Alisa Blake Receives the BOE 2016 Rory M. Shaw Outstanding Employee Award

At the February 24, 2016 Board of Public Works meeting, City Engineer Gary Lee Moore presented the 2016 Bureau of Engineering Rory M. Shaw Outstanding Employee Award to Systems Division Senior Systems Analyst II Alisa Blake.

Rory M. Shaw Outstanding Employee Award
“Going Beyond Expectations”

This award is given in memory of Bureau of Engineering employee Rory M. Shaw who went above and beyond the call of duty on a daily basis. He lost his life in the storms of 2005 in the performance of his duties. This award recognizes a Bureau of Engineering employee who, like Rory, has demonstrated exceptional dedication to duty, high commitment to excellence, and has made significant contributions in furthering the Bureau’s mission and goals.

The City Engineer spoke of how the memory of Rory Shaw continues to inspire the Bureau and introduced Rory’s mother, Shirley Shaw, who has come to California from Michigan each year to attend every ceremony, and has become a true friend to the Bureau. He also introduced all the past honorees that were in the audience.

Moore added, “In the awards application we tried to capture Rory’s qualities, here are just a couple of them Made significant contributions in furthering the Bureau of Engineering’s mission and goals by performing his or her duties at a level of excellence far exceeding established standards. Recognized and respected by colleagues, clients, and supervisors. And just one more that I’ll share Demonstrate extraordinary problem solving capability. Well I’m very very pleased that this year’s award winner has far exceeded those. Let me bring up the 2016 winner of the Rory M. Shaw Award, Alisa Blake.”

Moore went over some highlights of Alisa’s background, “Just a little bit about Alisa here. She began her career in 1988, believe it or not - but she’s not going to retire so that’s the key for us - in the Controller’s Office. She then joined the Bureau of Engineering in 1990, currently serving as a Senior Systems Analyst II for our Systems Division in charge of Network Support and Business Systems Support Section, so that’s important.

“Besides working full time she decided that’s not enough and last year she obtained her Masters of Science degree in Leadership and Management from the University of La Verne and that’s really an awesome accomplishment. I want to applaud that. A couple of the highlights about her, with her degree she comes into the division and she uses what’s she’s learned and makes it better. She shares leadership styles that promotes team building. A key word about Alisa across the City is team building. She also regularly demonstrates ex-
exceptional diplomacy skills while negotiating interdepartmental involvement in our technology projects. That was the polite way of saying she gets those grumpy people and makes them smile. She turns those frowns into smiles in other departments. She does so that they don’t even recognize that they’re changing and she does it because she deeply cares, she’s deeply intelligent and is a true leader.

“Not that she doesn’t have enough on her plate, she’s also a mentor in the Bureau of Engineering, so she wants people to grow and have those opportunities. On a side note, she also has to support the City Engineer on systems support, the most challenging part of her entire career to date and it’s just greatly appreciated. The same patience that she shows me she shows everybody in the Bureau of Engineering. It doesn’t matter where you are in the organization, where you are in the City, she shows the same diligence, follow through, it’s just a real pleasure. With that I’ll turn it over to our Deputy City Engineer Ted Allen to say a few words."

Ted Allen said, “Alisa and I go way back. I started with the Bureau of Engineering in 1993 and Alisa was already there. As many of you that know me know I have an affinity for technology, I love technology. Sometimes it’s not easy to get the technology side of the divisions to give access to everything I’d like, but Alisa always helped me from those early years, whether it was getting permission to purchase Visual Basic. I wasn’t in Systems Division, but she helped me, we go way back, she and I worked on a lot of things.

“One thing that comes to mind that makes her a perfect fit for this award to me, you know, Rory Shaw, he wasn’t the type that would go above and beyond because you asked him, he was the type that would go above and beyond whether you asked him or not, and that’s Alisa. And the other two things that come to mind when I think of Rory I think of his smile, his great smile, and the same with Alisa, she’s always smiling. It’s such a pleasure and I really appreciate it. And the third thing is honesty. Rory was always honest, almost to a fault, and Alisa’s the same way, she’s always going to be honest with you. So Alisa, congratulations, I’m very proud to see you get this award.”

Director of Systems Ray Uyemura said “Having a relentless positive attitude remains a hallmark of Alisa’s professionalism. Alisa’s the consummate diplomat and engages City employees and business partners with grace. The Bureau of Engineering is very fortunate to have Alisa as an outstanding IT manager. Alisa delivers IT services above and beyond most if not all of her professional peers. She’s an innovator, a tremendous resource to the City and a profound innovator. Congratulations.”

It was finally time for the honoree, Alisa Blake, to speak, “It is truly a blessing and an honor to accept this award on behalf of Rory Shaw. Thank you so much Shirley Shaw, thank you so much for continuing to allow the Bureau to share Rory’s memory. This day is possible because of Rory’s extraordinary contribution to the Bureau. And we thank him so much for that, for being such a great role model for us. Thank you to the Board of Public Works, thank you to City Engineer Gary Lee Moore, and the Bureau of Engineering Executive Team and representatives who honored me this year as the recipient of the Rory Shaw Award. Thank you so much to my Director of Systems Ray Uyemura for nominating me, but especially for demonstrating his exemplary leadership skills. His presence in our division makes a huge difference in the way that the Bureau operates. It makes a huge difference in our attitude towards the work that we do on a daily basis.

