

County DIGEST



JUNE 1999

COUNTY OF LOS ANGELES

World Class Mental Health System

Little did management staff know that when a new Director was named for the Department of Mental Health (DMH), they would be deeply involved in "making their community better by providing world class mental health care." In an attempt to make this new vision statement a reality (it was developed at the first management retreat with the Director last fall), the management team is busy becoming more "user friendly," convening groups, transitioning, enhancing, strengthening, decentralizing and integrating. The group is delighted about their role. In fact, they are excited, challenged and are leading the charge to continue a mental health legacy of being the best that they can be.

DMH is the largest county public mental health agency in the country with over 1,800 employees, including clinical staff who provide direct services and administrative and staff support personnel. The Department's directly operated mental health centers work in partnership with over 1,100 contracted programs to offer communities a comprehensive network of mental health resources. With its Fiscal Year 1999-2000 budget submission, the Department has requested a significant expansion of resources to meet the needs of the growing numbers of persons requiring public mental health services. The Department currently serves more than 149,000 persons, an increase of over 50,000 individuals with the

consolidation of inpatient and outpatient Fee-for-Service Medi-Cal services.

New Leadership

Marvin J. Southard, DSW, was appointed Director of DMH by the Board of Supervisors last summer and assumed the

collaborations. He was a recent panelist at a Town Hall Meeting on Mental Health with Tipper Gore at UCLA.

He has a seasoned core of managers and a great deal of talent in DMH. These managers are being asked to

take on those tasks that are best suited to their individual skills. The team approach, project management and accountability are being employed. Staff from different organizational units are assigned to work together on common goals. Some of the new approaches have meant assignment changes but no major upheavals. It has facilitated greater cooperation and communication across organizational lines. There is a renewed energy and a sense of positive anticipation that is visible.

Planning

The first order of business for his tenure was a community-based strategic planning process. There were 17 meetings held throughout the County to elicit input from stakeholders and others for inclusion in the Department's budget submission. The process was aimed at taking the pulse of the community and getting a current reading on what is needed. The meetings were lively and attracted community residents, service providers, consumers and family members. They were vocal



Mental Health Strategy Meeting

position on August 24, 1998. He warned the staff that they might get tired of his never-ending stream of ideas about changes or new things to do. What an understatement! He is tireless, full of energy and ideas. He has made a point of getting out into the community and having a visible presence for all levels of staff, consumers and family members. He has engaged in numerous dialogues with advisory groups, service providers, legislators, other County Departments, academicians and others. He is forging new ground and looking to foster partnerships, integrated approaches and

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JUNE

Retirees

EMPLOYEE OF THE MONTH

Rosario Bueta

A "Jack" of All Trades

Congratulations to the following employees who are joining the ranks of the retired after 30 or more years of service to the people of Los Angeles County:

AUDITOR-CONTROLLER: Estella Washington

DISTRICT ATTORNEY: Roberta J. Bair, David A. Walters

FIRE: Thomas Estlow, Michael L. Glosson, Sampson Smith, James C. Bringhurst, Charles W. Johnson, Jr., Howard L. Nelson, David T. Barron

HEALTH SERVICES: Raymond E. Russell, Lafayette Williams

INTERNAL SERVICES: Simon E. Boone, Jr., Thomas Connors, Clifford A. Perry, Jr.

PARKS AND RECREATION: George C. Brown

PROBATION: Matthew C. Gillette, Edward G. Melia

PUBLIC SOCIAL SERVICES: Verris Gorden, Margaret J. Smith

SHERIFF: Rufus S. Downs, Kenneth W. Gilstrap, Herbert S. James, III, Tony J. Jones, Hoyt B. Lundin, Wayne A. Taylor, Michael M. Woods, Jerome Beck

SUPERIOR COURTS: Anthony M. Gonzalez

TREASURER AND TAX COLLECTOR: Toni C. Stutson

Congratulations to the following employees who are retiring after serving the people of the County of Los Angeles for more than 25 years:

DISTRICT ATTORNEY: William Hunt

FIRE: David Hutchinson, Gary L. Coffey, Jan A. Musial

HEALTH SERVICES: Jim Anderson, Lillian M. Baily, Delicia Camarillo, Ladeth T. Espiritu, Beatrice Hooks, Clara L. Lumbsden, Atilano Matito, Charles H. Powell, Mary L. Stewart, Marshall Wittkopf

INTERNAL SERVICES: Donald J. Acero, Richard L. Brooks, Kenneth P. Hammer, Marcos Zamora

MENTAL HEALTH: Dolores V. Sanchez

MUNICIPAL COURTS: Katherine Habermacher, Katherine Lincoln

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For the past 11 years, Rosario Bueta has played a major role in the Department of Military and Veterans Affairs. Having had degrees in Business Administration and Music Science from the University of the Philippines, as well as Certificates in Computer Science and Real Estate from Los Angeles Trade Technical College, her areas of expertise are broad.



