



**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-6.		Favor	A Believer in Ethical Leadership A Believer in Ethical Leadership	<p>Honorable Board of Supervisors:</p> <p>You have heard from countless dedicated employees of the Aging and Disabilities Department. The concerns raised are not isolated incidents—they reflect deep, systemic problems that have allowed certain executive managers to operate without accountability. Toxic work environments are not the result of “problem employees.” They are the product of systems that value output at any cost, led by leadership unwilling to take responsibility for the harm caused.</p> <p>You now have an opportunity—and an obligation—to send a clear message that such systems will no longer be tolerated in Los Angeles County. This requires establishing strong checks and balances that allow employees to raise concerns without fear of retaliation. It also requires full transparency: a public report of CPOEs and grievances, along with documented resolutions, so that County residents can see that misconduct is addressed rather than ignored. Problems should not be allowed to escalate to a “boiling point” before action is taken. We need transparency, open communication, trust, and the restoration of employee confidence.</p> <p>We also ask: What is your plan to address the long-standing pattern of promotions based on favoritism, retaliatory demotions or suspensions, and the exclusion of qualified employees from opportunities due to executive management’s personal agendas?</p> <p>Another critical concern is the misuse of authority by the Chief Deputy, including illegal access to employee email accounts, monitoring of internal team messages, imposing daily attendance requirements on some sections but not others, assigning certain employees to patrol offices to report who is present, and using the threat of removing telework privileges to force employees into meeting unreasonable timelines under hostile conditions.</p> <p>County employees deserve a workplace that is ethical, respectful, and free from fear. We urge you to take decisive and transparent action to correct these injustices.</p> <p>Please remove the Chief Deputy and Head of HR</p>
			Antonieta Gimeno	<p>Good morning, my name is Antonieta Gimeno, and I'm Yuisa Gimeno's mother.</p> <p>I have been concerned and, at times, outraged by the kind of treatment she has received from Human Resources over the years. My daughter has been a dedicated worker serving seniors and people with disabilities, including people within LGBTQ+ communities, with exemplary quality and care. Her</p>

As of: 8/13/2025 9:00:11 AM



**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

dedication to these communities is a gift to those she serves.

Yet, time and time again, and despite the quality of care she has carried out, she has been treated with disrespect and callousness. There are many examples of these, but I will focus on three. The first one was her request to work from home; the second one was her request to get transferred to a closer location; and lastly Yuisa's efforts to care for me as a disabled older adult.

After working from home during the pandemic, she was ordered to go back to her LA office twice a week. All this time, she never received any indication that her performance had suffered. In fact, as a bilingual worker, she offered quality care to Spanish-speakers. She requested to work from home to attend to her work and to take care of my health needs. Her requests were denied, and she was forced to drive for 4 hours every day. She still has this grueling commute 5 days a week. This alone has taken a big toll on her, physically and mentally.

When she needed support to attend family emergencies, she was met with suspicion and received what felt like punishment. One example of this was when I became critically ill last year, requiring several emergency visits and follow-up appointments. These emergencies were, of course, unexpected, but Human Resources wanted Yuisa to anticipate and schedule my care to force her to choose between taking care of me, an 82-year-old woman, and her duties.

Lastly, when I became critically ill again last year with several unexpected emergencies requiring my daughter to take care of my health needs, her request to stay home to work and take care of me was denied. It seemed that Human Resources wanted Yuisa to schedule my healthcare needs around fulfilling her work responsibilities – or never get sick, never be exhausted from the commute or never deal with unexpected family health emergencies.

I was shocked to learn, time and time again, Human Resources behavior and responses to Yuisa balancing being a good worker, a good daughter and my caregiver was to be cruel and punitive instead of being understanding. For someone leading a department of seniors and people with disabilities, Human Resources showed such insensitivity and vindictiveness. This didn't and still doesn't provide the best environment to support Yuisa's work.

I submit this statement with care and respect. Thank you.

Antonieta Gimeno

Broken Heart Hopeful
Soul

Thank you for seeing us, hearing us, understanding us, thank you for giving us a light at the end of this very demoralizing tunnel. Your swift action has made all of us realize that we are not as worthless as our management has told us time and again. Please do not let our next leadership be a lame duck director like the one you set up at DPSS, Dr Jackie Contreras, surrounded by toxic sycophants from the previous regime. DPSS has not bounced back from



**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

	<p>Antonia Jimenez because she loaded the management ranks with her contaminated cronies. Aging and Disabilities Dept is on the brink of such a powerless move. Please give us the power to bring back our department to the level of service we have all been waiting to offer. The rank and file are deeply hurt by the actions and policies of the prior leadership, hurt in morale, hurt in lack of training, hurt in lack of support, hurt in continued retaliation. Yes, it is still going on even though they see the writing on the wall. Mene, mene, tekkel, parsin, measured, measured, weighed and judged. They are taking away telework and harassing our few honorable managers left. Please give us the means in which to uphold, at the very least, the county policy and code. We need someone above reproach. Someone that has not been tainted by the reach of Lorenza Sanchez and her poison apple of promotion or power. Please do not allow what happened to DPSS, happen here. The ULPs will begin in earnest, real evidence is here for any greedy lawyer to slam a class action on behalf of the Social Workers. The medical accommodations have advocates chomping to represent the violated employees, not to mention the real violation in how our Disabilities Commission was shamefully treated. This is no longer a vacuum in which it was allowed to develop. Conservatorship is a necessary step until our house is clean. Do not fail us again. The next steps are more important as the past ones.</p>
Chuck AlegriaG	<p>To whom it may concern:</p> <p>As a dedicated community member and spouse of an Aging & Disabilities employee, I am outraged by the recent public comments addressing leadership issues within the LA County Aging and Disabilities Department. The blatant disregard for public funds, safety, and the rights of public employees is unacceptable. Time and again, I have read comments illustrating the fear employees have in advocating for themselves and their clients due to potential retaliation. They are overworked and unsupported.</p> <p>My mother is an elder with disabilities, and last year we faced a series of medical emergencies and hospitalizations. Prior to that, despite my efforts to seek preventative support from county resources, it was an uphill battle. I was referred to a senior center by a friend working in another department, only to find that no resources were provided—no contacts, no assistance—just a suggestion to review the center's calendar, and I was told there were no services available. When we eventually connected with a social worker at the hospital, the situation had deteriorated, but at least we managed to access some services. During that time, I learned that I should have received much more support at the senior center and that social workers in adult protective services are overwhelmingly burdened.</p> <p>This experience made it painfully clear: LA County does not care about seniors, just as it neglects the unhoused seniors I witness on the streets every day. Discovering the leadership issues within the department clarified why this disregard exists. As someone with extensive leadership experience in the private sector, I understand that culture is shaped from the top down. If leadership fails to support employees, they cannot possibly support our communities.</p>