“I would like to take this time to show I have extreme appreciation for two courageous and strong women, my grandmother and mother, who are no longer with me, but they are both equally responsible for my strong work ethic.

“I would also like to thank all of my previous Bureau of Engineering managers and my existing managers, and my University of La Verne professors, for far exceeding their required roles, to mentor and coach me. It is my duty always to pay it forward and to give back and to transfer knowledge to those who come after me. Today I would like to say how much I’m honored to work on and support so many City projects with so many talented and dedicated individuals in the City family. I would also like to say how proud I am of my family, and to thank my family for being here, my significant other, my son, my sister, my uncle, my aunt and all of my amazing friends. Thank you all so much for your continuous love and support. I am a better person because of my relationships with all of you.

“ Last but certainly not least, I would like to share this honor with the Systems Division team, and they are sitting here. It is my pleasure and privilege to work aside each of them everyday. I am so thankful to be in the Systems Division. Together we collaborate and we’re able to enable business for the Bureau and the great City of Los Angeles constituents.

Alisa closed by saying, “I’d like to leave you with a quote from Ann Frank, “How wonderful it is that nobody need wait a single moment to start improving the world.” Thank you.”

During the Board of Public Works comments, Commissioner Monica Rodriguez said, “Your words were incredibly inspiring and so appreciative because I think you’re a reflection of what we know so many employees to be but you’re really the most exemplary example of that. I’m just so humbled to hear all that you shared. More importantly, because I think every year it gets me, Shirley, I appreciate you being here every year. As a mother I can only imagine how tough it is every time to hear it, but I think it’s so beautiful that we have such amazing examples of the legacy and the example that Rory left. And Alisa, it continues in you, and it continues in so many other examples that we’ve honored previously. But I think you reflect so much of that, thank you for your work and your service.”

Commissioners Mike Davis, Joel Jacinto, and Heather Repenning also added their praise and congratulations to Alisa and appreciation to Mrs. Shaw for attending each year’s ceremony.
Demolition of 6th Street Viaduct Goes Smoothly - 101 Freeway Opens Early

The closing a 2.5 mile section of the Hollywood Freeway, US Route 101, to allow for the demolition of a part of the Sixth Street Viaduct, garnered much media attention. The freeway was closed starting at 10:00 pm, Friday, February 5, 2016 and was projected to reopen on Sunday, February 7, 2016 at 2:00 pm. Mayor Eric Garcetti even recorded the “101 Slow Jam” with the Roosevelt High School Jazz Band, to get across the message about the upcoming freeway closure.

Because everything went according to plan with no unforeseen issues, City Engineer Gary Lee Moore was able to announce at a press conference on Sunday morning that the freeway could reopen at 10:00 am, four hours earlier than originally projected. “We were able to complete the work considerably ahead of schedule and we did it in the safest way possible for our workers and for those in the project area,” he said.

Workers demolished the viaduct using “breaker hammers” to break the concrete apart. The steel rebar will be recycled. After demolition of the bridge deck and the three supporting columns, the debris was removed, along with the two feet of dirt that was laid down to protect the surface of the freeway.

“Los Angeles gets things done. And the ‘101 Slow Jam,’ which is ending hours ahead of schedule, is a testament to what can be accomplished when we get into the groove, pull together, and plan ahead,” said Mayor Eric Garcetti. “I am grateful to our crews for all of their hard work this weekend, and to the tens of thousands of Angelenos who helped make the freeway closure go even more smoothly than we expected. That was one fast Slow Jam.”
Engineers Week Kicks Off at City Council with a Full day of Events for Elementary School Students

On February 23, 2016, a special presentation was held before the City Council to kick off the start of Engineers Week.

Councilmember Gilbert A. Cedillo led the event saying, “We are here for Engineers Week. It actually started in 1951 to celebrate the contributions that engineers make to our daily lives and as you’ll hear from them, there’s hardly anything we do that doesn’t involve engineers and engineering. We had a great week last year, but this program keeps getting bigger and bigger and bigger each year. Today I’m joined by Kevin James, the Bureau of Engineering, members of the American Society of Civil Engineers, and we have over 200 young geeks with us from Castelar Elementary School, Los Feliz Elementary School, Taper Elementary School and 9th Street Elementary, all representing Council Districts 1, 14 & 15. The week is filled with a full range of activities.”

Cedillo presented special certificates to Phil Davis of the American Society of Civil Engineers and to City Engineer Gary Lee Moore, on behalf of all engineers in the City.

Councilmember Joe Buscaino, Chair of the Public works Committee, said, “Thank you Mr. Cedillo, for another successful Engineers Week here in the City of Los Angeles. Thank you Gil and your staff for working with my team, particularly I want to thank Sergio, thank you so much for your leadership, and getting all these schools together. . . What we’re doing here is exposing our kids to the career of engineering, knowing that engineers design the basic infrastructure underlying facilities and structures that we rely on to conduct our daily business today, and raise our families and pursue our dreams. . . Our safety depends on our infrastructure as well. What we’re doing here this week is giving our kids in the City of Los Angeles an opportunity to share the types of professions that are exposed in engineering work throughout the region.”