Presently a Cashier with Administrative Services, Bueta performs a variety of duties that include accounting, payroll, personnel and procurement. She has also been responsible for preparing, analyzing, evaluating and making recommendations for the department's annual budgets which she began doing during her supervisor's extended medical leave.

She has monitored the State subvention fiscal activities and the custodial and elevator services contract, has prepared the Internal Control Certification Program and has supervised and prepared interdepartmental reports and transmittals on various administrative functions.

Thanks to her suggestions, the department has received three Productivity and Quality Awards for the Reimbursement Program, the hiring of at-risk youths as temporary employees and the expanded

use of Patriotic Hall gymnasium for social events.

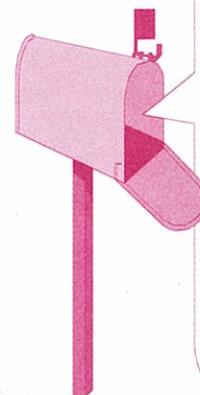
In conjunction with the Hall, Bueta has closely monitored all expenditures and revenue from room rentals, as well as the preparations and negotiations relative to the expansion of the eighth floor. Using her talent in interior decoration, she has been instrumental in choosing the theme for the department's many events at the Hall. Her suggestions and assistance are sought-out by fellow employees which she willingly and cheerfully gives.

Aside from decorating, her hobbies include singing, dancing, cooking and sewing. As a matter of fact, she is an accomplished vocalist who frequently performs at fund raising events to benefit children in her native Philippines. Prior to migrating to the United States, she was affiliated with the Philippine Military Attache in Hamburg, Germany where she promoted tourism through cultural dancing and singing.

Bueta's unflagging commitment to work plus her tireless dedication to community are her trademarks thus her selection as the May 1999 County Employee of the Month. She received a scroll from Chairman Don Knabe.

Congratulations!

Mailing Address Change



If you have changed your mailing address, please notify your Personnel Office immediately.

Election News

The terms of office for the Second members of the Board of Investments and the Board of Retirement of LACERA will expire in December 31, 1999. This year, the election will be held on Tuesday, October 12, 1999.

General members interested in running for these offices need to obtain nomination packets from the Registrar-Recorder/County Clerk. Nominating petitions must be signed by at least fifty County employees who are general members as of May 1, 1999. Petitions will be available from the Registrar-Recorder/County Clerk beginning June 11, 1999 and must be filed with the Registrar-Recorder/County Clerk before 5:00 p.m. on Friday, July 9, 1999.

For more information, please contact your departmental election coordinator.

County DIGEST

Department of
Human Resources
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(213) 974-1765
(213) 613-4789 FAX



hr.co.la.ca.us

Calendar of Events

The Arboretum of Los Angeles County
(626) 821-3222

Orchids
July 15 and 24, 1999
3:30 to 5:30 p.m.

John Anson Ford Theatre
(323) 461-3673
www.lacountyarts.org/ford.html

Teddy Bear Picnic Parade with JP Nightingale
July 10, 1999
10:00 a.m.

Los Angeles County Museum of Art
(323) 857-6000
www.lacma.org

Images from a Changing World: Kalighat Paintings of Calcutta
June 10 through August 30, 1999

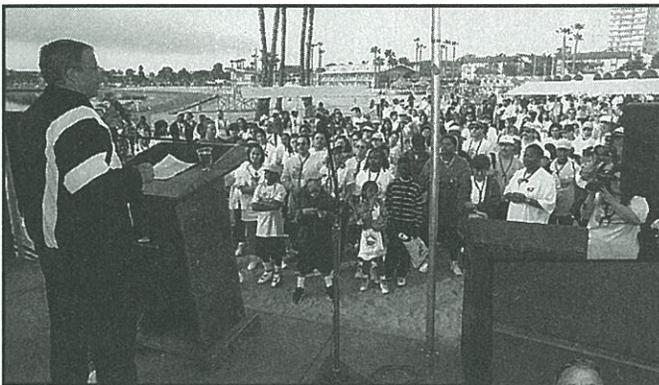
Natural History Museum of Los Angeles County
(213) 763-DINO
www.nhm.org

Red Sands Dreaming - Aboriginal Music
July 17, 1999
2:00 p.m.

Petersen Automotive Museum
(323) 930-CARS
www.petersen.org

Surfs Up! The Great American Woody
June 19 through September 5, 1999

WalkAmerica 1999



Supervisor Knabe delivers a spirited welcome to kick-off WalkAmerica.

Congratulations once again to the County family and their friends for making this year's WalkAmerica a tremendous success. Preliminary reports from the March of Dimes indicate that the County will have its highest fund raising total ever.

