



**LOS ANGELES CITY/COUNTY NATIVE AMERICAN INDIAN COMMISSION
UNAPPROVED MINUTES OF THE MEETING OF JULY 20, 2021**

The meeting of the Los Angeles City/County Native American Indian Commission July 20, 2021 was held virtually.

Chairwoman Chrissie Castro called the meeting to order at 5:31 p.m.

Commissioner Kimberly Morales Johnson provided an opening invocation.

Roll Call was taken by Alexandra Valdes. A quorum was in attendance.

Commissioners Present: Chrissie Castro (Chairwoman)
 Rudy Ortega Jr. (Vice Chairperson)
 Cheri Thomas (Secretary)
 Shawn Imitates-Dog (Treasurer) (Joined at 5:44 PM)
 Dr. Andrea Garcia
 Dawn Jackson
 Kimberly Johnson Morales
 Randall Murphy
 Tracy Perez
 Joseph Quintana
 Ted Tenorio
 Mark Villasenor
 Rene' Williams

Commissioners Absent: Allison Hicks (Unexcused)
 Fred Leaf (Unexcused) Randall Murphy

Staff Present: Alexandra Valdes, Executive Director

Public Comment

Karen Quintana, Lupe Lopez, Art Morales and San Fernando Band of Mission Indians Chairwoman Donna Yocum introduced themselves.

Roberta Javier shared that the American Indian Community Council (AICC) will be collecting cash, toy and gift donations again this year for 150 American Indian and Alaska Native children currently under the supervision of Los Angeles County's Department of Child & Family Services' American Indian Unit. Additionally, she inquired about what the LANAIC has planned for Indigenous Peoples Day this year.



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Action Items

Review & Approval of July 20, 2021 Los Angeles City/County Native American Indian Commission Meeting Minutes

A motion was made by Commissioner Jackson and seconded by Commissioner Villasenor, to adopt the unapproved minutes of the June 20, 2021 meeting as presented. The motion passed.

YES	Castro, Ortega Jr., Thomas, Imitates-Dog, Garcia, Jackson, Johnson Morales, Perez, Quintana, Tenorio, Villasenor, Williams
NO	
ABSTAIN	
ABSENT	Hicks & Leaf

Review & Take Possible Action Adopting the Draft FY2020-2021 Annual Report for Submission to the County of Los Angeles Board of Supervisors by July 30, 2021

A motion was made by Vice Chairperson Ortega Jr. and seconded by Commissioner Morales Johnson, to adopt the draft FY2020-2021 Annual Report and direct Executive Director Alexandra Valdes to submit it to County Commission Services and the County Board of Supervisors on or by July 30, 2021 via email. The motion passed.

YES	Castro, Ortega Jr., Thomas, Imitates-Dog, Garcia, Jackson, Johnson Morales, Perez, Quintana, Tenorio, Villasenor, Williams
NO	
ABSTAIN	
ABSENT	Hicks & Leaf

Discuss & Take Possible Action Establishing a 2021 Native American Heritage Month Ad Hoc Committee

The following Commissioners volunteered to be members of the 2021 Native American Heritage Month Ad Hoc Committee: Dawn Jackson, Tracy Perez and Mark Villasenor.

Discuss & Take Possible Action Establishing a 2021 Indigenous Peoples Day AD Hoc Committee

The following Commissioners volunteered to be members of the 2021 Indigenous Peoples Day Ad Hoc Committee: Chrissie Castro, Rudy Ortega Jr., Andrea Garcia and Kimberly Morales Johnson.



LOS ANGELES CITY/COUNTY NATIVE AMERICAN INDIAN COMMISSION UNAPPROVED MINUTES OF THE MEETING OF JULY 20, 2021

Discuss & Take Possible Action to Host a 5th Annual LANAIC Pow Wow During 2021 Native American Heritage Month

The following Commissioners volunteered to be members of the 2021 LANAIC Pow Wow Ad Hoc Committee: Shawn Imitates-Dog, Ted Tenorio, Joseph Quintana and Rene' Williams.