Councilmember Jose Huizar welcomed the students to City Hall, telling them, “Everywhere you look there’s a sign of an engineer. This building was designed by Parkinson and other architects that needed an engineering background to get this beautiful building done.”

Councilmember Mitch O’Farrell said, “I also want to highlight that Deborah Weintraub was the interim Bureau of Engineering City Engineer and how you really provided such an example for women who want to go into engineering and how you worked with the STEM Academy in Hollywood with the young ladies who are setting out to be engineers there and how the whole world of engineering, the profession, is open for women. We need more women engineers. I look forward to the day We need to send the signal far and wide that no occupation is out of reach for anyone, no matter what gender you are.”

Councilmember Paul Krekorian said, “I too want to echo thanks to all the engineers who make everything work in this city, make transportation work, make our utilities work, make sure we have a clean and safe place for our constituents to live, so thank you all very much for your commitment to the people that live in this city.” And to the children, “If you pursue engineering, if you pursue the sciences, technology fields, in your life, not only will you get a good job, you’ll leave a legacy, you’ll leave something that people a hundred years ago will still be talking about. You’ll shape the world that you live in, not just go through that world, but shape it and change it in ways that people will still be marveling at for generations to come, when your grandkids are sitting in this room receiving recognition, people will still be talking about the things you did, if you...
Engineers Week continued from page 4

pursue this and if you continue with it. So I encourage you all to follow your dreams and you can really make them happen.”

Gary Lee Moore said, “It’s an honor to be here today to represent the engineers that work for the City of Los Angeles. I definitely want to thank Councilmember Cedillo and the entire Council for this recognition here today. . . We’re very hopeful that with these 200 students there are some future engineers and architects and scientists there that will go to school, come back and work for the City of L.A. because there’s no better steward of the City than the local resident.”

Board of Public Works President Kevin James said, “We look forward to a very exciting week designed intentionally to be right near George Washington’s birthday. He was, of course, a military engineer. So engineering is deep, deep in our history and will be a key part of our future.”

Many activities took place to celebrate Engineers Week and we hope to cover them in the next issue of the Engineering Newsletter. Below is the calendar of events.

**Engineers Week 2016 Activities**

**Tuesday, February 23**  
- Elementary School Day

**Wednesday, February 24**  
- Board of Public Works Meeting  
- Lunch and Science Fair  
- Egg Drop Event

**Tuesday Night**  
- Technical Presentation - California Drought

**Wednesday, February 25**  
- Middle School Day  
- Attend Board of Public Works Meeting  
- Icebreaker  
- Technical Presentations  
- Technical Tour  
- Lunch  
- Drought Response Competition

**Thursday, February 25**  
- Women in Engineering  
- Leadership Development Activity  
- Women’s Panel  
- Lunch  
- Engineering Activity  
- How a Bill Becomes a Law Activity  
- Event at the LA Zoo

**Friday, February 26**  
- High School Day  
- Welcome from Councilmember  
- Technical Presentations  
- Lunch  
- Resume Workshop  
- Leadership Workshops  

**Friday Night**  
- Closing Reception  
- Networking  
- Recognitions and Awards

---

**BOE Collaborates on Workshop for the US Small Business Administration**

As a result of proactive participation in recent outreach events, the Bureau of Engineering (BOE) was invited by the United States Small Business Administration (US SBA) Los Angeles District Office to lead a workshop for small businesses interested in public works contracting opportunities. The US SBA was created in 1953 as an independent agency of the federal government to aid, counsel, assist, and protect the interests of small business concerns, to preserve free competitive enterprise, and to maintain and strengthen the overall economy of our nation.

On February 18, 2016 the Bureau of Engineering, in close collaboration with our partners at the Bureau of Contract Administration (BCA), the Los Angeles Contractor Development and Bond Assistance Program, Los Angeles World Airports (LAWA), and the Los Angeles Department of Water and Power (LADWP), led a three-hour long workshop as part of the US SBA Los Angeles District Office’s development and training series. Over 100 small contracting and professional services firms attended the workshop. Amy So, Civil Engineer from the Project Award and Control Division (PACD) highlighted BOE’s project delivery and public works contracting opportunities in both construction and consulting services. Jonathan Carroll, Senior Management Analyst I (PACD), provided guidance on the preparation and submission of bid proposals. The workshop participants also learned about the Los Angeles Business Assistance Virtual Network, Business Inclusion Program certifications, the City’s Contractor Development and Bonding Program, and contracting opportunities with LAWA and LADWP, two City departments that currently offer their own unique small business programs.

The BOE awarded over $209 million in construction contracts and issued over $43 million in personal services contract tasks during the 2014-15 fiscal year, and through our partnership with the BCA, the City’s Contractor Development and Bonding Program, and the Board of Public Works, is committed to increasing the participation levels of Women, Minority, Veteran, and Small Business Enterprises through various contracting provisions such as the Business Inclusion Program, and Mandatory Subcontracting Minimum requirements.

