trejo, as her resignation serves as a breath of fresh air. However, those who have served under her in the past and present, if placed in her position, would serve their own purposes, and cause further damage to a department already reeling from internal and external damage.</p> <p>Individuals who have served Dr. Trejo and her preferences include Lorenza Sanchez, Derrick Martin, Francisco Wong and Jerrell Griffin. These individuals have cause a significant morale drop in this department due to bullying, retaliation, and a lack of care and concern for the population we desperately try to serve. Further, as the assistant director, Ms. Sanchez should NOT be allowed to appoint an interim director, and her herself should be investigated for time theft, as she has not been seen in the main offices of Aging and Disabilities for over 1 year.</p> <p>I personally recommend Ms. Victoria Jump for the interim director selection, as she has demonstrated compassion, kindness, attentiveness and drive in her short time as an assistant director of Aging and Disabilities. My hope is that you continue to take our comments into consideration, and see that our department embarks on a path of healing, so that our older and dependent adults obtain at least a modicum of the assistance they deserved.</p>
Clean House	<p>Thank you to the Board for acknowledging our concerns and taking swift action regarding recent issues. We sincerely appreciate your attention to this matter.</p> <p>While you have undoubtedly reviewed and heard extensive feedback</p>



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regarding Lorenza, we also feel it is critical to highlight systemic concerns within the Human Resources division that require immediate attention.

As echoed by many, there is a clear need for oversight within HR, potentially through the involvement of DHR. HR has not functioned in a supportive capacity, but instead has taken on a role characterized by excessive scrutiny and actions that often undermine staff rather than empower them. We respectfully submit the following areas of concern for your review:

Inconsistent Hiring Practices:

There is a troubling lack of consistency in the hiring process. Some divisions were told departmental lists could not be used, while others advanced candidates who were not reachable. This creates confusion and undermines fairness. Additionally, HR functions as the sole gatekeeper of the hiring process, often excluding managers from meaningful involvement.

Managers are not kept informed of recruitment progress and are prohibited from reviewing the files of potential hires for consideration. HR has cited confidentiality as the reason, but this lack of transparency hinders informed decision-making and undermines trust in the process. HR and the Chief Deputy appear to operate as the sole decision-makers in the hiring process, demonstrating a lack of trust in hiring managers to make decisions that best serve the needs of their teams.

Excessive Scrutiny Over Sick Leave:

Employees who call in sick are often required to submit a doctor's note to return to the office, which deters individuals from taking legitimate sick leave. In some cases, employees have been forced to exhaust their accrued time simply due to the inability to obtain documentation. This policy is punitive and lacks empathy.

Lack of Accommodations for Medical or Temporary Limitations:

Although HR claims that remote work can be approved for valid reasons, in practice, such accommodations are rarely, if ever, granted. Employees recovering from medical procedures are being forced to use personal time off if they are unable to physically report to the office, even when they are fully able to work remotely on telework days. This lack of flexibility is in stark contrast to the leniency afforded to executive leadership, who are regularly allowed to work remotely without issue.

Performance Evaluation Delays:

HR requires that all performance evaluations be routed through them for review, resulting in significant delays. Some staff have been waiting for months for their evaluations, which affects morale, merit increases, and professional development. There have been instances where HR has directed



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	<p>raters on how to evaluate their employees, as if they know what's best for our teams—despite lacking firsthand knowledge of our staff or operations. Managers should be entrusted with the responsibility to evaluate their team members, given their direct oversight and understanding of performance.</p> <p>Disciplinary Actions Applied Broadly and Unfairly:</p> <p>Rather than addressing disciplinary issues with individuals, HR has implemented blanket policies that punish entire teams or even the entire department. One example is the mandatory daily email check-ins, requiring staff to report by 8:30 AM and disclose early departures from the prior day. This practice fosters a culture of surveillance and distrust and appears designed more to entrap employees than to support accountability.</p> <p>These examples represent just a portion of the concerns circulating among staff. We strongly urge the Board, CEO, and DHR to initiate a formal review of HR's practices to restore integrity, transparency, and equity within this department.</p> <p>Our workforce deserves consistent policies, fair treatment, and leadership that upholds the values of public service.</p> <p>Thank you for your continued attention to these serious issues.</p>
Ethel Mertz	<p>Thank you, Supervisors, for listening to us and sending Trejo packing!</p> <p>We kindly request that you refrain from appointing Lorena Sanchez to the Interim Director position. She is the cancer of this department. She is vile, evil, and uses her power to put down staff and thereby impacts the work we put out there. She is mentally ill and needs help. She needs to be 5150'd as she is a danger to this department!</p> <p>Let's not forget her stooges, Derrick Martin, Franky Wong, and Solomon Shibeshi - spineless sycophants whose noses are so brown from kissing her filthy behind. We need to investigate them as well! Franky Wong, especially, as he is a Lorena wannabe. All his staff are dropping like flies because they cannot stand his domineering ways. That is not leadership he is practicing; it's slavery and mistreatment of staff. Franky has no clue what he is doing. Usher him out of the building, too!</p>
Former AD Staff	<p>Thank you for taking the action to remove Dr. Trejo from Aging and Disabilities. However, this department needs to clean house. As a former manager, I faced challenges with the executive leaders that had no knowledge of what to do and just wanted to get by. They did not care about the wellbeing of the aging/disabled population nor the employees. They just did whatever they felt like. They did not put staff at a position to succeed or perform their jobs at a satisfying level. I have discussed my concern with my</p>