Discussion Items

Discussion of LAUSD's Recent Vote to Dedicate \$10 Million to Native and Indigenous Student Education

Chairwoman Castro updated the LANAIC that in late June Los Angeles Unified School District (LAUSD) voted to invest \$10 million in the thousands of Native and Indigenous youth being underserved and underrepresented across the school district. She shared that the win was a result of the Indigenous Education Now Coalition's tireless advocacy.

Discussion of the National League of Cities' Municipal Action Guide

Chairwoman Castro shared with the LANAIC that the National League of Cities has developed a draft Municipal Action Guide with the purpose of educating municipal officials on the history and current state of Indigenous Peoples and communities. The guide includes success stories and ways in which municipalities can help repair relationships with Native Americans. Chair Castro inquired if any Commissioners wanted to provide review and feedback on the draft. There was not any interested expressed.

Executive Director Report

County of Los Angeles Board of Supervisors Board Order Updates & Board Priority Updates

- **Acknowledge and Apologize for the Historic Mistreatment of California Native Americans by Los Angeles County (July 13, 2021)**

Alexandra shared that on July 13, 2021 the BOS unanimously adopted a historic motion that acknowledged and apologized for the historic mistreatment of California Native Americans by Los Angeles County and directs truth, healing and transformation work led by the LANAIC.

- **Recovering Better Than Before: Ensuring Equitable Implementation of the American Rescue Plan (July 13, 2021)**

Alexandra shared that the LANAIC, non-geographically concentrated communities and the American Indian population are all explicitly named or called out in a recently adopted Supervisor Mitchell and Supervisor Barger motion that directs the Anti-Racism, Diversity & Inclusion Initiative (ARDI) to develop an equitable distribution formal for the American Rescue Plan funds.



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- **LANAIC 45th Anniversary Board Motion (June 22, 2021)**

Alexandra shared that the BOS unanimously adopted the LANAIC 45th Anniversary Board Motion on June 22, 2021. In addition to proclaiming June 25, 2021 as the LANAIC's 45th Anniversary the motion also called for Alexandra to work with the Executive Director of ARDI and local tribal tribes to determine the resources needed to develop a County-wide tribal consultation policy and to establish a Truth, Healing and Transformation Council. Additionally, it directs the WDACS Supervising Administrator to report back on the feasibility of the County establishing a Tribal Relations Office. Finally, it directs the Department of Human Resources to work with LANAIC staff to develop a multi-part dialogue series to help increase cultural literacy of the County workforce.

- **Indigenous Peoples Day 2020 (September 29, 2020) – Accessing County-Owned Land in Los Angeles**

Alexandra shared that in partnership with the Chief Sustainability Office they cohosted two listening sessions in late June to gain feedback and comments on the draft IPD 2020 report. She shared that they had good attendance and received robust feedback that the CSO and herself were now incorporating into the final report to be submitted to the BOS by September 30, 2021.

LA City Motion Updates

- **Call for an Apology Motion**

Alexandra shared that Councilmember Mitch O'Farrell (CD-13) introduced a motion to Committee in late June calling on the City to examine ways in which they can apologize for mistreatment of California Native American people. She noted the LANAIC is named in this motion as well and expects work to develop from it.

Updates on the Reorganization of the Department of Workforce Development, Aging and Community Services and the Future Home of the LANAIC

Alexandra shared that at this time there are no updates on the future positioning of the LANAIC.

Updates on the Reclassification Process of the LANAIC's Executive Assistant Item

Alexandra shared that CEO Class/Comp was working on the LANAIC's reclassification request and that she had no further updates at this time.



LOS ANGELES CITY/COUNTY NATIVE AMERICAN INDIAN COMMISSION UNAPPROVED MINUTES OF THE MEETING OF JULY 20, 2021

Updates on Measure J

Alexandra provided updates on the status of the Measure J FY21-22 spending plan. She shared that at current the proposal that she had submitted to expand and enhance housing insecurity and homelessness services funded by the Community Services Block Grant Native American set-aside fund (CSAIBG) was included in the Measure J Advisory Committee's proposed FY21-22 spending plan.