**MTA Gold Line to Azusa**

In celebration of the opening of the Gold Line Foothill Extension to Azusa on Saturday, March 5, 2016, rides will be free from noon until midnight on Saturday on the entire Gold Line. Gold Line trains are not running between Union Station and Pico/Aliso due to Regional Connector construction. There is a bus shuttle running between both Pico/Aliso and Union Station and Little Tokyo/Arts District Station and Union Station.
After 24 Years with the City, Randy Price Decides to Retire

James Randall Price was recognized at February 26, 2016 Board of Public Works meeting on the occasion of his announced retirement. City Engineer Gary Lee Moore and Deputy City Engineer Ted Allen spoke about Randy's career, his many accomplishments and shared several anecdotes.

Commissioner Monica Rodriguez said, “I’m actually a little emotional right now. You’ve let such an imprint in Los Angeles and so thank so much for coming out here 24 years ago to take that chance. You along with your colleagues have instrumental in helping to advance our technology, to use GIS in a way that has become a tool that we just can’t function without, very much like how we’re feeling about you. I think you’re right to reflect on so many contributions that your colleagues have provided that help to make you a standout, but that’s also the sign of great, great leadership. This is your time to be fully recognized for providing that instrumental leadership that we’ve so depended upon for the last 24 years. . . And I said it yesterday at your luncheon, Peter Marx, who has his own very significant decorated credentials in technology, when he discovered you, said, “Oh my gosh, you have Randy Price, he’s incredible!” And I said, “I know.” . . Unfortunately, they framed your certificate, because you would have found my Post-it that said, ‘You can change your mind. Don’t go.” Thank you so much for always being so incredibly helpful, being that person that can-do, and your willingness to work with everyone so that we can be the city that we know we can be and for helping to make so many advancements for us. I really appreciate you and wish you the very best in retirement.”

Commissioner Mike Davis said, “It’s said that some leaders know a lot, but it’s the leaders that make us feel good that we will remember. And I can say that truly about you, that as we look out at the audience today everybody is here because they want to be here. It’s obvious that you mix excitement along with the learning that you have been responsible for.”

Commissioner Joel Jacinto said, “I want to thank Gary and Ted for sharing with us the narrative of your career. You spent over a generation over here at the City but you have made your mark sir. . . You embody what it really means to be a city employee for the Bureau of Engineering. And all your colleagues and the engineers that come after you will have your legacy to contend with.”

Board of Public Works President Kevin James shared that both he and Randy came to L.A. from Houston, “I consider myself from Oklahoma, but I was in law school in Houston. We don’t get to live the USC UCLA rivalry that so many of my friends and colleagues get to live so whenever I can find a victim that’s a Texas grad, then I will latch on. I found out that Randy was a University of Texas grad, it’s been frustrating for me to have to learn to rely on a University of Texas grad for so many important things. . . I discovered you first in the Navi-gateLA presentation that you provided to us in our orientation. . . Those that know me well know that I’m not kidding when anytime the University of Oklahoma football team loses to either Texas or Oklahoma State I live, and this started with my parents, we live in a no orange zone. And this year, even though our football team played for the national championship in the playoffs and yours didn’t make a bowl game, Texas beat Oklahoma. So I have been living in a no orange zone until this morning. I woke up this morning, upset that today was going to be your last day here with the City, selfishly for us and the City of Los Angeles. But I put on an orange tie, because today, as far as I’m concerned, in the Department of Public Works and in the City of Los Angeles, today is Randy Price Day because of all the great work that you’ve done.”

-------------------

Randy has had such an interesting, multi-faceted career that he wrote about with much humor, and he’s allowed us to to share it:

I graduated from the University of Texas at Austin with a Bachelor’s degree in Civil Engineering and Psychology and was hired by the Bureau of Engineering on November 4, 1991. I began work in the Wastewater Program Management Division with a section called the Collection System Task Force that was assigned to conduct engineering studies.
among many other duties I was required to help administer electric shock treatment to a number of patients while I was there. Suffice it to say that one year working in the state hospital drove me to cancel my plans to enter graduate school and forsake a career in the field of psychology.

Still very young, having abandoned psychology and in need of a new career, my highly valued University of Texas degree in psychology got me a job with an oil company in Houston. The oil company was Amoco, also known as Standard Oil of Indiana at that time, and now has merged with British Petroleum (BP) to bring us the great oil spill in the gulf a few years ago. Amoco was a very good place to work with about 30,000 employees in the late 70’s with major offices in Houston, Chicago and New Orleans. It turned out that I had a knack with computers back in those days, so they put me to work debugging programs they used to find oil. Of course at that time, computers were not personal computers but large main frame affairs kept in very cold rooms with specialized technicians to load magnetic tape on reels onto the computers. I was given a terminal connection in my office to the mainframe computer system but I was also given a computer for my personal use. It was a bright red computer about the size and shape of a refrigerator kept in the corner of the cold locked computer room. I was given around the clock access to the room to go down load my own tapes on the computer, type out key punch cards, flip some switches, spin the tapes back and forth like a DJ at a 90’s dance club, and try to process these tapes that held the secrets of the next great oil field. It was a very nice job and one I might still hold today if not for the persistence of a friend from Austin who wanted me to join him in some wild venture which would surely make us a lot of money, the restaurant and bar business in Austin.