**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

		<p>I urge those responsible to thoroughly vet the next leadership candidates for individuals who will genuinely support county employees, ensure transparency in funding allocation, and integrate ongoing leadership training that includes regular fieldwork to maintain a connection with frontline employee experiences. Additionally, it is imperative to allocate funds to adequately staff senior centers and social work teams with proper training.</p> <p>When it comes to employee treatment, Human Resources must be held accountable. As a management professional, I know that engaging in the interactive process with employees prior to any decision to place them on leave is not just good practice—it is a legal requirement. The fact that your HR team bypasses this critical step is not only appalling, but it borders on illegal and fosters a psychologically unsafe work environment. I deeply sympathize with those working under such duress, harassment, and fear of retaliation.</p> <p>I demand that Los Angeles County leadership take immediate and decisive action to hire compassionate leadership and human resources personnel who prioritize the interests of both employees and the community.</p> <p>Concerned community member.</p>
	Concerned Recent Retiree	<p>Honorable Supervisors,</p> <p>With the retirement of Laura Trejo, the Aging and Disabilities Department can now begin the arduous process of unraveling and repairing the profound damage, both internally and externally, that it sustained under her reign. The interim Director will play a crucial role in guiding this process and perhaps most importantly, improving the morale of departmental staff, most of whom are dedicated public servants, which absolutely cratered under Trejo's "leadership."</p> <p>Under no circumstances should current Chief Deputy Lorenza Sanchez be considered for the interim position. Her management style, a combination of manic behavior and malicious intent, is directly responsible for a creating an environment perhaps unrivaled in its toxicity in all the County. She has staffed the upper echelons of the Department with sycophants and yes-people who carry out her agenda without question.</p> <p>Chief among them is retiree-rehire Dawnna Lawrence, a dim-witted former executive at the Fire Department who in essence was the shadow Administrative Deputy for Aging. She had a direct hand in hiring Mike Tsao, another stellar former Fire Department employee, who had the honor of being the most clueless and tone-deaf Administrative Deputy I've had the pleasure</p>



**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

of working with in my 20 years at the County. In addition to her talent at hiring new staff, Ms. Lawrence also displayed a formidable lack of knowledge regarding departmental operations which didn't stop her from weighing in on important issues affecting the Department on a daily basis.

Derrick Martin, Director of Human Resources, deserves special recognition as well. As others have noted in the comments section, he has weaponized the County disciplinary process and Aging's hybrid work schedule to mete out arbitrary punishment to employees who were perceived to have run afoul of the Trejo regime. This was of course, at the behest of Lorenza Sanchez.

The great failure of the Trejo era is the enabling of Ms. Sanchez to act on her worst managerial and interpersonal impulses. This has adversely impacted the professional lives of an untold number of current and former employees and has done immense damage to the Department's integrity and reputation both inside and outside the County. To make matters worse, most of Ms. Sanchez's business was conducted while on one of her numerous cruises which kept her outside the County for extended periods of time.

The County now has the opportunity to resuscitate the Aging and Disabilities Department which has been on life support for far too long. The interim Director will need to earn the trust and respect of current employees and numerous stakeholders who play a vital role in implementing programs like the Elderly Nutrition Program and Adult Protective Services. Selecting Ms. Sanchez reflects a business-as-usual approach that would inflict further damage on a department that has suffered more than its share in the past three years.

Thank you.

Concerned Spouse

Los Angeles County Board of Supervisors
Kenneth Hahn Hall of Administration
500 W. Temple Street, Room 383
Los Angeles, CA 90012

RE: Item CS-6 on the August 12, 1025 Agenda Regarding the Personal and Family Impact of the Toxic Work Environment at the Aging & Disabilities Department

Dear Honorable Members of the Board,

I write to you not as a County employee, but as the partner of someone who has been deeply impacted—emotionally, mentally, and physically—by the toxic work environment that currently exists within the Los Angeles County



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

Aging & Disabilities Department.

Over the past couple of years, I have witnessed my loved one—an incredibly dedicated, compassionate, and capable public servant—be slowly worn down by a workplace riddled with fear, dysfunction, and retaliation. What began as a career move filled with purpose and hope has turned into a painful and emotionally draining experience that has left them feeling broken.

My partner gave their all—showing up early, staying late, and taking on added responsibilities—not out of obligation, but out of a sincere passion for serving older adults, individuals with disabilities, and caregivers across Los Angeles County. Despite this unwavering commitment, they were met with obstruction, micromanagement, and intentional efforts to undercut their contributions. The emotional toll became undeniable.

Day in and out, they are exhausted, discouraged, and demoralized—not because of a lack of ability or work ethic, but because the environment made them feel small, silenced, and dispensable. This trauma doesn't stay at work. It follows them home. It affects their sleep, their confidence, and our relationship. It has taken a toll on our household. Its created tension, anxiety, and sadness that required outside support, including therapy, to begin to cope.

Even when my partner tried to reset—to adopt new perspectives, shift departments, and utilize every coping strategy available—the larger culture remained toxic and unchanged. Each morning they get up, and get ready hoping for a new day, only to return to an environment marked by punishment, fear, and leadership that crushes initiative and suppresses voices.

Let me be clear: this is not an isolated incident. The damage inflicted by the current leadership structure has created a ripple effect throughout the department. It has driven out passionate staff, discouraged new talent, and silenced those who dare to speak up. This is not how a County department should operate.

The strength of Los Angeles County is rooted in its workforce—the people who show up every day to serve with integrity, compassion, and purpose. The County must refuse to allow bullying and retaliation to be normalized at the leadership level. A culture of fear cannot and should not be tolerated—especially from those entrusted to lead.

We are at a critical moment. This is about more than workplace morale. It is about the health, safety, and dignity of County employees—and their families. It is about restoring trust. It is about leadership that lifts people up, not tears them down.

The employees of the Aging & Disabilities Department are the backbone of its programs and services. They deserve to feel safe. They deserve to be heard.



**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

		<p>They deserve leadership that reflects the County's highest values—not its deepest dysfunction.</p> <p>Thank you for your attention, your accountability, and your continued commitment to ensuring that Los Angeles County is not only a great place to live—but also a fair and humane place to work.</p> <p>Respectfully,</p> <p>Concerned Family Member of an Aging & Disabilities Department Employee Resident, Los Angeles County</p>
	DAWNNA LAWRENCE	<p>NIGHTMARE ON VERMONT STREET: AGING & DISABILITY! Dawwna Lawrence, a interim retiree who is making all the decisions on teleworking while she stays at home 100Z% of the time: has finally issued a statement to her first victim (Compliance Dept) with her reasons for radically upending the schedule of her employees:</p> <p>Her reasons (according to talk in the lunchroom) for this schedule cataclysm (and I'm paraphrasing/although an official email has been issued) are as follows:</p> <p>1)'Past 6 months, I've identified critical gaps in our Compliance operations that need immediate attention.' (please note we've never heard our work has had any gaps the past 6 months.</p> <p>2)'It is essential that we address them promptly and thoroughly.' Couldn't this be addressed in a staff meeting? Why the need to change the schedule of ten high functioning employees to accomplish this? She doesn't say how coming into the office will fix these issues. Especially since she will be at her home the entire time. Exactly.</p> <p>3)'Once we've addressed the issues and are confident to sustain improvements..' What improvements? We've never been told there's anything wrong with our work. Not enough to justify this punitive, retaliatory act. She has never had one meeting with any of us to outline this; no warning; just punitive action!</p> <p>4)'we will revisit the work schedule and make adjustments.' Dangling the carrot, as if there's some hope for decency and non-retaliatory management.</p> <p>I just want somebody to relaize that Dr. Trejo was just the tip of the iceberg. Dwanna Lawrence is still ruthlessly imposing her retaliatory sanctions without any warning, guidance or humanity. You need to come down and see what this interim retiree is doing (that is if she ever comes in herself).</p>
	DEMORALIZED DEFEATED	<p>INTIMADATION-HUMILIATION-RETALIATON at The department of Aging and Disability Services. Now that Dr. Trejo has said good-bye in a touching and heartfelt pre-recorded message, the rest of her military squad,</p>



