

CONGRATULATIONS

DCFS ALL STARS

DIRECTOR'S EMPLOYEE RECOGNITION AWARD RECIPIENTS

April 2008

Outstanding Administrative Staff Award

Guy Trimarchi, Children Services Administrator III
Policy Development Section

Guy Trimarchi is known in DCFS as "Mr. Policy". Mr. Trimarchi has been the Head of the Department's Policy Development Section for five years. In that role, he is responsible for oversight of the development and maintenance of all departmental policies relating to child welfare services. In addition to assigning, monitoring and evaluating the work of his 8 staff, Mr. Trimarchi personally drafts policies, attends Southern Counties County Welfare Director Association meetings and is actively involved in working cooperatively with the Juvenile Dependency Court, the California Department of Social Services, staff and managers throughout our Department as well as other counties in ensuring that policies that are developed are operationally sound, comprehensive and anticipate questions that may arise as a result of policy changes.

Mr. Trimarchi oversees and is personally involved in a very busy and productive operation. In calendar year 2007, the Policy Development Section completed development and update of 194 policies, out of a total of 214 that were identified for development. In the first 4 months of 2008, Mr. Trimarchi and his staff have completed 55 additional policies.

Mr. Trimarchi ensures that all policy releases are clearly written and accurate as to their regulatory and statutory references. He ensures that policies are thorough and anticipates questions that may arise. He ensures that policies are written in a way to ensure that those questions and varying interpretations of policies are minimized. Through his leadership of the Department's Policy Review Group, Mr. Trimarchi ensures that draft policies are thoroughly reviewed and vetted by the various areas and operational sections impacted by those policies.

Mr. Trimarchi is an excellent manager and is creative in allocating resources to ensure that necessary work is dealt with in a timely fashion. He is an outstanding resource to managers and staff throughout the Department and in other child welfare departments across the State. His management style is conducive to bringing about direction, consensus and cooperation in the accomplishment of projects and activities. He works very well with higher levels of management as well as subordinate staff. He motivates his staff by example

and is frequently called upon by others for his expertise and ability to analyze and solve complex problems and situations. Guy presents himself in a very positive and professional manner. He is honest, ethical and shows a strong commitment to the mission, vision and goals of our Department.

Mr. Trimarchi is very adaptable. He is able to handle multiple priorities on a concurrent basis and to switch from one to another easily. He has a very calm and easy going manner that makes him very approachable. He is a seasoned professional.

Mr. Trimarchi has very strong supervisory and leadership skills. He has selected outstanding staff to work in his section that reflect his strong personal work ethic. He develops an annual section work plan and maintains it on a monthly basis so he knows what has been completed, what is in progress, where things are on hold due to external issues and what is left to be completed.

Guy Trimarchi is a very strong asset to the Division and the Department and deserves to be awarded the April 2008 **DCFS ALL STARS** Director's Employee Recognition Award for Outstanding Administrative Staff.

Outstanding Direct Service Staff Award *Patrick Lew, Children's Social Worker III* **Adoptions, Permanency Resource Division**

Patrick Lew is an adoption recruiter with the Adoption and Permanency Resource Division Placement & Recruitment Unit out of the Pasadena Office. Mr. Lew handles all matters of recruiting adoptive families for our unattached children and the fervor he puts into it certainly denotes his positive spirit and reinforces the department's goal of timeliness to permanency for those children who will not return to biological families. Mr. Lew works as the liaison for the Placement & Recruitment Unit and collaborates with local and national public and private adoption agencies to add additional resources of adoptive families to the many foster children waiting for permanent homes.

To say that Mr. Lew performs his duties competently would be an understatement. Because adoption recruitment is a prominent department program and the fact that Mr. Lew handles inquiries locally, statewide and nationally this makes him well known to other agencies. Mr. Lew has a pleasant nature and conscientious manner and he exudes sincerity for his job. Mr. Lew is often the first contact outside agencies have with DCFS. He gives the department as a whole, a positive image.