So I left the safe and comfortable confines of my downtown Houston office to move back to Austin Texas to manage a club and open a restaurant that would cater to the blossoming night life in Austin. In the early years we were wildly successful with students with too much money waiting hours in line to get inside for high priced drinks, disco dancing and cheap pub food. The more pampered students would drop off their parent’s credit card at the beginning of the semester then pick it up at the end before going home during the semester break. With this success we planned and opened a second location in Austin that focused on food more than drinks and dancing. However all good things must come to an end. The owner of the property where we had our club sold the property to a developer, who sued us to break our lease. The developer eventually won, forced us to close, then built cheap condos on the site. Unrealized to me at the time, this turned into a blessing in disguise. With the closing of the club and a few years later the restaurant, I had to ponder once again a new career.

An unused psychology degree, too many years removed from the oil business, the closure of the club and restaurant, a recession in Texas, what was there to do? I took the one job that is always in demand in rural Texas. I got a job teaching high school math in South Texas, starting pay in 1986 was $18,000 with the math bonus and no health insurance. I taught every high school math class from fundamentals of math to honors calculus for the next three years, including performing in the teacher talent show stage, paddling trouble making students, working every sporting event offered at the school, and turning down a position coaching football for the junior high team. I finally came to the conclusion that I had reached the age where I needed to settle down. I was married, teaching school, and had the summers open so I decided to complete my almost completed but unfinished degree in civil engineering at the University of Texas. I didn’t lack too many hours to finish so going in the summer and one winter session I completed my degree and started on campus interviews with anyone that was interested. I also met fellow Longhorn and long time friend Carl Nelson on campus at this time. Little could I imagine that we would both find our future in Los Angeles with the Bureau of Engineering.

I didn’t know much about Los Angeles or had a great desire to move here at that time but I interviewed with the City more for practice interviewing than any expectations that I would get offered a job. Months after interviewing on campus, I got a cert from the City and subsequently, a time and date for a phone interview was set up. At the appointed time of my interview I got a call from a couple of people from the Bureau of Engineering named Robert Van Ark and Carl Mills who told me the City of Los Angeles was looking for good young engineers to come work for the City’s wastewater program. Boy was I lucky that was a phone interview, I completely took them in, got offered a job and reported to work. I didn’t know anything about LA, so after being offered the job, I asked Van Ark where I should live in LA. He told me to talk to some guy name Bert Moklobust who had just started with the city a few months earlier. He knew Bert wouldn’t steer me wrong so I thank my lucky stars that Bert wasn’t living out in the desert at that time.

So, now I have come full circle at the end of a wonderful career with the City, and with this retirement I will spend the remainder of my time at home here in California, some time back in Mississippi raising cows, chickens and horses on the farm, time in Texas following the Longhorn sports teams and time traveling and enjoying family and friends. I consider myself extremely lucky to have fallen in to this great job at the Bureau of Engineering and to live in this wonderful place called Los Angeles.

Page 7
Seminars offered by the Construction Management Association of America, Southern California Chapter.

**Lease-Leaseback – Is this still a viable project delivery method for public school construction?** on Thursday, March 10, 2016, at The Grand Conference Center, 4101 E. Willow St., Long Beach, CA, 8:00 am Registration, 8:30 am Seminar. This seminar will discuss the mechanics and procedures of the various project delivery methods (design-bid-build, multiple prime, design-build, lease-leaseback, and construction manager at risk) that are available for school districts, with a focus on lease-leaseback. The seminar will also review and discuss the recent challenges to lease-leaseback agreements either as a response to the validation action or as a reverse validation action, including a discussion on the Davis v. Fresno court of appeal decision. Finally, the seminar will discuss the recent labor requirements for lease-leaseback projects through AB566. Learning objectives:

- Understanding of the lease-leaseback requirement under the Education Code
- Overview of the litigation surrounding the lease-leaseback challenges
- Understanding of the lease-leaseback requirement after Davis v. Fresno
- Overview of the new labor requirements for lease-leaseback agreements under AB566.

Seminar instructor: Martin A. Hom, Esq., Partner, Atkinson, Andelson, Loya, Ruud & Romo

Panel Members: Ed Mierau, CEO, Neff Construction, Inc.; Gil Fullen, CCM, Vice President/Education, Balfour Beatty Construction.

**Cost:** Register by Friday, Mar. 4 $70/member, $110/non-member. Register after Mar. 4 $85/member, $135/non-member.

**Adopting LEAN Construction Principles** on Thursday, March 17, 2016, at The Grand Conference Center, 4101 E. Willow St., Long Beach, CA, 8:00 am Registration, 8:30 am Seminar. Learn about Lean Construction and the 4-P's of the Toyota Way Process (Problem Solving, People, Process, and Philosophy). Learn how these techniques can be deployed by CM's, A/E firms and Owners. Takeaway Toolbox

- Learn how Owners can determine if A&E's, CM and GC's current practices are LEAN
- Learn how Continuous Quality Improvement (CQI) in small steps is the heart of LEAN Construction
- Learn how GC's are utilizing Pull Planning Panel Members:
  - Alix Walsh O'Brien, AIA, Facilities Asset Development Director, LAUSD. Alix will discuss her observations on benefits of Pull Planning from the eyes of an Owner/CM
  - David Slatomson, Superintendent, S.J. Amoroso Construction Co. David will discuss his Continuous Quality Improvement (CQI) on a $75M project.