**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

specifically Dwanna Lawrence and Lorenza Sanchez are continuing Dr. Trejo's managerial style of Intimidating, humiliating and ultimately retaliating against their subordinates. What's amazing is these high ranking directors are acting as if nothing has transpired; hiding under this 'resignation' farce espoused by our former Director.

Dwanna Lawrence, for example, continues to go on her one-person crusade to terminate the teleworking hybrid policy at Aging & Disability while she continues to telework 100% of her work schedule. She has already started with one section: Compliance: and the word is 'Contracts' is next on her hit list. What is even more demoralizing and dehumanizing than her punitive measures of retaliation, is her day-to-day style of condescending to all her managers and minions. Her constant method of belittlement is to challenge all her employees competence and integrity by issuing her favorite: 'how do I know you really did the work? credo. If you even attempt to defend your position she responds with a humiliation tactic of 'you don't know what you're doing;' and finally her weaponization of retaliatory and punitive retribution (which includes denigrating the veracity of her staff, arbitrary and unrealistic deadlines, and the hypocritical implementation of non-board approved policy changes, which she does not adhere to herself.

This abuse of power stems from the fact that Lorenza Sanchez, has empowered her (from some unknown province in Europe) to enforce her oppressive and degrading policy directives.

In summary, nothing has changed. Although Dr. Trejo's 'retirement' was inevitable, give her complete apathetic and absenteeism method of leadership, the real culprits of this abuse of power: Dwanna Lawrence and Loretta Sanchez are still wreaking havoc as I compose this comment. I implore someone from the board to come to Aging & Disability and talk to the workers, the workers who are passionately dedicated to improving the lives of the aging and disability participants whom you portend to serve. How can we help others we are being oppressed, humiliated and retaliated by our own directors (SPECIFICALLY RETIREE DWANNA LAWRENCE AND LORENZA SANCHEZ)?

**Employees and
Families Deserve
More**

Dear Honorable Members of the Board,

I submit this public comment to call for immediate leadership action in the Los Angeles County Department of Aging & Disabilities. The record now contains more than 50 public comments, a formal labor complaint, and extensive staff testimony documenting the destructive leadership of Chief Deputy Lorenza C. Sanchez.

As one community member put it, "You can't fix the road ahead if you ignore the nearest pothole."
Before this Department can move forward, the Board must address the most immediate and damaging obstacle to progress—Ms. Sanchez's continued role in leadership.



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

Key Concerns and Violations

1. Retaliation & Hostile Work Environment

- Blacklisting, involuntary reassignments, and intimidation of staff who question or disagree.
- Denial of telework, leave, or promotions for whistleblowers and union participants.
- Violates: LA County Policy of Equity; Civil Service Rule 18; Gov. Code § 8547; Labor Code § 1102.5; Title VII.

2. Union Suppression & Surveillance

- Directed managers to photograph and monitor SEIU-represented employees during lawful protests.
- Retaliation against identified participants.
- Violates: NLRA §§ 7 & 8; Meyers-Milias-Brown Act; County MOU with SEIU 721; County Code § 5.08.010.

3. Disability & Pregnancy Discrimination

- Denied reasonable accommodations; forced pregnant and disabled staff onto unpaid leave.
- Resulted in financial hardship, loss of healthcare, and fear of requesting future accommodations.
- Violates: ADA/ADAAA; Pregnancy Discrimination Act; FEHA; County Reasonable Accommodation Policy.

4. Nepotism & Hiring Misconduct

- Controlled hiring with HR Director Derrick Martin; bypassed merit-based processes.
- Promoted underqualified loyalists over higher-ranked, qualified candidates.
- Violates: County Code § 5.04.010; Civil Service Rules 4 & 6; Policy 903; Gov. Code §§ 87100–87103.

5. Collapse of Mission-Critical Services

- Closed or neglected Title V, Disability Services, and APS enhancements.
- Failed to expand senior centers despite urgent need.
- Violates: County Fiscal Manual; WIC § 15600 et seq.; County Code § 2.180.010.

Toll on Employees and Families

This is not simply a workplace management issue—it is a public health and family wellbeing crisis.

- Mental toll: Widespread anxiety, depression, and emotional exhaustion due to constant retaliation and fear.
- Physical toll: Staff report hypertension, migraines, insomnia, and other stress-related illnesses.
- Emotional toll: Loss of morale, sense of purpose, and trust in County



**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

	<p>leadership.</p> <ul style="list-style-type: none">• Impact on families: Spouses, children, and extended relatives are living with the stress, mood changes, and health effects caused by these working conditions. Home life has been disrupted, family stability undermined, and personal health compromised. <p>These harms ripple far beyond the walls of the Department, eroding the wellbeing of entire households.</p> <p>Recommended Board Actions</p> <ol style="list-style-type: none">1. Remove Chief Deputy Lorenza Sanchez immediately and bar her from any leadership role in the Department.2. Appoint a trusted interim leader—such as Victoria Jump—who has demonstrated integrity, competence, and collaboration.3. Commission an independent investigation into retaliation, HR abuses, ADA violations, nepotism, and program failures.4. Engage directly with stakeholders including SEIU 721, the Commission on Disabilities, and frontline staff to guide reforms.5. Respond publicly within 30 days outlining corrective actions and timelines. <p>Conclusion</p> <p>The Department cannot rebuild trust or meet its mission until the “nearest pothole”—Ms. Sanchez’s leadership—is removed. The Board’s decisive action will protect employees, safeguard the health and stability of their families, and ensure that Los Angeles County’s aging and disabled residents receive the services they deserve.</p>
Ernesto Guevara	<p>Honorable Members of the Board,</p> <p>As stewards of public trust, the Board has both a moral and legal obligation to ensure that the County’s leadership operates with integrity, fairness, and adherence to the law. The continued presence of Chief Deputy Director Lorenza Sanchez and Head of Human Resources Jerrell Derrick Martin in the Aging and Disabilities Department stands in direct contradiction to those obligations.</p> <p>Effective leadership—rooted in service, transparency, and accountability—has been systematically dismantled under their authority. In place of ethical governance, we have seen the rise of a retaliatory management culture that violates the foundational principles outlined in County Policy, the California Government Code §19572 (prohibiting acts incompatible with the public service), and the Fair Employment and Housing Act (FEHA) protections against retaliation and hostile work environments.</p> <ul style="list-style-type: none">• Misuse of HR as an Instrument of Fear: Mr. Martin’s inclusion in these targeted communications has transformed the Human Resources function from a neutral, protective entity into a perceived instrument of intimidation, in direct violation of HR’s own code of ethics and best practices outlined in the Society for Human Resource Management (SHRM) Code of Ethics.