Natives in LA COVID Response Working Group Report

Commissioner Dr. Garcia shared that the Working Group continues to meet bi-weekly and keeps updated on the emergent needs of the community.

Self Governance Board Report

Community Services Block Grant Coronavirus Aid, Relief, and Economic Security Act

Alexandra shared that United American Indian Involvement, Inc. and Pukuu Cultural Community Services have received Community Services Block Grant Coronavirus Aid, Relief, and Economic Security Act funding and are providing various supportive services to community members impacted by COVID including rental assistance and utility assistance. She encouraged the Commissioners to share with their networks and encouraged the public to share about the opportunities.

Commissioner General Comments On Non-Agenda Items

No Commissioner general comments were shared.

Announcements/Future Agenda Items

No announcements or future agenda items were shared.

Commission Adjournment

The Los Angeles City/County Native American Indian Commission meeting of July 20, 2021 was adjourned by Chairperson Castro at 6:57 PM.



DATE: 8/12/2021

TO: LANAIC Commissioners

FROM: Alexandra Valdes, Executive Director

RE: FY2022-2023 Budget Request

RECOMMENDED ACTION

Approve the draft FY2022-2023 Budget Request Letter as presented and direct Executive Director Alexandra Valdes to transmit it to the Board of Supervisors and the Department of Workforce Development, Aging & Community Services' Acting Director Otto Solorzano and Budget Director Alfred Beyruti via email by Wednesday August 18, 2021.

BACKGROUND

The County of Los Angeles begins its budget process for the next fiscal year in early fall. As done in previous years, it is prudent that the LANAIC go on record with its budgetary requests. This year's request uplifts both ongoing staffing deficiency issues and program budget issues.



LOS ANGELES CITY/COUNTY NATIVE AMERICAN INDIAN COMMISSION

Chairperson
CHRISSIE CASTRO
Navajo

Vice Chairperson
RUDY ORTEGA JR.
Fernandeño Tataviam

Treasurer
SHAWN IMITATES-DOG
Lakota

Secretary
CHERI THOMAS
Quinault/Yurok

ANDREA N. GARCIA, M.D.
Mandan, Hidatsa, Arikara

ALLISON HICKS
*Prairie Band Potawatomi
Nation/Choctaw*

DAWN JACKSON
Saginaw Chippewa

FRED LEAF
Potawatomi

KIMBERLY MORALES
JOHNSON
Gabrielino Tongva

RANDALL MURPHY
Choctaw/Lakota

TRACY PEREZ
Navajo

JOSEPH A. QUINTANA
Kewa Pueblo

TED TENORIO
Tiguan Nation

MARK VILLANSEÑOR
Fernandeño Tataviam

RENE WILLIAMS
Colville Tribes

Executive Director
ALEXANDRA VALDES

August 17, 2021

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street Los Angeles, California 90012

Re: Los Angeles City/County Native American Indian Commission FY 2022-2023
Budget Request

Dear Supervisors:

For decades the Los Angeles City/County Native American Indian Commission (LANAIC) has operated without sufficient staffing support. The LANAIC has formally documented this staffing deficiency in previous budget request letters and is requesting budgetary support once more to address this deficiency.

Los Angeles County is home to the largest population of American Indian and Alaska Native (AIAN) people of any county in the Country. Per Census Bureau data nearly a quarter of the urban Indian population in LA County lives in poverty with approximately one in three urban Indian children living in households with an income below the federal poverty level. Nearly a third of urban Indians in LA County who are 25 years and older have not completed high school or passed the General Educational Development (GED) exam compared to 6% of the Non-Hispanic White population. AI/AN people are at high risk for many of the conditions that lead to and sustain homelessness, including disproportionately high rates of poverty, behavioral health issues and domestic and other violence. Current and historical trauma among Native people also factors into the risk of homelessness. Over the past few years the State government agency that oversees management of the Community Services American Indian Block Grant (CSAIBG) has significantly increased the administrative and programmatic requirements of our agency. These increased demands coupled with the multiplicity of issues that adversely impact the AIAN community, as well as the increased action of the County Board of Supervisors and Los Angeles City has resulted in the LANAIC in need of additional staffing support.