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supervisor and his supervisor but I was turned away. These incompetent leaders include Solomon Shibeshi, Derrick Martin, Lorenza Sanchez, Henry Lopez, and Ivan Pacheco. The staff mentioned are high in their positions and hold power to the department in various ways that contributes to the inefficiency of the operations, low morale, dysfunctional in planning, high turn-over rate, and fostering a hostile environment at work. They created layers of problems that confuse and discourage lower rank staff to perform. These actions include re-assigning staff with little to no reason in a short time frame, require staff to complete "urgent" assignments frequently, not being transparent with the outcomes of "urgent" assignments, not being communicative or responsive to employee's requests and concerns on work related issues, and force staff to attend events against their will or force staff to work extended hours. If you observe the personnel side, you would notice that many employees were placed on leave for extended period of time. As a former employee, it was a scary feeling to notice that a neighbor staff just disappeared for few months without any idea of what happened, and it happens to many others as well.

Among all the managers and leaders I worked with, I do give credits to some that are positively influential such as Miguel Robleto and Victoria Jump. I also had the pleasure in working with some other staff that were very professional and friendly, but they just had no control in turning this ship around as their positions were lower. If you have to find an interim director, I would suggest Victoria Jump as she is an overall experienced administrator in this realm and she has not been fully jaded by the experience in L.A. County AD yet. In addition, BOS should conduct an investigation to this department, especially on the mentioned leaders. I have reasons to believe their timecards do not comply in proper guidelines and regulations. Their actions to exercise out-of-the-line power would be well documented through out the emails and messages. To cut it short, if someone is going to investigate o this department on the executive leadership, I am that person will be able to find tons of elements that were inappropriate and find tons of elements to support the perspective of these struggling staff in AD.

Holly Golightly

Board of Supervisors, please do not appoint Lorenza Sanchez as Interim Director of AD. She is evil with no redeeming quality. She is the female version of Satan. This is what she brought to the department:

High Employee Turnover:

Frequent departures of employees can indicate a problem with the work environment.

Lack of clear, honest, and open communication can lead to misunderstandings, mistrust, and conflict.

Lack of Trust:

When employees don't trust their colleagues or leadership, it can create a stressful and unproductive environment.

Bullying and Harassment:

These behaviors, whether physical, verbal, or psychological, create a hostile



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and unsafe environment. HR's Derrick Martin carried out the bullying and harassment of employees.

Excessive Stress and Burnout:

A toxic culture often leads to high levels of stress, burnout, and mental health issues.

Poor Leadership:

Authoritarian, unsupportive, or inconsistent leadership can create a hostile and demoralizing atmosphere. This is an understatement.

Micromanagement:

Overly controlling management styles can stifle creativity, autonomy, and employee morale.

Lack of Work-Life Balance:

When employees feel pressured to work excessive hours or sacrifice personal time, it can lead to burnout and dissatisfaction. Lorenza and Francisco Wong, Jr. are notorious for sending out emails at 2am! You want proof? We got those emails saved. Just ask.

Gossip and Cliques:

Negative social dynamics, such as gossip and the formation of exclusive groups, can create division and distrust.

Lack of Recognition and Appreciation:

Employees who feel undervalued and unappreciated are more likely to experience low morale and disengagement.

Dishonest or Unethical Behavior:

When employees witness or experience unethical practices, it can erode trust and create a culture of fear.

Fear of Speaking Up:

A toxic environment often discourages employees from reporting problems or offering constructive feedback.

Frequent Absenteeism or Presenteeism:

Employees may take excessive sick days or show up to work but not be productive (presenteeism) when facing a toxic work environment. AD is as toxic as they come. Lorenza and Trejo created that environment!

And yes, you also need to investigate these employees as appointed by the female Satan herself: Derrick Martin, Francisco Wong, Jr. and Solomon Shibeshi. Thank you for hearing us out.

Jane Doe

Thank you, Supervisors, for listening to us! In finding an Interim Director, please, please, don't put Lorenza Sanchez in that position. She is cancer, and the main reason for this department's downfall. She needs to be escorted