**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

• Retaliatory Work Assignments: Employees who raise legitimate concerns or file complaints are systematically overloaded with disproportionate and unmanageable responsibilities, a well-documented tactic in constructive discharge cases. These assignments are designed not for operational necessity but as punitive measures to force resignations or early retirements.

The consequences of this failed leadership are now indisputable: mass resignations of experienced administrators, a breakdown in institutional knowledge, and untenable caseloads for remaining Social Workers—often 200 to 300 active cases per worker—which compromises both employee well-being and public service delivery to our most vulnerable residents.

When leaders fail to inspire trust, respect, and shared purpose, they forfeit the moral legitimacy to lead. Ms. Sanchez and Mr. Martin have forfeited that legitimacy. Their continued tenure ensures the perpetuation of a toxic, retaliatory culture in violation of both ethical norms and legal mandates.

The Board acted decisively in addressing the leadership failure of the Director. We now urge you—under your statutory duty to protect County employees from retaliation, harassment, and abuse of authority—to remove Ms. Sanchez and Mr. Martin from their positions. Anything less would not only be a dereliction of duty but also an endorsement of the very conduct that has driven this department into crisis.

The employees of this department—and the communities we serve—are counting on the Board to act with the courage and conviction that true leadership demands.

F Velgara Valentin

The forced retirement 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, Henry Lopez, DeLlora Ellis-Gant, Dawnna Lawrence, and the rest of the executive leadership team NEED TO GO! DO NOT place Lorenza Sanchez or anyone in current leadership as AD 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, marked 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



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

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, Derick 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



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 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.

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



**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

	<p>innovative ideas and solutions from the employees, especially the union-represented workers and our union.</p> <p>It's time for new leadership and for the workers to truly have a voice in the workplace.</p>
Gladys Corden	<p>Honorable Board of Supervisors,</p> <p>I write to you today as a deeply concerned parent who has watched my adult child endure the damaging effects of toxic leadership in their workplace.</p> <p>I have witnessed their anxiety, depression, and insomnia—just to name a few of the struggles they now face. I have seen their frustration, their despair, and the moments when they have felt completely defeated.</p> <p>Some may ask, "Why not change departments or seek another position?" The truth is, my child loves the work they do, the team they work alongside, and the people they serve. Unfortunately, once an employee speaks out against leadership, they are often cast aside—regardless of the years of dedication, countless late hours, and personal sacrifices they have made to ensure progress and success.</p> <p>I can tell you that the department's achievements are due to the commitment of employees who, despite working under coercion, harassment, and threats of punishment, continue to serve. No one should dread coming into work.</p> <p>Those who work in adult protective services, aging, and community services are a special kind of public servant. They are compassionate, resilient, and devoted to serving the most vulnerable in our community. This important work can and should be done under supportive, ethical leadership.</p> <p>I urge you to take swift and decisive action to address these leadership issues. The well-being of dedicated employees—and the quality of service to our most vulnerable residents—depends on it.</p> <p>Sincerely, Gladys Corden</p>
Happy Wife Happy Life	<p>I am totally in favor of a new administration, human resources, and executive team at aging and disabilities if it means, nobody's family has to endure what our family endured. I told my husband I had had enough. I was sick of the teams meetings, the endless emails and phone calls at all hours of the day that damn county cell phone sitting on the nightstand, making noise all hours of the day and night, weekends included. And most of all, the lack of balance in my husband's work/family life. The director and chief deputy and their team clearly need to get a life because they have no qualms about impacting the lives and families of their workers. They don't care about your children, your spouse, your parents, as long as you are answering to them and doing their unreasonable bidding. Yes, we have to work, but my husband first priority and</p>



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

	<p>commitment is to me! And to our family. This family comes before the aging and disabilities family. I was also concerned for my husband's health. The constant demands and haranguing that my husband endured did nothing to help his blood pressure and his migraines. I encouraged him to take an early retirement before he was actually ready because I did not want to be a widow. Our own latter years, our aging years, deserve to be golden. Aging and disabilities doesn't look after their own! The only ones thriving are the executive team, the chief deputy, the deputy and human resources. Please revamp aging and disabilities from the top and give some balance and a chance to the workers to have some time with their families and their selves</p>
Jesus Garcia	<p>After the fires they made us work 7 days a week no days off long hours with no consideration of our lives. We complained for months and Solomon and Lorenza did nothing. Derrick was the only one that stood up to Solomon and Lorenza and supported Dave Kochen our manager who was fighting for us.</p>
Juan D Miller	<p>Selecting Ethical, Competent Leadership for the Department of Aging & Disabilities</p> <p>Dear Honorable Members of the Board,</p> <p>We, the undersigned community members, advocates, and concerned employees—past and present—urge the Los Angeles County Board of Supervisors to ensure that the selection of the next Interim Director for the Department of Aging & Disabilities reflects the highest standards of integrity, competence, and service to our most vulnerable residents.</p> <p>Over the past several years, the Department has been defined by instability, mismanagement, and a toxic work environment that has driven out talented employees, weakened service delivery, and eroded public trust. A consistent thread in dozens of public comments, union testimonies, and personal accounts points to a pattern of abusive, retaliatory, and unethical conduct under the influence of Chief Deputy Director Lorenza C. Sanchez—enabled and amplified by key allies in executive management, including Derrick Martin, Ivan Pacheco, and Solomon Shibeshi.</p> <p>Documented concerns include:</p> <ul style="list-style-type: none">• Abuse of Power & Retaliation – Weaponizing Human Resources to target employees who speak up, file grievances, or request legally protected accommodations; forcing staff onto involuntary leave without due process; surveilling union activity in violation of labor law .• Mismanagement & Service Disruption – Denial or delay of legally mandated services such as emergency food, shelter, and APS interventions; excessive caseloads that put clients at risk; dismantling of critical infrastructure such as intake processing units .• Fraud, Favoritism & Nepotism – Manipulating hiring processes to favor loyalists over qualified candidates; installing unqualified executives, including those with no background in disabilities or aging services; bypassing civil service rules ; abuse of county resources while traveling and excessive



**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

earning of compensatory time off.

- Toxic Workplace Culture – Micromanagement, verbal and emotional abuse, intimidation, bullying and harassment that have led to mass attrition, early retirements, lateral transfers, and long-term medical leaves; creating a climate of fear where retaliation is expected, not feared .