Mr. Lew is a team player and often gives of his own time and adjusts his work load to support his fellow team members within his entire section who may be having difficulties and need that extra support. He is a breath of fresh air and often enthusiastically supports the department's extra-curricular activities or various campaigns through active participation.

Mr. Lew is definitely a morale booster and he is patient and understanding in everything that he does. Mr. Patrick Lew has earned the privilege of being awarded the April 2008 **DCFS ALL STARS** Director's Employee Recognition Award for Outstanding Direct Service Staff.

Outstanding Support Service Staff Award

Emily Andrade, Human Services Aid

Pasadena Office

Emily Andrade is a hard working and dedicated professional who goes above and beyond the call of duty while performing her job of Human Services Aid in the Pasadena Office. Ms. Andrade completes all tasks assigned to her quickly and efficiently and she will not hesitate to add a new task to her assignments when requested to assist. She handles assignments expeditiously and without question.

Recently, Ms. Andrade was requested to assist in locating a professional monitoring agency in a case of severe parental alienation. When after an exhaustive search the court decided to resume monitored visits in the DCFS Office, Ms. Andrade quickly adjusted her schedule to accommodate the visits taking place which included two hour twice per month visits for the father and three children plus sibling visits on a separate day. To further assist in protecting the children from their father, Ms. Andrade transported the children to and from the visits including working on her RDO. Ms. Andrade has proven herself very effective and provides detailed notes which are entered into CWS/CMS in a very timely fashion.

This is only one example of the many ways in which Ms. Andrade is truly a support for the CSW's she works with. Her dedication and commitment to the children and families of DCFS render her very deserving of the April 2008 **DCFS ALL STARS** Director's Employee Recognition Award for Outstanding Support Service Staff.

Outstanding Team Award

Sonia Lorenzi and Kathy Tsegga

Medical Case Management Services Unit, Covina Annex

Sonia Lorenzi and Kathy Tsegga are intake coordinators assigned to the Covina Annex. Their combined departmental experience represents over 40 years, and their combined experience as medical placement intake coordinators exceeds twelve years.

As intake coordinators, Ms. Lorenzi and Ms. Tsegga work as a team. They are responsible for assisting Children's Social Workers in facilitating the placements of children in our department who are medically fragile or who meet the criteria as described for specialized placement and F-Rate payment. At present, close to 800 children in our department meet this criterion.

Ms. Lorenzi and Ms. Tsegga must seek specialized placements for our very special needs children in accordance with State legislation, Community Care Licensing standards and departmental policy. In order to access and secure appropriate placements, Ms. Lorenzi and Ms. Tsegga work collaboratively with regional CSWs, resource families, health care providers, social service agencies

and all levels of departmental staff. Ms. Lorenzi and Ms. Tsegga continue to demonstrate extraordinary patience and professionalism in meeting and dealing with such diverse personalities and intellects.

Through the years Ms. Lorenzi and Ms. Tsegga have been pillars of strength and support to CSWs assigned the task of detaining or replacing a medically fragile child. No matter what the day or hour, Ms. Lorenzi and Ms. Tsegga have rendered support and sometimes rescue to CSWs in distress. They always seem to go the extra mile, whether it is voluntarily offering workers their personal cell phone numbers in order to continue to be a source of support or assistance afterhours; meeting the regional worker and/or caregiver at the hospital; making case related calls from home, or completing and/or retrieving required DCFS forms for a regional worker in need, Ms. Lorenzi and Ms. Tsegga are there.

Sonia Lorenzi and Kathy Tsegga far exceed departmental expectations in performing their job and assisting staff in need of specialized medical placements. For their outstanding teamwork these nominees are being honored as the recipients of the April 2008 **DCFS ALL STARS** Director's Employee Recognition Award for Outstanding Team.

**An Outstanding Colleague
Of Yours Could Be the Next Winner.**

NOMINATE Someone NOW!