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	<p>out of the building if she is ever in the building at all. Also, Derrick Martin and his HR sidekick, Gagik, and Francisco Wong Jr. - all need to go! Derrick and Gagik conspire to make staff miserable when the staff work so hard to ensure our older adults are safe. Francisco is clueless about APS yet he is over Policy. What a joke that is because he has no credibility at all. ZERO CREDIBILITY. He is good at barking orders and sucking up to Lorenza. While you're at it, consider bringing back Ralph Pascual in Training, as the program has declined since he was reassigned. He built that curriculum and the roster of subject matter experts! He is knowledgeable, approachable, and sensible - everything Lorenza's bandits are not.</p>
Rohan C Stone	<p>With the departure of Trejo, the Aging and Disabilities Department extends our gratitude to the Board of Supervisors for acknowledging and addressing the significant negative feedback surrounding the former Director's inadequate performance. The concerns raised by our stakeholders have highlighted urgent issues in leadership, management practices, and the overall quality of service within our department. This feedback is essential, reflecting the real experiences and sentiments of those we serve, as well as the dedicated employees within our organization.</p> <p>In light of these pressing matters, we strongly demand that the Board NOT appoint Lorenza Sanchez as Interim Director. It is imperative that any new leadership rectifies past shortcomings and exemplifies the highest standards of accountability, integrity, and effectiveness in meeting the critical needs of our aging and disabled community. Our expectations for leadership must align decisively with the values and standards we uphold as an organization committed to serving vulnerable populations.</p> <p>You have read the numerous troubling comments regarding Sanchez. There are significant concerns regarding her performance and leadership abilities, which raise serious doubts about her suitability for this crucial role. Many staff members have come forward to express their views, stating that she has played a significant role in fostering a toxic work environment within our department, arguably even more so than Trejo.</p> <p>This detrimental atmosphere has severely impacted employee morale, leading to decreased motivation and engagement among team members. Collaboration, which is vital for effective teamwork, has also suffered, reducing the overall productivity of our department. Each of these factors is critical for delivering high-quality services to those we serve.</p> <p>A positive and supportive work environment is not just a desirable feature; it is essential for the well-being and mental health of our employees. When staff members feel valued and safe, they are more likely to be productive, creative, and committed to their work. Moreover, a healthy work culture not only benefits employees but also enriches the communities we serve by ensuring that we can provide the best possible services.</p> <p>In light of these important considerations, we must address these concerns and strive to create a more positive work environment that promotes</p>



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		<p>collaboration, productivity, and employee satisfaction.</p> <p>To cultivate a culture of support, respect, and teamwork, we need a leader who actively promotes collaboration and fosters a positive environment. Lorenza Sanchez does not embody these qualities, not in the slightest. Her negative attitude, unprofessionalism, and arrogance, which imply she is untouchable, coupled with her petty behavior, actively undermine others and create a toxic environment. Appointing Sanchez, given her well-documented history of inciting discord and conflict, would severely damage staff confidence and tarnish our department's reputation within the community. This choice would not only obstruct our mission but also jeopardize our ability to provide essential services to those in need. We must assertively choose a leader who truly embodies the values we are committed to upholding.</p> <p>Considering these critical factors, we expect the Board to approach this decision with the utmost seriousness and diligence. The consequences of this appointment extend far beyond leadership; they have profound implications for employee morale and the quality of care we can provide to our clients. We respectfully demand your immediate attention to this urgent matter and anticipate thorough and thoughtful deliberation in the decision-making process.</p> <p>Additionally, I would like to bring to your attention the situation regarding Derrick Martin. He must be thoroughly reviewed, as there are concerns that need to be addressed. If you haven't already investigated his conduct and that of his HR staff, I strongly recommend that you prioritize this. Thank you for your attention to this matter.</p>
	Starting New	<p>Current AD Department Director, 2nd Director, Assistant Directors, program managers, managers, HSA's are ineffective. For AD to be most effective in its service delivery and to significantly increase the productivity, and morale of staff why not select from lower level staff/lowest management staff who are already been working in the field and are hands on, have solutions, suggestions and visions. Some of these have been working out-of-class, have applied, are in the list for the longest period, have been submitting solutions, suggestions after suggestions through surveys, proposals, etc. Why not send surveys to AD staff other than the upper management that are criticized herein and the ones next in command Through this survey we see staff down to personnel assistant, monitors, analysts, social workers, accountants, clerical and other supportive positions with level of experience, who have identified the problems and have solutions, suggestions, visions, contributions, In this way we are giving chances to those who can and will do their best to advance the cause and goals of the Department. By that AD will have an objective and and pragmatic pool to replace the current leadership.</p>
	Tell The Truth	<p>Such lies where employees seek to weaponize platforms to run far away from the truth replace with their feelings not facts. Munoz is a well known drunkard who touched employees. Laurie Johnson for years got away with not working and when Aging was created could not get away with the same she retired</p>

				stop telling those lies Laurie. Yes please investigate so these lies can be addressed.
			Vincent M Mc Cormack	I request this Board to not consider Chief Deputy of AD, Lorenza Sanchez, to become the next interim director of the department. She is the main issue at the department with the ex-director bringing this department down
		Item Total	36	
Grand Total			36	

April 2020-May 2025 Timeline of Events

2020 Timeline

- April – June 18 Critical Delivery Services assignment; staffing CDS phone line; minimal typing & data entry
- June 19 – August 4 Transferred to Great Plates Delivery assignment; 100% of assignment was typing, data entry and use of computer
- July 2 Worker's Comp injury occurs
- July 8 I contact HR and requested my County-issued ergonomic equipment already provided to me from previous WC injury for my telework/home office work station that was sitting at 3333 Wilshire office.
- July 9 HR informed me that I couldn't get my equipment because they didn't have a protocol set in place for me to do that and would update me on when that protocol/policy would be available. I was never provided an update nor a protocol to obtain my ergonomic equipment.
- July 20 Interactive meeting with HR & union rep
I asked what job assignment I could be given that can accommodate my restrictions & they didn't know but would look into it. I asked if I could go back to the phone-based job assignment & they said "no" because I have to be deployed as a DSW. I asked what the DSW assignment was & they didn't know but would find out & let me know. HR assured me that my restrictions would be honored.
- Aug. 4 HR puts me on leave
- Nov. 5 IPM with HR & Union rep
- Dec. 8 IPM with HR & Union rep