The Impact on the Community

This leadership failure has real consequences: services to older adults, individuals with disabilities, and caregivers are diminished; community-based providers face unnecessary barriers; and the very mission of the Department is undermined. Vulnerable residents are left waiting for resources, while the Department's focus shifts to optics and internal politics rather than outcomes.

What the Department Needs Now

The Interim Director must be someone who:

- Has a proven track record in aging, disability, and social services policy and operations.
- Values collaboration and transparency—fostering trust with staff, community partners, and the public.
- Respects employees' rights under state, federal, and County law, including the ADA, FEHA, FMLA, and Civil Service Rules.
- Prioritizes service delivery over self-promotion—spending time in the field, listening to staff, and advocating for resources.
- Restores morale by building a culture of respect, fairness, and inclusion.

Our Requests to the Board

1. Exclude Lorenza C. Sanchez from Interim Director consideration and remove her decision-making authority over hiring, promotions, and program priorities.
2. Initiate an independent investigation into the conduct of Lorenza Sanchez, Derrick Martin, Ivan Pacheco, and Solomon Shibeshi, with protections for whistleblowers and trauma-informed interviews of current and former employees .
3. Appoint a credible, qualified Interim Director with subject-matter expertise and a record of ethical, effective leadership.
4. Implement safeguards to prevent retaliation during this transition period and beyond.

The people of Los Angeles County deserve a Department of Aging & Disabilities that embodies dignity, respect, and excellence. The wrong choice in leadership will prolong harm to employees and constituents alike; the right choice can begin the process of rebuilding trust, morale, and service quality.

We respectfully ask the Board to stand with the community, uphold the County's values, and ensure that the next Interim Director is part of the solution—not a continuation of the problem.

Karma D Leon

Request for Formal Board Response and Independent Investigation Following



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

Leadership Transition in the Aging & Disabilities Department (Items CS-6 and CS-8)

Dear Honorable Members of the Board:

We respectfully extend our sincere appreciation to the Los Angeles County Board of Supervisors for your recent action resulting in the retirement of Dr. Laura Trejo, Director of the Aging & Disabilities Department. This move sends a clear message that ethical leadership, accountability, and service integrity matter at all levels of County government. It represents an important first step toward healing and reform.

However, serious unresolved concerns remain—particularly regarding Chief Deputy Director Lorenza C. Sanchez, whose continued leadership presence is the subject of widespread and credible allegations of retaliation, HR abuse, and obstruction of mandated services. The current toxic leadership has destroyed the department.

Over 57 public comments submitted under Agenda Item CS-6 on July 29 and CA-2 on August 5 -including from staff, retirees, union members, and community advocates—raise issues that indicate potential violations of:

Key Legal and Policy Violations Identified

State Law & Mandated Services

- Welfare & Institutions Code (WIC) § 15600–15675 – Mandates Adult Protective Services (APS) agencies to respond to abuse, neglect, and exploitation of elders and dependent adults. Allegations of excessive caseloads and the denial of food, shelter, or emergency services constitute potential noncompliance.
- WIC § 9000–9105 – Governs the duties of Area Agencies on Aging and outlines obligations to coordinate and deliver services for older adults, including access to nutrition, housing, and caregiver support.
- Government Code § 12940 et seq. – California Fair Employment and Housing Act (FEHA) prohibits retaliation, discrimination, and failure to accommodate employees with disabilities or pregnancy-related needs.

Federal Law

- Americans with Disabilities Act (ADA), Title I – Requires employers to provide reasonable accommodations unless doing so imposes an undue hardship.
- Family and Medical Leave Act (FMLA) and California Family Rights Act (CFRA) – Protect employees' right to medical and parental leave without retaliation.
- National Labor Relations Act (29 U.S.C. §§ 157 & 158) – Prohibits employer interference, surveillance, or retaliation against protected union activity.

County Civil Service Rules & Code



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

- Civil Service Rule 4 – Requires hiring and promotion to be merit-based, free from favoritism or political influence.
- Rule 16 & Rule 18 – Outlines due process for disciplinary actions and appeals; numerous comments describe adverse actions taken without due process.
- Los Angeles County Code Title 5, Sections 5.08.010–5.08.080 – Codifies the Merit System and fair employment practices for County personnel.

County Administrative & HR Policies

- County Policy 710 – Reasonable Accommodation for employees with disabilities or medical needs; multiple staff allege failure to comply.
- County Policy 605 – Workplace Violence and Threat Assessment; weaponized HR investigations and retaliatory reassignments may fall under this policy.
- County Policy 701 – Equal Employment Opportunity and Non-Discrimination; governs protections against racial, gender, disability, and union discrimination.
- County Workplace Retaliation Prevention Guidelines (CEO & DHR) – Provide protections for whistleblowers and staff engaged in protected activity.

Request for Action

To address these ongoing concerns, we respectfully request the following:

1. Formally respond within 60 calendar days to the concerns submitted under Agenda Item CS-6, in alignment with the County's commitment to transparency and workforce safety.
2. Commission a fully independent investigation into the leadership conduct of Chief Deputy Lorenza C. Sanchez, including:
 - Alleged retaliation, abuse of authority, and misuse of HR functions
 - Interference with legally mandated programs (APS, OAA services)
 - Violations of employee leave rights, EEO protections, and civil service merit rules
 - Systemic issues impacting service delivery to vulnerable clients.
3. Empower the investigation to include anonymous, trauma-informed interviews with:
 - All interested current employees (line staff and management)
 - Retirees, employees who resigned, demoted, or transferred
 - Workers on long-term leave, and individuals who filed HR complaints, EEO claims, CPOEs, or grievances
4. Ensure whistleblower protections during and after the investigation. This includes suspending adverse actions such as transfers, denials of time off, or punitive investigations in alignment with California Labor Code § 1102.5 and County retaliation guidelines.
5. Designate a credible and neutral entity to conduct the investigation.

Why Immediate Action Is Critical

Many comments submitted describe a climate of fear, systemic retaliation,



**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

stalled service delivery, and mass attrition under current leadership. Staff report being denied accommodations, surveilled for union participation, and punished for protected absences—all while client needs go unmet.

This situation does not merely represent internal dysfunction; it reflects potential liability for violations of state law, federal labor protections, and County policies. Without decisive and transparent intervention, both employee morale and public trust will continue to erode.

In Summary, We Urge the Board to:

- Thank you for facilitating Dr. Laura Trejo's departure
- Do not appoint or retain Lorenza C. Sanchez in any future County leadership capacity
- Initiate a third-party investigation by a neutral, qualified firm
- Deliver a formal Board response within 60 days
- Implement staff protections to prevent retaliation during the review process

We stand ready to collaborate with the Board and any investigative body to ensure a fair, transparent process. The employees, clients, and residents of Los Angeles County deserve a department led with integrity, empathy, and accountability.