Currently, the LANAIC has one assigned item that is responsible for all executive, managerial and administrative duties for both the LANAIC and the Self Governance Board, which currently oversees over \$700,000 in CSAIBG funding and an expected \$500,000 in Care First Community Investment funding. In 2018 the Department of Workforce Development, Aging & Community Services (WDACS) identified the Administrative Assistant II item as the appropriate position to provide additional administrative support to the LANAIC. The addition of an Administrative Assistant II position would allow for the Executive Assistant to focus on the substantive and strategic work of the Commission in order to increase the acquisition and allocation of funding to address the issues that impact the County's AI/AN population. An Administrative Assistant II position is \$104,951 annually.

510 S. Vermont, Los Angeles, California 90020
(213) 738-3241 | www.lanaic.lacounty.gov | contact@lanaic.org
Celebrating 45 Years (1976-2021)

Additionally, for decades the LANAIC has operated with nominal discretionary funding to support a large and ever-growing portfolio of projects, event and initiatives. The current budget is \$8,000. Much of this work is supported by funding streams that cannot be counted on as continued funding. The LANAIC is currently named to lead, co-lead or support the following Board Motions and County priorities with no identified funding:

- Acknowledge and Apologize for the Historic Mistreatment of California Native Americans by Los Angeles County Motion (July 13, 2021)
- LANAIC 45th Anniversary Motion (June 22, 2021)
- Indigenous Peoples Day 2020 Board Motion (September 29, 2020)
- Renaming the Christopher Columbus Transcontinental Highway Board Motion (October 13, 2020)
- Countywide Cultural Policy – Land Acknowledgement Statement, Policy & Toolkit

The LANAIC is also leading the below County-wide programming without identified funding:

- 2021 Indigenous Peoples Day
- 2021 Native American Heritage Month
- LANAIC 45th Anniversary Programming

We are hopeful that the County will ensure that the work of the LANAIC is financially prioritized and that it will receive the proper funding to support our community.

We thank you for your time and consideration regarding our budgetary requests.

Sincerely,

Chrissie Castro
Chairwoman

c: Acting Director, Workforce Development, Aging & Community Services
 Supervising Administrator, Workforce Development, Aging & Community Services



DATE: 8/12/2021

TO: LANAIC Commissioners

FROM: Alexandra Valdes, Executive Director

RE: Selecting Joseph Williams to serve as the Los Angeles City/County Native American Indian Commission's lead appointee on the Los Angeles County Care First & Community Investment Advisory Committee (CFCI Advisory Committee) and select Tencha Espino as an alternate.

RECOMMENDED ACTION

Select Joseph Williams to serve as the Los Angeles City/County Native American Indian Commission's (LANAIC) lead appointee on the Los Angeles County Care First & Community Investment Advisory Committee (CFCI Advisory Committee) and select Tencha Espino to serve as the alternate appointee.

BACKGROUND

On August 10, 2021 the County of Los Angeles Board of Supervisors approved a motion authored by Supervisor Sheila Kuehl and co-authored by Board Chair Hilda Solis to transform the Measure J Advisory Committee into the CFCI Advisory Committee and expand the membership to include more County and community experts on areas that intersect with public safety and public safety. The Los Angeles City/County Native American Indian Commission has been designated to appoint one member to the CFCI Advisory Committee. The individual should have lived experience or direct knowledge of the criminal justice system.