2021 Timeline

- April 1 WC doctor's appointment and restrictions are changed/loosened from typing 20 minutes per hour to 40 minutes per hour
- April 7 IPM with HR & Union rep; HR said that they are in the realm of being able to accommodate the new restrictions; see notes in separate word doc
- April 19 Returned to work from WC leave to AAA assignment (I worked a full work day); IPM with HR; Twin sibling passes away that evening
- April 19-20 HR and my immediate supervisor (Lan Ficht) is informed of twin sibling's passing and taking bereavement/FMLA leave
- April 20-May 4 Bereavement and FMLA leave
- May 5 Returned to work from bereavement/FMLA leave
- December I can't recall exact date. My supervisor, Lan Ficht, informs me that I'm going to be transferred to the LA Found unit in January 2022. This is a positive move for me as I

had previously asked Cinthie and AAA Managers if there were any open positions or special projects I could assist with.

2022 Timeline

January-December Transferred to LA Found unit with the WC restrictions; telework from home on my 9/80 schedule; great PE's, supervisor has raised no issues with my job performance

May 6-May 27 FMLA leave for NYC trip to visit dying father

Aug 22 – Sept 7 FMLA leave for NYC trip to visit dying father; father passed away Aug. 25

2023 Timeline

Jan. – June 13 Work in the LA Found unit with WC restrictions, great PE's, supervisor has raised no issues with my job performance

April 25 My supervisor, Cinthie Lopez-Paz submits ergonomic evaluation request to HR for me and all LA Found unit employees, including a list of the ergonomic equipment the LA Found unit has at home and will need at the AD HQ office

May 1 Mandate to report to AD HQ 2 days a week begins

May 9 Emailed HR request for accommodation and IPM due to increased pain from long-commutes; Sent follow-up email to HR regarding ergonomic evaluation requests that were previously submitted by my supervisor; see emails

May 11 IPM with HR and Union Rep

May 19 Workers' Comp Dr's appointment; restrictions renewed as previous doctor's note but ergonomic evaluation and redesign of workspace is added to restrictions note

May 26 HR emailed a summary of the IPM including the IPM doc.

June 1 Second IPM with HR and Union Rep. HR director states during the mtg that ergonomic equipment is not the issue and can easily accommodate the ergonomics but is the typing restrictions that they cannot accommodate. I reiterated I have been doing the job for 1 ½ years and I've had the same restrictions for two years. I still have been able to do my job without the WC restrictions interfering with my job performance. I got a great PE and my supervisor has never raised any concerns about my restrictions or work performance. All I requested was an ergonomic evaluation and equipment to work safely at the office. HR stated they would look to possibly place me at the Lancaster senior center to accommodate my typing restrictions and if they can't find a position, they would place me on TTD. HR said they would get in touch with me next week with an update.

June 7 Union Action in front of AD office headquarters. During the action, manager Francisco Wong, came outside to the sidewalk and recorded us walking the picket line from his county work phone. About 100 union members were there.

June 9 I called SEIU 721 hotline to start the grievance process. I filed the CPOE complaint.

Section E: Nature of Complaint or Issue(s)

1. What is the date of the alleged potential violation(s)? 06/01/2023
2. Please provide a detailed summary of the alleged potential violation(s): On May 12, 2023 I email Derrick Martin and Dr. Laura Trejo to request special accommodations for my disabilities. I had my first Interactive Process Meeting (IPM) with HR on May 11th, 2023. HR basically said no to all my requests for an accommodation. During the 2nd IPM on June 1st, 2023, Derrick Martin stated that HR can no longer accommodate my typing restrictions and will be looking to remove me from my current assignment in LA Found to possibly a senior center. I've had the same typing restrictions for almost 2 years and I've provided updated worker's comp doctor's notes that outline my restrictions since 2021. After I requested a special accommodations for so I can work safely at the office on Mondays and Fridays, all of a sudden the typing restrictions are an issue despite the fact that I've been following my restrictions and still able to do my job. My recent Performance Evaluation was glowing and my immediate supervisor has never raised an issue with my work performance or work product.
3. Why does the Complainant(s) believe the treatment occurred/is occurring? I believe this is retaliation for requesting a special accommodation for my disabilities, my worker's comp case, and for union protected activity. Union members in the Aging & Disabilities Department are facing retaliation for raising workplace health and safety issues, and other working conditions to Executive Management.