Respectfully,

Karma L. León, L.W.Y.M.M.D.

No more Enough is
Enough

Written Public Comment
Los Angeles County Board of Supervisors
August 12, 2025 | Agenda Item CS-6

Dear Honorable Members of the Board,

I am submitting this written comment to express deep concern regarding the continued harm and dysfunction within the Los Angeles County Aging & Disabilities Department, as it relates to Item CS-6.

As a dedicated employee, I have made every effort to shield my team from the toxicity that has come to define our workplace—but to no avail. We are regularly subjected to unreasonable deadlines, abrupt changes in telework arrangements and schedules, and constantly shifting expectations, all imposed with little to no regard for whether we have the necessary resources, support, or consideration for employees themselves. Instead of being empowered, we are burdened and burned out.

I have witnessed firsthand how supervisors and managers—individuals who are highly capable and deeply committed to public service—are chastised, demoralized, and given the runaround by executive leadership. Their



**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

experience, insight, and leadership are not valued—they are consistently undermined. Many have been left with no choice but to retire early, demote, or transfer out of the department entirely.

We have incredibly talented staff who remain here not because they are treated well, but because they care deeply about the people we serve. And yet, morale is at an all-time low. Even the most passionate among us are beginning to feel hopeless. Many are operating on pins and needles, constantly anticipating the next contradictory directive or retaliatory decision from leadership.

This is not sustainable.

I respectfully urge you to speak directly with staff at all levels—not just upper management. Hear our stories. Understand how the current culture has eroded teamwork, silenced collaboration, and created an environment where fear has replaced innovation.

While the department continues to report progress, that progress is coming at a great cost—the mental and emotional wellbeing of its workforce. There is no compassion. There is no work-life balance. And there are no meaningful protections for employees who speak up or push back against dysfunction.

Los Angeles County is recognized as a Forbes 500 employer. That distinction should mean something. It should reflect a commitment to excellence not only in the services we provide, but in how we treat the people who deliver them. The Board must send a clear and public message: toxic work environments are unacceptable—and they are not worthy of a Forbes 500 employer.

Enough is enough. We need change—real, systemic change led by trauma-informed, ethical, and inclusive leadership. Anything less will only continue to harm those who have already endured too much.

Thank you for your time and consideration.

Respectfully,
A Los Angeles County Aging & Disabilities Department Employee

Randy Munoz

Hon. BOS you have heard from numerous longtime vested employees from different divisions most of which do not know each other of the need to continue to dismiss the toxic leadership that has been allowed to fester in our department they have instilled dread and toxicity in. These employees care little if anything of the seniors and communities we serve as well as the welfare of AD employees. Please remove in no order: Derrick Martin, HR Manager. Dawnna Lawrence Interim Administrative Deputy II, Lorenza Sánchez Chief Deputy Director. Again, others and I have stated the various valid reasons why each of these employees NEED TO GO and as I write this, I understand they are already plotting retaliatory actions against me and others but just as in DC they are reckless incompetent problematic managers who feel they are beyond reproach. There is so much strife from DC to the



**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

		<p>streets of LA none of us need it in our workplace where we should feel safe and have a sense of comradery, which we do not. We are all sick tired and fed up with them and their underlings. We are all very serious and unafraid; you need to be as well. Please do the right thing and allow this department to heal and continue to serve the people not the egos or selfish hostilities of these managers. Thank you. In case it doesn't show up, Randy Munoz.</p>
Oppose	Afraid of retaliation Afraid of retaliation	<p>Subject: Request for a Thorough and Impartial Investigation into Allegations within the Aging & Disabilities Department</p> <p>Dear Board of Supervisors, To ensure fairness and uphold the integrity of the County, I respectfully urge a thorough and impartial investigation into each and every allegation made against Lorenza Sanchez by current and former employees of the Aging & Disabilities (AD) Department over the past four years. All current and former AD employees should be given the opportunity to be interviewed as part of this investigation. Many have reported experiencing unfair treatment and harassment, leading to significant physical, emotional, financial, and family-related hardship.</p> <p>I strongly encourage the County to review the number of AD employees who have taken stress leave, as well as the department's staff turnover rate over the past four years. With approximately 35% of positions currently vacant, overtime is not being approved—yet employees are still expected to complete assignments on time.</p> <p>Als</p>
	Corruption N Nepotism	<p>Corruption: How is it that the Board will allow Internal Services Department's Director Michael Owh to waste MILLIONS of LA County taxpayer dollars by contracting with Ivalua. He failed to successfully implement the same at NYC (checksandbalancesproject.org/nyc-michael-owh-ivalua/) and literally skipped town to avoid accountability. We think the second time around will be better? The blatant favoritism to this Ivalua organization with this award of this contract is incredible. Other procurement vendors should ask for a review of this rigged process.</p> <p>Nepotism: Of all the qualified, experienced people in this vast country, Mr. Owh's chosen chief deputy is a friend of his from NYC.</p> <p>It seems Owh is pretty arrogant to blatantly do all these unethical things knowing the board won't do a thing about it. How many more revelations does it take for the board to even take notice or have questions about Mr. Owh's practices and ethics?</p>
	HELP US	<p>AGISM AND ABLEISM AT THE DEPARTMENT OF AGING & DISABILITY Although the HEAD OF THE SNAKE, Dr. Trejo, has mercifully been removed from power, I mean, retired ('wink, wink'); unfortunately, her two loyal henchman: Chief Deputy Director Lorenza Sanchez and her el capo/underboss: Interim (retiree) Dawwna Lawrence, have been left seemingly unscathed to continue her reign of terror posthumously. Lorenza</p>



**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

	<p>S., infamous for her irrational and pathological vendettas, has employed Dawnna Lawrence to carry out her vindictive degrees from another country (EITHER ENGLAND OR FRANCE). How is a person on permanent vacation allowed to inflict so much damage and toxicity without being held accountable?</p> <p>To make matters worse, her mercenary, Retiree Dawnna Lawrence, has decided to single-handedly terminate the hybrid/teleworking policy by herself. Word at the water cooler is she has already chosen her pilot section to drastically cut/reduce and obviously eliminate teleworking for all Aging and Disability employees. This pilot project will start on August 18th, and the victims have been left to pick up pieces from this random and tyrannical scourge. Apparently when asked why she is doing this, she said working from the office is more efficient, and working from home is inefficient. She is making this decision while she is working from her home, 20 hours a week, and not coming into the office at all herself. Do I need to point out the optics and hypocrisy of this? 'You can't telework; only I have the ability to telework efficiently. Absurd isn't it? I could go on and on, but these two vindictive, incompetent and their malevolent ways of managing and terrorizing has got to stop. I'm not complaining about excessive supervision or micro-managing, that would be a welcome respite to what is going on at Aging and Disability! Please send someone down to our office to witness this desecration of human rights and decency.</p>
Protect Us from Retaliation Protect Us from Retaliation	<p>Dear Honorable Members of the Board,</p> <p>I write to you as a concerned employee and dedicated public servant, compelled to express serious concerns about an unjust and demoralizing decision made by department managers Dawnna Lawrence and Lorenza Sanchez. Specifically, the Compliance Division has been unilaterally ordered to return to the office four days a week, without any transparent justification, while no other division within the department has been subjected to this same mandate — including the managers themselves.</p> <p>This glaring inconsistency is not only demoralizing, it reveals a failure in leadership that undercuts the very principles of trust, fairness, and example-based management that should define those in positions of authority. Good leadership does not flourish in opacity and favoritism — it is built on clarity, empathy, and shared responsibility.</p> <p>Let us remember the wise example of General Dwight D. Eisenhower, who famously illustrated effective leadership with a simple demonstration: he would place a piece of string on a table and say, "Pull it and it follows wherever you want it to go; push it and it goes nowhere." True leaders pull people with them. They do not push from behind while they themselves remain comfortably distant from the burden.</p> <p>In contrast, Ms. Lawrence and Ms. Sanchez have implemented a directive that they do not themselves follow. They have pushed, not pulled. And their actions have sown confusion and resentment rather than purpose and unity.</p>