Juan Penaherrera, Resident Construction Engineer, LAUSD. Juan will discuss his observations on benefits of Pull Planning from the eyes of an Owner/CM.

Eric Ahlstrom, Senior Manager/LEAN Leader, Amgen.

Facilitators:

- Mike Vega, P.E., LAUSD. Mike will present the background and current status of Lean Construction and project future use of Lean Construction to facilitate an open discussion.
- Chris Malsky, Director of Planning & Lean Initiatives - Berrards. Chris will facilitate a fun Pull Planning exercise.

**Cost:** Register by Friday, March 11 $70/member, $110/non-member; After March 11 $85/member, $135/non-member.

**CMAA Emerging Leaders & Future Construction Managers Committee and AGC of California’s SoCal CLC – Do You Have Confidence in Networking a Room?** on Tuesday, March 22, 2016, at The Grand Conference Center, 4101 E. Willow St., Long Beach, CA, 5:30 pm Registration, 6:00 pm Presentation. Join CMAA’s Emerging Leaders on mastering the art of networking a room.

- Do you feel butterflies and anxious when walking into a new room?
- Do you leave without meeting the people you wanted to meet?
- Do you know who to talk to after the meeting?
- Did you bring the information and leads that your office desired?
- If so, attend this event and learn the following:
  - 20 steps to maximize social interactions.
  - To get you have to give.
  - Learn effective sure-fire success techniques assisting you to meet who you want.
  - Leave with business cards and reasons to follow-up with an email or phone call.

**Cost:** Register by Mar. 4 $15/member, $25/non-member.

**Breakfast of Champions - New Ram’s Stadium Coming Soon to Hollywood Park** on Wednesday, April 6, 2016, at the City Club Los Angeles, City National Tower, 555 S. Flower, 51st Floor, Los Angeles, CA 90071, 8:00 am Registration, 8:30 am Presentation. Guest speaker is Gerard McCallum II, Hollywood Park, Land Company, LLC.

**Cost:** Register by March 13: $70/member, $110/non-member. After March 13 $85/member, $135/non-member.

For additional information please go to www.cmaasc.org.

**Special Order No. 02-0116 Supervisor Training**

Special Order No. 02-0116 dated February 8, 2016, titled Supervisor Training Program states that as part of our ongoing commitment to employee development, the Bureau of Engineering (BOE) will be implementing the Supervisor Training Program (STP). The STP includes a series of online training available through the City of Los Angeles Online Training Academy. Effective immediately, all current supervisors must complete the required STP course listed below by April 29, 2016. Subsequently, newly appointed supervisors must complete the mandatory STP course within one month of their appointment.

Initial STP Course: Supervisory Skills (1.5 hours).

All online training courses are available at [http://la.ezlearnu.com/](http://la.ezlearnu.com/). Supervisors are also encouraged to complete additional supervisor training courses offered through the City of Los Angeles Online Training Academy and onsite seminars held at the Public Works Building. Upcoming onsite seminars are posted on the BOE Training Calendar. To view the calendar, type “Eng. Training” under the “Other Calendars” tab on the Google calendar page.

If you have any questions regarding the STP or upcoming training opportunities, please contact the Training Section at eng.training@lacity.org.
CMAA CM Course
The Construction Management Association of America is sponsoring a three-day Professional Construction Management Course on Thursday, April 7 - Saturday, April 9, 2016 at Parsons, 100 W. Walnut St., Pasadena, CA 91124. Expand your knowledge and improve your understanding of professional Construction Management with the only in-person training course based on the CMAA Standards of Practice. The course focuses on Construction Management core competencies and CMAA’s body of knowledge. This valuable learning opportunity will benefit those wanting sound basic CM skills, as well as more experience professionals seeking a refresher, continuing education, or effective preparation for the Certified Construction Manager exam.

Who should attend?
• Construction Managers
• Program and Project Managers
• Resident Engineers
• All levels of experience welcome

Study Materials
All registrants receive a workbook and the CMAA Study Kit, which includes:
• CMAA Capstone – CM Practice and Procedures
• CMAA Standards of Practice
• CMAA Contract Administration Procedures
• CMAA Cost Management Procedures
• CMAA Quality Management Guidelines
• CMAA Time Management Guidelines
• CMAA Sustainability Guidelines
• A-Series and CM At-Risk Contract Documents
• CII Publication IR166-3: Best Practices

CMAA provides professional development credit for those who complete The Professional Construction Management Course. In order to meet the varied formats for reporting mandated education requirements to licensing boards, credits are identified as Professional Development Hours (PDH) and Learning Units (LU). CMAA is registered with the American Institute of Architects (AIA) and the National Council of Examiners for Engineering and Surveying (NCEES) as an approved provider. All AIA reports and NCEES transcripts can be accessed electronically by the participant. Partial credit is not assigned. All three days of the course must be completed to receive credit.