June 12 Filed the grievance through the union. See screenshot on next page

Yulsa Gimeno		621043	Senior Human Relations Consultant	122
Branch	Division	Section	Work Phone #	
Disabilities Division	Disabilities Division	L.A. Found Unit	213-663-9596	
Representative's Name		Title		
SEIU721 Rep. TBD				
Organization	Phone #	Work Address		
SEIU 721	1(877) 721-4968			
Responses should be: <input checked="" type="checkbox"/> handed to employee: <input type="checkbox"/> mailed (Please check one)				
If preference is "mailed", provide address: Address _____				
City _____ Zip Code _____				
Description of Grievance: (Briefly state the facts and cite applicable section of Memorandum of Understanding.)				
Management's refusal in accommodating my medical restrictions is a violation of BU# 122, Article 6 Non-Discrimination, Article 17 Management's Rights, Article 37 Safety and Health, Appendix C Office Ergonomic Guidelines, Title 1 of the Americans with Disabilities (ADA), and all other relevant articles, rules, codes, ordinances, policies, and practices. It is disparate treatment and retaliatory.				
Remedy Requested:				
To accommodate my medical restrictions, provide ergonomic equipment, cease and desist retaliation and all other relevant remedies including being made whole.				
I informally discussed the grievance with my immediate supervisor on: <u>6/1/23</u>				
Today's Date: <u>6/12/23</u> Employee's Signature: <u>Yulsa Gimeno</u> (Date)				

June 13 Received email from HR with the summary of the June 1 IPM and IPM doc. In that email they also provided an update stating that couldn't find a position within the dept that

could accommodate my typing restrictions. I was put on TTD effective that day. I consulted with my union rep, informed my immediate supervisor and contacted my lawyer for guidance. I requested from HR via email, to postpone and revisit the TTD decision until they receive and update from the June 23 worker's comp doctor's appointment. Due to lack of guidance from HR on what TTD means and my rights and responsibilities, I continued to work my full shift and do my regular duties.

- June 14 HR puts me on leave; I follow-up with my union rep to ask them to intervene with HR to get a response from them regarding my request for HR to postpone and revisit the TTD decision.
- June 15 CPOE interview
- June 23 WC doctor's appointment; restrictions are changed/loosened to 45 minutes per hour and ergonomic evaluation and redesign of workspace is added to restrictions note
- Aug. 29 Submitted internal transfer request to Antelope Valley Senior Center. Screenshot on next page.

A. CURRENT WORKSITE INFORMATION

BRANCH: DIVISION: SECTION/UNIT:

WORKSITE ADDRESS:

SUPERVISOR NAME: DIVISION MANAGER NAME:

CURRENT PE RATING:

B. REQUESTED WORKSITE INFORMATION

DESIRED WORKSITE:

WORKSITE ADDRESS:

IF THIS WORKSITE REQUEST IS RELATED TO A HARDSHIP, PLEASE CHECK BOX: ☒

DIVISION MANAGER NAME:

IF NO SPECIFIC AREA OF INTEREST, PLEASE CHECK "ANY" BOX: ANY ☒

REASON FOR TRANSFER REQUEST (OPTIONAL):

II. EMPLOYEE SIGNATURE

PLEASE SIGN, DATE, AND SUBMIT FORM TO: ADAGRT@LACOUNTY.ONMICROSOFT.COM



SIGNATURE

8/29/2023

DATE

- Sept. 5 IPM with HR & Union rep; I'm informed by HR that a position has been identified at Altadena Senior Center. Once the ergonomic eval is conducted there then a return-to-work date will be provided. I asked about my transfer request to the Lancaster Senior Center and Derrick that it's a strong possibility but want to train me at Altadena to see if the centers are a good fit. Might add human relations/diversity training to be job assignment but first priority is on-site services at the senior center.
- Sept. 12 Ergonomic evaluation is conducted at Altadena Senior Center with Sedgwick Rep, Lee Patton

Dec. 1 – 31 I return to work to my new assignment at the Altadena Senior Center, 72 miles one-way from Lancaster. Takes 2+ hours one-way to get to ASC from home, total of 4-5 hours of roundtrip daily commute.

Dec. 5 Resubmitted internal transfer request to Antelope Valley Senior Center. Screenshot on next page.

A. CURRENT WORKSITE INFORMATION

BRANCH: Aging & Community Services DIVISION: Community & Senior Centers SECTION/UNIT: Altadena Senior Center
WORKSITE ADDRESS: 560 E. Mariposa Street, Altadena, CA 91001
SUPERVISOR NAME: Liliana Ramirez DIVISION MANAGER NAME: Billy Yeung
CURRENT PE RATING: Very Good

B. REQUESTED WORKSITE INFORMATION

DESIRED WORKSITE: Antelope Valley Senior Center
WORKSITE ADDRESS: 777 W. Jackman Street, Lancaster, 93534
IF THIS WORKSITE REQUEST IS RELATED TO A HARDSHIP, PLEASE CHECK BOX: ☒
DIVISION MANAGER NAME: Billy Yeung
IF NO SPECIFIC AREA OF INTEREST, PLEASE CHECK "ANY" BOX: ANY ☒
REASON FOR TRANSFER REQUEST (OPTIONAL): Accommodation for my disability; to prevent further injury

II. EMPLOYEE SIGNATURE

PLEASE SIGN, DATE, AND SUBMIT FORM TO: ADAGRT@LACOUNTY.ONMICROSOFT.COM

Guisa Jimeno
SIGNATURE

12/5/2023
DATE

2024 Timeline

January 1- June 4 Continue to work at Altadena Senior Center, 72 miles one-way from Lancaster. It takes 2+ hours one-way to get to ASC from home, total of 4-5 hours of roundtrip daily commute.

May 1 Hardship transfer request DENIED.