**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

		<p>As many understand, leadership is not about title — it is about character. The character of a manager should command the respect of their subordinates, inspire their confidence, and arouse their aspiration. Unfortunately, what we've witnessed is the opposite: discouragement, disengagement, and distrust.</p> <p>There is a stark difference between positional power and moral authority. Great managers are not driven by prestige or comfort but by a concern for the well-being of those they lead. When decisions appear arbitrary and are enforced selectively, the damage is not merely operational — it is cultural.</p> <p>This decision stands as an unfortunate case study in bad leadership:</p> <ul style="list-style-type: none">• It was handed down without open communication. No official HR Memo• It unfairly targets one division while excusing others.• It fails to set a personal example of shared sacrifice or accountability.• It erodes morale by undermining the value of flexibility, performance, and equity. <p>If the Board of Supervisors values equity, transparency, and good governance, then I respectfully urge you to investigate this matter and call for a reevaluation of this discriminatory policy. This is not simply about return-to-office mandates; it is about the kind of leadership we are cultivating in Los Angeles County — leadership that must pull rather than push, that must demonstrate before it demands.</p> <p>I thank you for your time, your attention to this matter, and your continued commitment to the integrity of public service.</p>
	Other	<p>A Concerned Citizen anonymous</p> <p>The decision to appoint an interim director must be approached with the utmost gravity. Appointing any close associate of Dr. Trejo would be a grave mistake and would only serve to perpetuate the current state of mismanagement. What we are witnessing is not a temporary lapse—it is a sustained, deeply rooted pattern of dysfunction, negligence, and systemic failure. Please conduct a deep investigation before appointing any individual close to Dr. Trejo.</p> <p>I am certain your Board already knows of these individual(s), which should be damning enough. I assure you these comments and those of others are not hyperbole.</p> <p>The organization has been plagued by a persistent lack of communication, absentee leadership, and a complete absence of clear direction. This leadership vacuum has created an environment in which confusion thrives, morale is in freefall, and productivity has ground to a halt. Instead of cultivating stability and professionalism, management has allowed chaos and</p>



**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

		<p>inconsistency to take hold.</p> <p>At the core of this crisis lies a toxic work environment, defined by fear, silence, and burnout. Employees are not merely unsupported—they are being actively set up to fail. Leadership's inconsistent expectations, arbitrary decisions, and disengagement have left staff disillusioned, isolated, and overburdened.</p> <p>The data does not lie. At times, half of all positions remain unfilled, the turnover rate is dangerously high, and medical leave soared. This is not coincidence—it is a direct result of mismanagement. Employees are not moving on to better opportunities; they are escaping a hostile and unsustainable environment. Those who remain are drowning in the responsibilities of two or three positions, without adequate support or guidance. This situation is verifiable and can be corroborated through County Counsel, the Department of Human Resources, and Sedgwick, which administers the County's medical disability program.</p> <p>Making matters worse is the total breakdown in communication and accountability. Staff are routinely excluded from critical updates, policies are applied unevenly, and expectations and assignments shift without notice. Top leadership has failed to provide even the most basic operational guidance, leaving employees to navigate complex decisions without clarity or support.</p> <p>This is an opportunity to begin the healing. For too long, the Department has festered. Do not let it continue. Find real leadership who genuinely cares and has real vision. Do it for the public, do it for the employees. Do it because it's the right thing to do.</p>
	Call To Action	<p>Board of Supervisors, it's time that you hold yourselves accountable as members of the Board. Aging Department has existing for only three years, and throughout these three years there has been an increasing numbers of CPOE and OCI reports submitted by Aging employees. Sadly, these reportings were dismissed by CEO and AC investigators in an attempt to sweep under the rug the deterioration of the department. I understand that the Board supported the appointment of Dr Trejo as director so it's difficult for the Board to realize the horrible decision made with her selection. But, we understand a mistake was made and you now have the opportunity to select a truly dedicated employee that will lead Aging with fairness , restructure and help its employees heal. Lorenza Sanchez should be asked to resign , however if you can't get her to resign, remove her from having any decision making authority to ensure she doesnt act according to her vindictive ways and further tanks the department 's efforts to heal and sabotages the work efforts of the incoming director. Do not underestimate Lorenza Sanchez and her unethical fury against all who challenge her. Remove her from department , reassign her while a true investigation is conducted by CEO and AC. Do not allow DHR to conduct the investigation since Lisa Garret has invested interests and close friendship with Derric Martin and Dawna Lawrece so the has continuously protected them and dismissed the grievances and any claims made to her and her team regarding their unethical and actiind against</p>



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

	<p>civil service rules . Board members hold yourselves accountable , accept your made a mistake and take action to stop the madness at aging. Review all CPOE, OCI, grievances and disciplinary investigation at aging.</p>
John Doe	<p>Thank you, Supervisors, for taking the initial step toward healing in the Aging and Disabilities Department by removing Laura Trejo from her position as director. She has only served to damage a department filled with hope and promise.</p> <p>As you proceed with the search for an Interim Director, I must emphasize the critical importance of not considering Lorenza Sanchez for this role. Her presence has been a persistent source of toxicity within this department, undermining morale and productivity. Colleagues have consistently reported experiencing a hostile work environment due to her actions, which reflect a complete disregard for teamwork and collaboration.</p> <p>The harm she has inflicted is not only significant, but it has also been far more damaging than the issues previously caused by Trejo. Many have articulated their concerns in clear and vivid terms, and those testimonials should not be taken lightly. It is essential that Lorenza be removed from our organization entirely to allow for a healthier workplace culture. Appointing her to any position would be a grave misstep with long-lasting repercussions. The collective insights provided about Lorenza's conduct are not just opinions; they are valid assessments that require serious consideration as we move forward in this decision-making process. You need to escort Lorenza out of the building - in a straitjacket.</p> <p>To help the department heal more quickly, consider reassigning Lorenza's appointees, including Solomon Shibeshi, Derrick Martin, and Francisco Wong Jr. These individuals were appointed based more on favoritism than merit. They are merely puppets with no brains and spines. This department cannot move forward if these individuals remain in their roles.</p> <p>Again, thank you for hearing our voices, Supervisors.</p>
More of The Same	<p>More of the same. They just announced promoting Agueda Covarrubias. She went after the union members who participated in activities at the hall this year. She sent out an email asking for information an all union members who participated. No lies told and the email records show it and SEIU stood up for us. This is who this department promotes because this is what they allow.</p>
Rohan C Stone	<p>LORENZA SANCHEZ HAS TO GO!</p> <p>As long as this item remains on the agenda, we will continue to remind the Board of Supervisors about Lorenza Sanchez and the detrimental impact of her actions on the Aging and Disability Department. These impacts have been profoundly significant and far-reaching. Her decisions have not only undermined the department's potential for growth and development, but have also negatively affected the critical services and support that our community's aging population and individuals with disabilities rely on.</p>



