



CAO EMPLOYEE RECOGNITION PROGRAM

AWARDS CEREMONY

The Employee Recognition Program (ERP) Committee hosted a reception on Wednesday, March 28. David Janssen, Chief Administrative Officer, and Sharon Harper, Chief Deputy Administrative Officer, presented commendation certificates to employees nominated in four award categories: Service Excellence, Outstanding Leadership, Workforce Excellence and Exceptional Teamwork.

During the department-wide meeting, David Janssen announced the award winners. Each nominee and team was evaluated on their ability to create a positive and motivating work environment and their ability to initiate and create solutions to solve priority assignments. All nominees typify the highest standards of the CAO and contribute significantly to the department's mission and goals.

Congratulations to all the nominees and award winners!

Nominee – Service Excellence

Lesley Blacher, Service Integration Branch/Special Initiatives



Lesley possesses outstanding interpersonal skills and teamwork. She is responsible for the redesign and transition of the Children and Families Budget into a performance-based budget report. She represents the CAO on the Countywide Customer Service Satisfaction Network. Lesley consistently displays exceptional professionalism and leadership qualities and is recognized as a valued partner in

these multi-departmental efforts.

Nominee – Service Excellence



ANGELA SCHILLER, Budget and Operations Management Branch/General Government and Finance

Angela is a seasoned professional who has worked on some of the toughest assignments in the Department. One example is the Health Services Budget. As a subject matter expert on the financial and budgeting system, she works across all of the

CAO budgeting team lines, and across department lines. Angela is always approachable and gives 100 percent in an effort to help customers.

Nominee – Service Excellence

OLGA SAHAGUN, Service Integration Branch/Central Office



Olga is an expert when it comes to knowledge of County and CAO policies, procedures and practices and consistently maintains her knowledge base through a variety of resources. She is quick to pick up on gaps in office procedures and systems, and proposes well thought out approaches to fixing system shortcomings. She has a gentle but confident way of sharing her knowledge and serves as a mentor

to staff at all levels.

Nominees - Outstanding Leadership

KATHY MALASKE-SAMU, Service Integration Branch/Office of Child Care



Kathy provides outstanding staff support to the County's Policy Roundtable on Child Care. Kathy's exceptional leadership resulted in the development of a quality child care rating system called Steps to Excellence Program (STEP). The Board of Supervisors endorsed the STEP program and provided \$200,000 in funding to pilot the rating system in select communities. Kathy is compassionate and committed to excellence to improving early child development.

Nominee – Workforce Excellence

JOSE ALDANA, Service Integration Branch/Data Integration



Jose manages the software and hardware for the Data Integration, Evaluation Services and Urban Research unit. He works tirelessly under the direction of County Counsel and the CIO to produce a state-of-the-art Information Technology contract for the One-e-App project (the new online public Healthcare application system). He is a terrific resource and a great individual to bring to the table when discussing and searching for innovative ways to streamline processes.

Nominee - Exceptional Teamwork

WORKERS' COMPENSATION INFORMATION SYSTEM CONTRACT TEAM, Risk Management Branch and Information Technology Services

Tami Omoto – Information Technology Services
Jodi Mitchell – Information Technology Services
Carl Yuan – Information Technology Services
Kathy Regan – Risk Management Branch
Debra Sartori – Risk Management Branch
Lloyd Pantell – Risk Management Branch
Alex Rossi – Risk Management Branch



Development of a new Workers' Compensation Information System sole source contract took a significant level of collaboration, cooperation, patience, and negotiation skills. The team members' work ethic, commitment and overall performance made this effort a wonderful example of professionalism. Team members brought job knowledge from various specialty areas within the CAO, CIO, and County Counsel to problem solve and result in the Board's approval of a highly

sensitive Information Systems sole-source contract.

Nominee - Exceptional Teamwork

Research and Evaluation Services, Service Integration Branch

Julie Beardsley
LaVern Dale

Duc Doan
Manual Moreno
Nancy Salem
Max Stevens
Halil Toros



The Research and Evaluation Services conducts evaluation of DPSS programs and other sophisticated analyses. The team completed two landmark studies of CalWORKs (California Work Opportunity and Responsibility to Kids) families. One is a study of the Cal-Learn program, a study of the delivery of specialized supportive services. The other is an evaluation of SB 1104 that requires all GAIN (Greater Avenue for Independence) participants have a welfare-to-work plan signed

within 90 days of enrollment. The work of the team is highly regarded and the team receives extremely positive responses to presentations and published reports.

Nominee - Exceptional Teamwork

Union of American Physicians and Dentists Settlement/Employee Relations Division and Compensation Policy Division

Jim Adams
Bill Lynes
Wayne Willard
Lorraine Sunday-Brown



Employee Relations and Compensation Policy worked together to save the County \$20 million dollars. The team developed comparison charts showing the differences between the MegaFlex plan and the Choices Plan for physicians. Choices was implemented when the physicians elected to unionize and become represented employees. Through a laborious settlement process over many months, the team stood their ground until the Union of American Physicians and Dentists slowly

dropped their demand from \$30 million to the County's offer of \$10 million. The team saved the County \$20 million by strategizing and working together to reach a settlement.

AND THE AWARDS GO TO --

Lesley Blacher, Service Integration Branch/Special Initiatives receiving the *Service Excellence Award*



Kathy Malaske-Samu, Service Integration Branch/Office of Child receiving the *Outstanding Leadership Award*



Jose Aldana, Service Integration Branch/Data Integration receiving the *Workforce Excellence Award*



Union of American Physicians and Dentists Settlement – Employee Relations Division and Compensation Policy Division receiving the *Exceptional Teamwork Award*

Jim Adams – Employee Relations
Bill Lynes – Compensation Policy
Wayne Willard – Compensation Policy
Lorraine Sunday-Brown – Compensation Policy