Filed grievance through the union due to hardship transfer request denial.

June 5 – Dec 31 Reassigned back to Disabilities Division at AD HQ office in Koreatown. I was reassigned to the I&A/Outreach unit within the Disabilities Division and removed from the LA Found unit. My daily commute is 4-5 hours round-trip.

I submitted a teleworking request. Telework request was denied.

Oct. 22 I emailed DHR to request who is the Disability Management and Compliance Coordinators within AD. And I'm informed by DHR that they are Derrick Martin and Gegine Zargaryan. I let DHR know that those are the people harassing me about my leave and disability issues.

Oct. 23 DHR responds by stating that I have the right to file complaints with CPOE and EEOC.

Oct. 31 IPM with HR

Dec. 10 Met with HR and my union rep to discuss why my telework was denied. HR and immediate supervisor cited excessive unplanned absences, despite me providing doctor's notes for family caregiving (my mother was hospitalized twice and I'm her primary caregiver). HR said that if I reduced unplanned absences, they would re-evaluate telework request and meet in January 2025.

2025 Timeline

January 23 Filed CPOE complaint

Section E: Nature of Complaint or Issue(s)

1. What is the date of the alleged potential violation(s)? 01/23/2025
2. Please provide a detailed summary of the alleged potential violation(s):
Discrimination and retaliation for having a disability. Didn't engage in interactive process, just put me on TTD leave because doctor's note has restrictions. I have asthma and doctor's note states my restrictions are to avoid exposure to smoke from fire.
3. Why does the Complainant(s) believe the treatment occurred/is occurring? Penalized for having a disability like asthma and asking for an accommodation to keep me safe from smoke due to wildfires so I don't get exposed. HR never engages in the interactive process first, they penalize you first by putting you on leave despite whatever the restrictions are and then only meet with you if you assert a request for an interactive process meeting. They don't know how to really accommodate let alone respectfully engage with disabled employees.

January 24 –

April 9 First week of wildfires my supervisor tried to assign me to outreach events in Pasadena, East LA and UCLA. I told my supervisor that I have asthma and due to the bad air quality because of the wildfires in those areas, it wouldn't be safe for me to attend. HR requested a doctor's note. I provided it and my doctor's restrictions stated that I had to avoid smoke from wildfires. HR put me on leave because they couldn't accommodate those restrictions. HR also requested my doctor fill out an additional medical questionnaire.

The follow-up meeting with HR and my union rep never happened because I was on leave.

April 10 Resubmitted my request for telework via email to my immediate supervisor and unit Program Manager.

April 15 Reported to HR that my ergonomic equipment (keyboard and roller mouse) stopped functioning and submitted a request to the Contour company to get them replaced. Contour asked me for the invoice for the original equipment order. HR said they will reach out to Sedgwick to request the invoice for the original order so Contour and Sedgwick can review the equipment's warranty. I asked HR if they could ask Sedgwick to put in an order for a protective bag for the ergonomic equipment since part of the problem is I squeeze it into my laptop bag for my County-issued laptop. I purchased the laptop bag on my own.

HR asked me if I could still perform my regular duties while this issue gets resolved. I said I could.

April 21-25 I called out sick and HR requested medical clearance from my doctor before I could

return to work. My doctor put me off work for almost a week due to illness. I provided that doctor's note to HR.

April 28 Followed up with my immediate supervisor regarding the status of my telework request. She informed me that it's still being reviewed and that there will be an update/answer soon.

April 29-30 ULP strike for all LA County workers represented by SEIU 721

May 1 I called out from work due to dealing with an unexpected personal matter. HR said that they wanted me to code it as a UWOP. I asked why because it seemed unfair. HR responded that I was already met with regarding unplanned absences, and they couldn't continue to approve them anymore. I requested to meet with HR and my union rep to discuss this issue because the follow-up meeting regarding telework never happened in January 2025. To date HR hasn't responded to my meeting request.

I texted my union rep to let him know about this situation and meeting request. He instructed me to call the union and have a union rep assigned to my case.

May 5 I sent a follow-up email to HR ask for a status update with Sedgwick regarding the ergonomic equipment. HR responded that they haven't heard back from Sedgwick yet and will follow-up again and reach out to me once they get an update.

Public Comment

August 4, 2025

AGENDA ITEMS: CS-8 and CS- 6

The resignation of Dr. Laura Trejo should be just the FIRST victory of many to make the Aging & Disabilities Department truly live up to its purpose – for the employees AND the communities we serve. Lorenza Sanchez, Derrick Marin, Francisco Wong Jr, and the rest of the executive leadership team NEED TO GO! DO NOT place Lorenza Sanchez as interim director.

These are the ONLY people I trust and would recommend being assigned as interim or permanent director: Laurie Johnson, Cinthie Lopez-Paz, Ralph Pascual

August 6, 2025, marks 10 years of working in this department. When I first began my LA county employment the department was Community and Senior Services, then it was WDACS, and now Aging & Disabilities. I've never had 100% great experience working here, but during the COVID19 pandemic starting in 2020 is when things got exponentially worse. I was injured on the job – an injury that could have been prevented had HR, under Derrick Martin's leadership, approved giving me my worker's comp-mandated ergonomic equipment (from a previous worker's comp injury) that just sat in the office. The reason? HR didn't have protocol to deliver my ergonomic equipment from the office to my home during the "stay-at-home" orders. I even asked permission for my spouse (not a County employee) to come with me to pick it up. HR said NO. Fast forward a few months later, I got injured again while working during the pandemic.