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 mismanagement caused by Sanchez has led to numerous significant challenges within the department. As someone who prioritizes personal power above all else and exhibits no redeeming qualities, her behavior consistently undermines the morale and effectiveness of her team. Rather than fostering a collaborative and supportive work environment, Sanchez employs petty tactics, using Derrick Martin from Human Resources as a tool against employees who dare to question her authority.

This oppressive environment has cultivated a toxic workplace culture where fear and intimidation prevail. Employees feel discouraged from sharing their ideas or voicing their concerns, which leads to a stagnation of creativity and innovation. Team members often find themselves walking on eggshells, wary of making mistakes or holding differing opinions in an effort to avoid provoking her wrath. This atmosphere hampers individual performance and disrupts overall team cohesion.

Moreover, the lack of trust between Sanchez and her employees has resulted in high turnover rates, as talented individuals seek healthier work environments where they can thrive. Consequently, the department struggles to maintain consistency and productivity, ultimately affecting the organization's goals and objectives. A change is urgently needed to restore a sense of teamwork and collaboration that can rejuvenate the department and foster a more positive workplace culture.

As a direct result of this poor leadership, we have observed a significant decline in the quality of care we provide to our clients. Many individuals who rely on our services are experiencing reduced access to essential resources and support. This deterioration not only affects those directly dependent on the department but also resonates throughout our community, which values the well-being of all its members.

The repercussions of this decline are far-reaching. Families who depend on our services face increased challenges, and community trust in our ability to deliver consistent, compassionate care is eroding. Ultimately, if these issues are not addressed, we risk not only the welfare of those we serve but also the integrity and reputation of our entire organization. It is imperative that we reevaluate our leadership and management strategies to restore quality care and rebuild our community's trust.

In light of these issues, it is essential that we maintain awareness of the situation and keep it at the forefront of our discussions. Advocacy for necessary changes and improvements is crucial to restoring the department's integrity and effectiveness. We must work together to demand accountability and push for reforms that will enhance the quality of services provided, ensuring that our aging population and individuals with disabilities receive the support they desperately need and deserve. Only through concerted efforts can we hope to rebuild trust and confidence in the department, ultimately leading to better outcomes for our community as a whole.



**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

Vincent M Mc Cormack	<p>I have worked with the county and APS for 26 years. I can say that everything you have read from other employees about Lorenza Sanchez is true. I make another request that for NO reason she gets appointed to the position of interim director. As a matter of fact she should be removed from the department and not allow to stay in it with any authority. Adult protective Services is just a name and some of us are left after she destroyed the program. 2 Unfair Labor Practice (ULP's) have been filed and one of them will be heard in September 2025. She causes fear from the employees and she creates and maintains a toxic environment to work. Too many employees with skill and knowledge have quit the department, employees ranging from clerks to manager going through social worker, analysts, supervisors. She has shown that she will not promote people because they have the skills and knowledge. She has her own agenda that differs from that of your body and the mission of this department. She has shown complete disregard of the community and the workers. She has specifically instructed supervisors to not give anything in the PE's over Competent. Anything over that the supervisor MUST justified in writing on a separate document the reason for giving a "very Good" or "excellent". She will change the rating of a PE if it's above "competent"</p> <p>She brings workers morale down by burning them out with excess workload, petty projects and verbally puts them down. Lorenza S. laughs at the union and the union stewards and anyone that is involved in union actions. She has created crises after crises. By approving and demanding extra tasks, the social workers, clerks and others are seeing their workload increase unnecessarily. Only those that are her favorites will get promoted. If someone jumps hoops the way she wants them to, they are assure a promotion.</p> <p>I know her since she began with APS and the AAA and I can say that what people say about her is true. retaliation is a big thing with her. I could say a lot more, but there isn't enough space to do so.</p> <p>She has Derrick Martin, HR manger, do some of her dirty work. He will not assist the employees with needed accommodations. Jerrell Griffin another crony of Lorenza, no longer works for the county.</p> <p>When observing her actions one can infer that she feels she is untouchable so she will do her will. She will use people for her purpose and when they are no longer useful, she will throw the under the bus. BOS included.</p>
Vincent M Mc Cormack	<p>Comment part II: Of the 2 years I worked with Adult Protective Services, 25 was a shop steward, first with SEIU Local 535 and then with 721. I was a member of the e-board. I have represented members in grievances; I represented four new social workers trainees who just got out of the academy and were hired to work day shift. There is a matrix for the new workers on probation that excludes them from handling emergency responses that requires immediate response (IR). For very obvious reasons, they do not have the skills, knowledge and experience on handling these cases, and due to the nature of danger, not only to the worker, but also the client. When assigning a new social worker in night shifts, means the new social workers will handle IR's and Derrick Martin and Lorenza Sanchez allowed for the reassignments with complete disregard for the safety of the worker and the client. The four social workers were never county employees so they were given the option to work the night shift or look for a job somewhere else. This</p>

				kind of ultimatum sounds like extortion to me. Would that be a definition of extortion or blackmail? HR and Lorenza knew that if they didn't take the reassignment they would have to leave county service. One of them could not drive at night because of poor vision, another had a baby and a toddler, so she needed to be with the children in the afternoon to bond and care for them, to be absent and neglectful is child abuse. Our management in their infinite wisdom gave them the choice to take family leave or leave the county completely. Neither of them had the time with the county to have money so they were asked to take time off without pay. They refused to allow them to work days. With the other 2, one is still working the night shift, another one left the department about 1 week ago and she is still working with the county in DPSS. The attitude of our executive management is to "do it my way or hit the highway" That kind of attitude is not only unprofessional, but also shows how indifferent they are on the employees and the community, that they are willing to put our lives in danger with complete disregard towards the workers, the community and themselves. They have proven more than once that they are incompetent and unskilled. Derrick and Lorenza MUST NEVER be in a position of authority and have people under them. Lorenza Sanchez can not be appointed acting director
		Item Total	29	
Grand Total			29	