[Transforming the Measure J Reimagine Advisory Committee into the Care First and Community Investment Advisory Committee Board Motion](#)

Joseph "Joey" William

Joey Williams began organizing over 15 years ago as a youth pastor working to dismantle the school to prison pipeline in Bakersfield, which he was a product of. Joey went on to serve as Board Chair, Organizer, and Chapter Director at Faith In Action Kern County, now Faith In The Valley Kern. Joey worked at PICO California as



Field Director, and committed his life to bringing people of color, young people, and disenfranchised communities off the sidelines and into the big fight for good jobs, quality education, and ending mass incarceration and police brutality. Joey's proudest moments were the electoral wins on Prop 30 and 47, which he benefited from a felony reclassification in 2015, and most recent with wins on Prop 55 & 57, even winning in his home county of Kern in 2016. As a Paiute/Shoshone/Chicanx, Joey is committed to dismantling White Supremacy, and building real voting power to create the Beloved Community, so that all our people can be free, self-determine, and live the full life their Creator intended.

Tencha Espino

Yatahey! Hola! Hello! My name is Tencha Espino, I'm Navajo-Dine born to the Meadow people for the Mexican people. I am the granddaughter of the late Andy Yazzie, who was my hero. I was born and raised here in Los Angeles County my whole life. Growing up I went through a lot of hardships that shaped my young adult years in life. Needless to say, I made some unhealthy choices that caused harm to my life. However, that is not who I am today. Today I am an addict in recovery with 1390 days clean, a DV survivor, and a proud Native Woman here to help my community prosper. It is because of my experience with these hardships and the progress I have made in my professional and personal life, that I believe I would be able to advocate for the needs of our community as the Los Angeles City/County Native American Indian Commission's alternate appointee on the Care First & Community Investment Advisory Committee and help our Native community flourish. I just want to say I'm grateful to the organization I work for and my department lead for believing in me. United American Indian Involvement, Inc. helped saved my life and for that, I am forever grateful.



FESIA A. DAVENPORT
Chief Executive Officer

County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, California 90012
(213) 974-1101
<http://ceo.lacounty.gov>

July 29, 2021

To: Supervisor Hilda L. Solis, Chair
Supervisor Holly J. Mitchell
Supervisor Sheila Kuehl
Supervisor Janice Hahn
Supervisor Kathryn Barger

From: Fesia A. Davenport
Chief Executive Officer

Board of Supervisors
HILDA L. SOLIS
First District

HOLLY J. MITCHELL
Second District

SHEILA KUEHL
Third District

JANICE HAHN
Fourth District

KATHRYN BARGER
Fifth District

REPORT BACK ON THE LOS ANGELES CITY/COUNTY NATIVE AMERICAN INDIAN COMMISSION'S EXECUTIVE ASSISTANT POSITION (ITEM NO. 61-A, AGENDA OF JUNE 22, 2021)

On May 18, 2021, the Chief Executive Office (CEO) received the attached correspondence from the Los Angeles City/County Native American Indian Commission (LANAIC) to request a classification and compensation review of the LANAIC's Executive Assistant, Native American Indian Commission item.

Subsequently, on June 22, 2021, the Board of Supervisors (Board) directed the CEO, in consultation with the Workforce Development, Aging and Community Services Department (WDACS) to provide a report back for the LANAIC's May 18, 2021 request.

This is a report back detailing the findings of the review and next steps.

Background

The May 18, 2021 correspondence provided by LANAIC stated the following:

1. The Executive Assistant, NAIC (Item No. 0945) classification specification is outdated and does not capture the current duties performed by the incumbent.
2. The current classification title and salary for this position are not commensurate with the level of responsibility assigned to the incumbent.
3. The position is performing duties at the Executive Director level and is distinguished as such in meetings with high-level officials in partner agencies, government entities, and tribal councils.

Each Supervisor
July 29, 2021
Page 2

WDACs provided my office with a summary of the duties of the subject position and current organizational structure of LANAIC. Staff reviewed the information as well as the ordinances which define each commission's origin, composition, and structure within the County.

All the information was taken into consideration and a comprehensive review was conducted by the CEO's Classification and Compensation staff including a review of several peer County commissions/agencies and organizational structures. I agree that the responsibilities of the subject position have increased, most notably, in the areas of policy and program analysis, strategic planning, community outreach, and grant management.