This is just one example of HR's incompetence.

Fast forward to June 7, 2023. About 100 employees took action with the support of SEIU 721 to protest the ongoing abuse by Laura Trejo, Lorenza Sanchez, and Derrick Martin. We marched and chanted our demands on sidewalk in front of the entrance of AD/DMH Headquarters, 510 S. Vermont Avenue. I brought my 82-year-old, disabled mom (who lives with me and that I'm the primary caregiver for) to that important union-protected action. She was just as fed up with the mistreatment I had been experiencing as well as all my co-workers. Francisco Wong came outside to the protest taking pictures and video recording of everyone there. I alerted the union reps there and they told him that was illegal and an act of intimidation. He continued filming. My co-workers and I had no choice but to chant loudly at him to stop. He eventually did stop but he had the footage that Lorenza wanted. A couple days later I learned from a co-worker who saw a manager parked in the Walgreens parking lot across the street spying and recording us – at the direction of Lorenza Sanchez. I also learned from a co-worker seated near the conference room that Lorenza had been heard screaming in the main conference room that she vowed retaliation against all employees who were protesting that day.

Soon after my participation in that UNION-PROTECTED activity, HR suddenly had an issue with my worker's comp restrictions even though I had been working with them for almost 2 years! I was forced on disability leave. My immediate supervisor was shocked

by this move. Her and I had a GREAT working relationship and had NEVER raised any concern about my work performance. She tried to advocate for me to keep working but Derrick – at Lorenza's direction – forced me on leave. I was on leave for almost 10 months. During that time I was running out of accrued time off, received zero dollar paychecks and almost lost my health insurance that my spouse and I depend on.

Finally, Derrick said HR found a job for me that could accommodate my worker's comp restrictions. I was reassigned to the Altadena Senior Center. 70 miles from my home in Lancaster. It took me 4-5 hours EVERY DAY to commute back and forth. This was the only available assignment for a disabled worker?! I worked at this senior center for 6 months and learned to love it there despite the exhausting commute.

During that time, I requested a hardship transfer to the Antelope Valley Senior Center or to any job assignment closer to my home. All my requests DENIED. After I had complained about anti-queer harassment and defended a Black co-worker from racist treatment by a client, I was then transferred back to AD Headquarters in Koreatown. I was still commuting EVERY DAY 4-5 hours a day. I requested transfers and telework. All requests DENIED. Recently, I was the ONLY person in my unit that was DENIED telework. Previously, I teleworked from March-August 2020 during the pandemic, then May 2021 – June 13, 2023, and then I was put on leave and months later transferred to Altadena. During the times I teleworked my supervisor NEVER raised any concern about my work performance.

What was the reason I was DENIED telework recently? Derrick said unscheduled absences. Those unscheduled absences included having to take my mom to the ER twice in one week because she had life-threatening illnesses. And the other time I got sick. Doctor's notes were provided for all these absences. And these absences were far apart from each other. This is how the leadership of the Aging & Disabilities Department treats disabled workers and family caregivers!

This mistreatment, discrimination, and retaliation against me has been going on for YEARS. I have filed CPOE complaints – even recently. I've filed grievances through the union, but HR usually puts me on leave so the union grievance process can end immediately.

My therapist put me on stress leave in June 2025 because things have gotten so bad. That's how traumatized and mentally exhausted I am.

Attached is a timeline of events from April 2020 through May 2025.

Lastly, as a queer worker of color and subject matter expertise on LGBTQ+ older adults, this department has NEVER truly prioritized my queer and trans community members that are elders or disabled. AD just slaps a rainbow on things, makes social media posts, has 1 presentation at a staff meeting a year, might attend an LGBTQ+ Pride event but just for the photo op. Queer AD staff aren't even notified let alone or encouraged to attend!

I was hoping that if I stated long enough and was able to keep raising my ideas and proposals, that someone would listen and take the needs of LGBTQ+ elders and people

with disabilities seriously. I was hoping AD would create REAL programming and services staffed by workers with live experience and community knowledge.

The AD Executive Leadership doesn't really care about serving the needs of elders and people with disabilities, especially communities of color, immigrants, and LGBTQ+ people. If they did, they would prioritize supporting the workers and doubling down on getting resources to serve the most vulnerable communities within LA County.

From what I've personally experienced, AD isn't really a safe place to work for anyone, especially if you're queer, trans, Black, Latina, disabled or an elder. I'm sure my AAPI and Armenian co-workers would say the same from their experiences.

The employees deserve better leadership, a healthy and fun work environment, union-mandated caseloads for APS social workers, reasonable workloads for everyone, MORE staffing, MORE services for the public, and most of all executive leadership that listens to and ACTS on the concerns and innovative ideas and solutions from the employees, especially the union-represented workers and our union.

It's time for new leadership and for the worker's to truly have a voice in the workplace.