For additional information and to register, please visit www.cmaanet.org/pcmcourse.

Environmental Engineering Division Project Manager I

The Bureau has one Project Manager (PM) I opportunity available in the Environmental Engineering Division (EED). Eligible candidates are invited to apply for this opportunity.

This position will be responsible for the delivery of at least twenty capital improvement projects currently valued at over $100 million. Included in these projects are the Terminal Island Water Reclamation Plant Primary Tank Level Control Upgrades Project ($10 million), Donald C. Tillman Water Reclamation Plant Electrical Power System Modifications ($10 million), Hyperion Treatment Plant Service Water Facility South Side Filter Installation ($6 million) and several others.

Project Manager Salary bonuses can only be applied to positions in the following bargaining units:
• Professional Engineering and Scientific Unit (MOU #8)
• Supervisory Professional Engineering and Scientific Unit (MOU #17)
• Management Employees Unit (MOU #36)

Project Manager I Minimum Experience Requirements
• BS in Engineering, Architecture or Construction Management AND 4 years of progressively responsible professional experience in Engineering, Architecture or Construction Management. (CA registration as Engineer or Architect may be substituted for two years experience); OR
• Graduation from a recognized 4 year college or university AND 6 years of progressively responsible professional experience in Engineering, Architecture, or Construction Management; OR
• No degree with 8 years of progressively responsible professional experience in Engineering, Architecture, or Construction Management.

In addition to the minimum experience requirements described above, the successful candidate either must have completed the Bureau's Project Management Training Program (PMTP), or complete the PMTP within one year of appointment, or obtain a certificate in project management from the Project Management Institute, or complete either the UC Riverside or UC Irvine Project Management Programs with a certificate in project management.

The basic requirements for a PM salary bonus remain as stated in the 10/17/01 Engineering Newsletter. All BOE employees interested in applying must submit a resume and a Supplemental Statement to Ivilette M. Cook, Environmental Engineering Division, Mail Stop 623, Phone (310) 648-6123, Fax (310) 648-6155, or via e-mail at ivilette.cook@lacity.org by March 20, 2016.

The Supplemental Statement should not exceed two pages, 12-point type, single spaced, and must contain the following information:
1. Describe how your background and experiences have prepared you to manage the work expected under this project.
2. Provide example(s) of projects that you completed successfully. Define your use of the term “successful.”
3. Describe a specific instance in which you formed a team to solve a problem. Be specific about the situation, what you did, and the outcome.
4. Describe a difficult client problem you resolved. Be specific about the situation.
5. Describe any working relationships or contacts that you have had with Commissioners from the Board of Public Works. The most qualified candidates will be selected and interviewed for the position. Associate IV applicants should note that they will not be able to maintain their Associate IV status in this bonused PM I position. They would be required to revert to their previous civil service classification. This is because the technical skills which qualified them for the Associate IV classification will not be utilized in this project manager role. For questions or additional information, contact Ivilette Cook.

1st & Broadway Park Design Competition
Councilmember Jose Huizar, Department of Recreation & Parks and the Bureau of Engineering are holding a Competition Exhibit and Community Input Event on Saturday March 5, 2016 at Grand Central Market, 308 S. Hill St., L.A., Ca 90013, (Northwest corner on the Hill St. side) from 11:00 am to 2:00 pm.

• View all four design competition entries proposed by world-renown local design firms of AECOM, Brooks + Scarpa Architects, Eric Owen Moss Architects, and Mia Lehrer + Associates
• Talk to the designers and ask questions
• Take the survey to share your input and thoughts

The design competition exhibit can also be viewed online at: http://eng.lacity.org/projects/fab/

The survey is also available online at: www.surveymonkey.com/r/fabpark
Comments may be sent to eng.firstandbroadway@lacity.org.

Daylight Savings Time
Daylight savings time starts at 2:00 am, Sunday, March 13, 2016. Don’t forget, it’s probably easiest to set your clock an hour ahead Saturday night.
**Arrivals**
Laiza Rodriguez, Management Assistant, WCC; Mara Luevano, CE Associate I, EED; Saba Heidari, CE Associate I, WCC; Luz Rabelo, CE Associate I, WLA; Juan Acosta Gomez, Donald Cox, Wagdy Fares, Peter Miera and Loujuana Mitchell, Field Engineering Aide, SUR; Victoria Rodriguez, Senior Admin, Clerk, MTD; Liliana Chavez, Title Examiner, RED.

**Departures**
My Khanh Trinh, Engineering Designer I, retired, EED; Steven Swailes, Field Engineering Aide, transfer to DWP, SUR.

**Promotions**
Colleen Charles, CE Associate II, BID; Mircea Pop, CE Associate II, CEN; Robert Samonte, CE Associate II, VAL; Thuy Nguyen, CE Associate II, SSD; Gregg Vandergriff, Senior Civil Engineer, LGD; Cindy Pham, Senior Civil Engineer, WCC; Naser El Saheb, Senior Civil Engineer, BID; Al Bazzi, Senior Civil Engineer, SIX; Carl Nelson, Gene Edwards, Senior Civil Engineer, SSD; Hortensia Alonso, Senior Civil Engineer, WCE; Iftekhar Ahmed, Senior Civil Engineer, CMD; Wesley Tanijiri, Senior Civil Engineer, CEN; Sonia Alvarez, Senior Civil Engineer, MTD; Catalina Hernandez, Norman Mundy and Eileen Schoetzow, Environmental Supervisor I, EMG.