Recommendation:

The current position of Executive Assistant, Native American Indian Commission is allocated to a 100A (Min: \$6,306.00, Max: \$8,497.00). The CEO recommends the following actions:

- Create a new unclassified position titled Executive Director, Native American Indian Commission (UC) at the salary range of R10 (Min: \$9,098.82, Control Point: \$11,749.49, Max: \$14,150.53);
- Reclassify the Executive Assistant, Native American Commission position to the newly created Executive Director, Native American Commission (UC);
- Amend the County Code to reflect the updated title of Executive Director, Native American Indian Commission (UC) to replace the "Assistant" title; and
- Delete the obsolete Executive Assistant, NAIC classification.

The recommended classification and salary allocation will be included as part of a general reclassification Board Letter containing several countywide classification actions for your consideration. These will appear on the October 5, 2021 Board Meeting agenda.

Should you have any questions concerning this matter, please contact me or Ann Havens, Senior Manager, CEO, at (213) 974-9960 or ahavens@ceo.lacounty.gov.

FAD:JMN:AC:AYH
EC:VT:mmg

Attachment

c: Executive Office, Board of Supervisors
County Counsel
Auditor-Controller



LOS ANGELES CITY/COUNTY NATIVE AMERICAN INDIAN COMMISSION



Chairperson
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Navajo

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ANDREA N. GARCIA, M.D.
Mandan, Hidatsa, Arikara

ALLISON HICKS
*Prairie Band Potawatomi
Nation/Choctaw*

DAWN JACKSON
Saginaw Chippewa

KIMBERLY JOHNSON
MORALES
Gabrielino Tongva

FRED LEAF
Potawatomi

RANDALL MURPHY
Choctaw/Lakota

TRACY PEREZ
Navajo

JOSEPH A. QUINTANA
Kewa Pueblo

TED TENORIO
Tiguan Nation

MARK VILLANSEÑOR
Fernandeño Tataviam

RENE' WILLIAMS
Colville Tribes

Executive Director
ALEXANDRA VALDES
Tlingit/Athabaskan

May 18, 2021

Fesia A. Davenport
Chief Executive Officer
Kenneth Hahn Hall of Administration
500 W. Temple Street
Suite #713
Los Angeles, CA 90012

Re: Reclassification of Executive Assistant, N.A.I. (0945) to Executive Director (UC)

Dear CEO Davenport,

My name is Chrissie Castro and I am the Chairwoman of the Los Angeles City/County Native American Indian Commission (LANAIC). I am writing on behalf of the LANAIC. We respectfully request that you support the LANAIC's request for the reclassification of the Executive Assistant ("EA"), N.A.I. (0945) item to an Executive Director ("ED") (Unclassified - "UC") item.

This June will mark 45 years since the County of Los Angeles and LA City established the LANAIC to address inequities impacting the County's American Indian and Alaska Native (AIAN) population, at the behest of AIAN community.

Throughout much of this time the LANAIC has had one dedicated staff person, the EA, who has uplifted and advocated for the concerns of the largest AIAN population of any county in the U.S. It is of note that the LANAIC is the only body within the LA City and County of Los Angeles governments charged with the responsibility of protecting and fulfilling the basic needs and human rights of the AIAN community.

The classification and compensation discrepancy of the EA item and items with similar duties and responsibilities presents an equity issue that needs to be resolved as the County has committed to "the elimination of structural racism and bias in the County."¹

The submission of the reclassification paperwork to the Chief Executive Office is forthcoming from the Department of Workforce Development,

¹ <https://ceo.lacounty.gov/antiracism>

Aging and Community Services ("WDACS") - Human Resources Division ("HRD"). We have been informed by WDACS' HRD that the CEO is accepting reclassification requests through May 25, 2021 and that CEO approved reclassifications will be included as a motion in a Board meeting agenda for early August 2021.