Thank you for taking the action to remove Dr. Trejo from Aging and Disabilities. However, this department needs to clean house. As a former manager, I faced challenges with the executive leaders that had no knowledge of what to do and just wanted to get by. They did not care about the wellbeing of the aging/disabled population nor the employees. They just did whatever they felt like. They did not put staff at a position to succeed or perform their jobs at a satisfying level. I have discussed my concern with my supervisor and his supervisor but I was turned away. These incompetent leaders include Solomon Shibeshi, Derrick Martin, Lorenza Sanchez, Henry Lopez, and Ivan Pacheco. The staff mentioned are high in their positions and hold power to the department in various ways that contributes to the inefficiency of the operations, low morale, dysfunctional in planning, high turn-over rate, and fostering a hostile environment at work. They created layers of problems that confuse and discourage lower rank staff to perform. These actions include re-assigning staff with little to no reason in a short time frame, require staff to complete "urgent" assignments frequently, not being transparent with the outcomes of "urgent" assignments, not being communicative or responsive to employee's requests and concerns on work related issues, and force staff to attend events against their will or force staff to work extended hours. If you observe the personnel side, you would notice that many employees were placed on leave for extended period of time. As a former employee, it was a scary feeling to notice that a neighbor staff just disappeared for few months without any idea of what happened, and it happens to many others as well.

Among all the managers and leaders I worked with, I do give credits to some that are positively influential such as Miguel Robleto and Victoria Jump. I also had the pleasure in working with some other staff that were very professional and friendly, but they just had no control in turning this ship around as their positions were lower. If you have to find an interim director, I would suggest Victoria Jump as she is an overall experienced administrator in this realm and she has not been fully jaded by the experience in L.A. County AD yet.

In addition, BOS should conduct an investigation to this department, especially on the mentioned leaders. I have reasons to believe their timecards to not comply in proper guidelines and regulations. Their actions to exercise out-of-the-line power would be well documented through out the emails and messages. To cut it short, if someone is going to investigate o this department on the executive leadership, I am that person will be able to find tons of elements that were inappropriate and find tons of elements to support the perspective of these struggling staff in AD.

To the Honorable Members of the Board of Supervisors,

Thank you for your continued oversight of the Aging & Disabilities Department and for listening to the concerns of your employees. As a long-time county employee, I've had the privilege and opportunity to assist and lead efforts supporting older adults and individuals with disabilities, facilitating community programs, working with dedicated teams and volunteers, providing direct support, and offering educational information and caregiver training in collaboration with organizations serving those with cognitive impairments and developmental disabilities.

Under the prior leadership of Cynthia Banks and Otto Solorzano, the department fostered a sense of shared purpose and belonging. While leadership styles naturally vary, the shift in direction over the last three years has led to significant declines in morale and workplace trust, impacting staff across all levels and, more importantly, the vulnerable populations we serve.

Innovative work continues to emerge from within our department, yet it too often goes unrecognized by management. Upper-level administrators have been inaccessible, with limited transparency or engagement with frontline staff. Instead of building a culture of collaboration, the department has become increasingly rigid, curtailing leave, denying accommodation, and offering little support to employees who are themselves caregivers or living with disabilities.

This punitive approach has eroded the team spirit that once defined the department. Many of us function as de facto social workers, listening to clients in crisis, offering resources, and supporting them with empathy and skill. Yet, critical training opportunities are inconsistent or unavailable. Still, staff rise to the occasion, not because they're asked to, but because they care deeply about the people we serve. Therefore, we remain your dedicated employees who hope to rebuild our morale and a thriving department for all of our vulnerable communities.

We respectfully request that the following actions be considered to promote accountability, inclusive leadership, and employee engagement within the Aging & Disabilities Department:

- That, **Lorenza C. Sanchez, be removed** from administrative and decision-making responsibilities and placed on leave until her retirement. An interim Chief Deputy should be appointed, with candidates reviewed in consultation with the Los Angeles County Commission on Disabilities (LACCOD) and the Interim Director of the Aging & Disabilities Department.
- That **leadership referenced in public comments be thoroughly reviewed**, and that any concerns related to CPOE practices be appropriately investigated.

- That **opportunities for employee input and collaboration** be restored, including the creation of transparent pathways for internal promotion and leadership development.
- That the **Assistant Director position for the Disabilities Division** be reconsidered, with a focus on selecting a candidate with demonstrated experience working with individuals with cognitive impairments and physical disabilities.
- That **strong consideration be given to candidates such as Victoria Jump**, or others supported by the Los Angeles County Commission on Disabilities, for the role of Interim Director of the Aging & Disabilities Department.

We also strongly encourage the Board to engage the Los Angeles County Commission on Disabilities in developing a department-wide employee training and curriculum. While such a program has not yet been formally implemented, the Commission's expertise and the existing relationships with organizations like Alzheimer's LA, Alzheimer's Association, Autism Interactive Solutions, the National Autism Association, and others make them uniquely positioned to co-create a high-quality, culturally responsive training model for our workforce.

Please recognize that many of us have invested our own time, energy, and resources into furthering our education and improving our practice because we believe in this mission. We ask for leadership that believes in us, too.

Thank you for your time, attention, and commitment to restoring transparency, trust, and respect to the Aging & Disabilities Department.

Sincerely,

Dedicated Employee