**Professional Registration - Civil**
Neel Mistry, Structural Engineering Associate I, CMD.

**Cesar Chavez Holiday**
Monday, March 28, 2016, is a City holiday. Remember to mark your timesheet for that day as HO 8.0. Since the holiday is only for eight hours, those of you on the 9/80 schedule must adjust your hours accordingly within the same pay period. (Non-FLSA exempt employees can only adjust their hours within their defined work week.) Check with your division timekeeper if you have any questions.

**Council Recess**
The City Council will be in recess Friday, March 4, 2016 through Friday, March 11, 2016 to allow members to attend the National League of Cities Congressional City Conference in Washington, D.C.

**L.A. High School Bridge Contest**
Local high school students have been mentored by Bureau of Engineering employees for the last several months leading to the competition to construct lightweight and strong bridge structures out of wood. The exciting contest will be held on Thursday, March 24, 2016.

**Notice No. 04 Sick Leave Review**
Notice No. 04 dated February 10, 2016, titled Paid Sick Leave Review - Reporting Period January 1, 2015 – December 31, 2015 states that each Division Manager will receive a report of paid sick usage for each employee in your Division/District/Group who exceeds the Department's attendance review criteria. Included with the report will be an Attendance Review Report/Counseling Record form. Duplicate copies for your use will be supplied as necessary or they also can be downloaded from the Bureau of Engineering Intranet under Forms Library Application and listed in the Personnel Section.

Supervisors are requested to review sick usage and counsel employees in accordance with the guidelines set by the Department's Attendance Improvement Program. For the Department of Public Works, any employee who has 8 incidents of sick leave totaling 82 hours or more or 10 incidents of sick leave regardless of the number of hours may qualify for placement on the Attendance Improvement Program. Absences accrued by an employee as a result of Family Medical Leave, or sick time associated with Bereavement Leave or Family Illness may show up on the computerized Sick Leave Audit Report. Time off taken for these reasons should not be counted against the employee in determining whether or not an employee is to be counseled for attendance issues.

Supervisors are also requested to be consistent when completing the Attendance Review Report/Counseling Record and to avoid instances where action is taken against employees who have used less sick hours or incidents than other employees in the group. Explanations must be given when the "No Action Required" box is checked on the Attendance Review Report/Counseling Record. While the employee does not sign the form if there is no action taken, the signatures of the supervisor and the next level manager are required.

Supervisors should remember that an employee’s name could continue to appear on the computer printout for a period of time. It is not necessary to counsel the employee twice for the same incidents during the 12-month fiscal reporting period. It is also important for supervisors and managers to sign the Attendance Review Report/Counseling Record before it is given to the employee for signature.

The Attendance Review Report/Counseling Record form serves three key purposes:
- It notifies the employee that his/her attendance record is of concern;
- It generates discussion regarding the attendance record and gives the employee the opportunity to explain it; and,
- It documents the counseling action.

Supervisors should make it clear to the employee that the counseling session is not discipline. It is a review and discussion of the employee’s absence record because it exceeds the established Department criteria. If after discussion, the usage is judged unjustified or excessive, a warning or disciplinary action may follow, but the counseling session should not be perceived as punishment. Also, in reviewing the report, consider the overall pattern and the reasons for the use, not just the total number of occasions and hours.

The Attendance Review Report for each employee must be completed and returned to the Personnel Section of the Administration Division by March 7, 2016.

If you wish further assistance filling out the form or to discuss the Attendance Improvement Program, please contact Erika D. Hillard at (213) 485-5118.

**Passing of Chiu**
We are very sorry to report that Peter Chiu passed away on February 22, 2016. Peter began his City service with the Bureau of Engineering in the Structural Engineering Division (SED) on June 21, 1999. Peter was the Structural Engineer in-charge of SED’s B-permit counter. In that capacity, Peter worked with all District offices, developers, private engineers, and many Divisions across the Bureau.

The memorial service will be held on Saturday, March 5, 2016 at 3:00 pm, Rose Hills Memorial Park in Whittier - Sky Rose Chapel, 3888 Workman Mill Road, Whittier, CA 90601. Our deepest condolences go to his wife, daughter, and son-in-law. Peter will be missed by his colleagues and friends in the Bureau of Engineering.

**Engineering Vision**
To lead the transformation of Los Angeles into the world’s most livable city.

**We’d Like to Hear from You**
If you have any articles for the Newsletter, please e-mail them directly to BOENewsletter@gmail.com. Also cc: Myrna Braithwaite (myrna.braithwaite@lacity.org) Administration Division. Deadline for the next issue is Thursday, April 7, 2016.

Los Angeles City Department of Public Works
Bureau of Engineering
1149 South Broadway, Suite 700
Los Angeles, CA 90015
http://eng.lacity.org
http://www.facebook.com/LABureauofEngineering
The Engineering Newsletter is published monthly by the Administration Division for employees of the Bureau of Engineering.