Thanks are also due to Board of Supervisors Chairman Don Knabe for helping kick-off the County's official walk site at Marina del Rey. The event was made even more memorable by the presence of Nancy O'Dell of "Access Hollywood" and the County's department heads and their representatives. The activities culminated in a birthday bash at the beach to celebrate the County's 150th anniversary.

It is not too late to donate to or participate in this worthwhile cause. For more information, call the WalkAmerica Countywide Coordinator at (213) 974-2523.

See you at next year's walk!



DMH

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groups that provided a great deal of input regarding areas of unmet need and new issues/concerns that should be addressed. This information was useful in developing the Department's budget request.

Systems of Care

DMH promotes development of client-centered mental health services that are organized into Systems of Care (SOCs). The SOC approach has become the fundamental organizing principle for mental health services in California and across the country. It is based on the notion that mental health consumers who receive comprehensive, coordinated services achieve the best outcomes in the most cost-effective settings. When the mental health needs of adults and children are not effectively met in the mental health system, there are often increased costs to other public service delivery systems, including health care, substance abuse, social service, and corrections. Since counties are largely financially responsible, i.e., "at risk," for the costs of all service delivery systems in California, it benefits public mental health to form SOC. Using this approach to coordinate service delivery ensures that timely and appropriate access to needed services occurs both within and outside of the mental health arena.

The Department's SOC for children, adults and seniors is developing strategies to unify the service approaches to individuals and family groups. Their separate planning processes for these groups were needed to focus on the issues and concerns of special needs/age-specific populations. Now, there is a need to see people as they present themselves for assistance, not based on the way a system is organized. Contacts should be timely and easily arranged and should include a global perspective for the individual so that treatment planning is relevant to the whole person, not compartmentalized. SOC planning groups are being organized to further develop a viable structure for an integrated systems approach. SOC's function best when based on partnerships between mental health service providers, consumers and other health and human service agencies that provide needed resources. Customer service/satisfaction, continuous quality and performance outcomes are areas that are equally important

in the successful operation of the SOC.

This holistic approach to services enhances the effectiveness of clinical services, as well as consumer satisfaction and results in increased cost effectiveness. Using standards established by law and regulation, DMH reviews and monitors the clinical and fiscal performance of service providers to ensure that consumers receive the most appropriate services from both a clinical and financial perspective.

Training and Cultural Competency

The Department places a high priority on delivering mental health services that are culturally relevant and linguistically appropriate. Consumers are linked with community support services that help them maintain active and productive lives. The tremendous diversity that exists in the Los Angeles area is a challenge to any service system. Language capability alone is difficult to achieve in sufficient numbers. There is a need to successfully recruit additional staff, train and re-train existing personnel and become more active participants in shaping the educational systems to ensure that there will be a continuous flow of mental health professionals and paraprofessionals to fill the human resources needs. Training and cultural competency are areas that require greater visibility in the system and increased focus. In these areas, there will be a strengthening of program efforts and an increased use of resources.

Special Programs

The Department is giving increased attention and concentrated effort to implementing programs to serve its newly expanded consumer populations. Persons qualifying for CalWORKS, Healthy Families, General Relief Opportunities for Work, Early Periodic Screening Diagnosis & Treatment plus dually diagnosed (mental illness and substance abuse), forensic inpatients and outpatients and the homeless will be served in programs that are tailored to their specific mental health needs. Expanded outreach and emergency services are being developed to better meet the needs of persons requiring those services. New resources are being given to community programs to assure access to these services. These programs create an exciting opportunity to do innovative things and to develop an array of specialized services.

The DMH management team is doing its best to meet these challenges head on. New talent is being recruited,

programs are being developed and staffing patterns are being strengthened. In this County of 10 million people, successes become prototypes for the rest of the country. The DMH team has accepted their assignment and the challenge to make this system "world class."

Retirees

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PROBATION: Fernando L. Perez, Dale A. Sorenson, Fulton Matthews
PUBLIC LIBRARY: Arlois I. Barrow
PUBLIC SAFETY: Edith Castaneda
PUBLIC SOCIAL SERVICES: Judy V. Coleman, Carmelita Crenshaw, Harriet Metzger
PUBLIC WORKS: Gary L. Bailiff
REGISTRAR-RECORDER/COUNTY CLERK: Teresa Phillippe
SHERIFF: Rollin A. Hill, Jr., Arthur R. Salas, Karen L. Glover, Margaret A. Ramirez, Dan R. Dohner
SUPERIOR COURTS: Barbara Burleson



Members of the Board

Don Knabe
Chairman
Fourth District

Gloria Molina
First District

Yvonne Brathwaite Burke
Second District

Zev Yaroslavsky
Third District

Michael D. Antonovich
Fifth District

Michael J. Henry
Director of Personnel

Sandra A. Hoodye
Ombudsman/Community Liaison

John S. Mina
Staff