The LANAIC is seeking a reclassification of this item for the following reasons:

1. The actual duties of the Executive Assistant (EA), NAI (0945) item are the same in scope and responsibility of Executive Director (UC) items, while the EA compensation is not equitable. Similarities in the actual job duties of the LANAIC EA class specifications with those of the recently created ED for the Youth Commission and ED for the Probation Oversight Commission (see attached Comparison of Duties (EA NAIC 0945)) noticeably contrast with the compensation and classification of these items. While the LANAIC EA is expected to fulfill the same or similar duties of the aforementioned ED positions the item is not compensated at the same level. In fact, the starting pay and top step pay of the EA is nearly half of that of the ED of the Probation Oversight Commission (See attached Comparison of Duties (EA NAIC 0945)).

It should be noted that we are unaware of a salary range adjustment (apart from cost-of-living adjustments) for the NAIC position, and we are requesting that we be informed of any made since the creation of this item.

2. To our knowledge the job duties statement has not been updated since 1976, and since then, the role has expanded in scope and responsibility (See attached Comparison of Duties (EA NAIC 0945)).

Since 1994, the executive position for LANAIC has also been responsible for the administration of the federal Community Services Block Grant Native American Set-Aside funds (CSAIBG). The LANAIC EA class specifications does not include any mention the CSAIBG program or the of the responsibilities associated with the LANAIC's Self Governance Board (SGB), a Brown Act body established in the early 1990s in order to administer CSAIBG funds and any future funding received by the SGB. Today the SGB oversees over \$750,000 in CSAIBG funding and the EA is responsible for directing all activities of the CSAIBG program and any future funding including planning, implementation, administration, and evaluation.

As a federal program overseen by the state Community Services and Development department, the CSAIBG grant program has strict reporting requirements that have grown in quantity and complexity in recent years. This demands higher level knowledge, skills and abilities for the development and submission of annual reports, Organizational Standards reports and biannual community needs assessment and Community Action Plans for the County's AIAN population.

Since the early 1990s, with LA County's participation in the CSAIBG program administration, the LANAIC executive staff position is also responsible for

staffing the SGB, a Brown Act compliant body, in addition to the related but legally separate and distinct Native American Indian Commission. The SGB meets monthly and thus requires the LANAIC executive item to staff twice as many Brown Act bodies as other Commission executive positions in the county.

Moreover, the SGB requires regular community elections for mandated community representatives per legal CSAIBG requirements, which entail an additional responsibility and skill that few if any other commission executive staff are required to carry out.

Additionally, the item requires that the EA act as the external face of the the LANAIC and SGB in both the City and the County and as such is regularly leading or co-leading various interdepartmental or intradepartmental partnerships at once which is not noted in the job duty statement. It is an Executive Management position that requires regular interfacing with County Board Offices, County Departmental leadership, LA City Mayor's Office, City Council Offices and leadership at other external organizations and agencies as well as liaising with local tribal governments and the AIAN community on behalf of City and County governments. As such the current EA leads and/or serves on wide scale and timely County, City and Community initiatives including:

- LA County Anti-Racism, Diversity & Inclusion (ARDI) Leadership Committee and Stakeholder Engagement Steering Committee
 - LA County COVID-19 Vaccine Workgroup and Equity Subcommittee
 - LA City Civic Memory Project Land Acknowledgment Subcommittee
 - LA Native COVID Response Working Group
3. The LANAIC EA item does not reflect additional, higher level, and more complex responsibilities due to LANAIC being a joint LA City/LA County body. Very few if any LA county commissions are jointly of LA City government as well as of the County government.

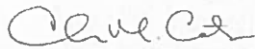
Not only does the LANAIC Executive need to support appointees of LA City government, along with those involving the LA County Board of Supervisors; the LANAIC executive staff position must also learn and manage adherence to the policies, procedures, and practices of LA City, in addition to those of LA County.

Moreover, the LANAIC Executive must navigate the complexities of the political relationships among and between LA City and LA County government officials.

Over the past year, the Board of Supervisors has taken great strides to prioritize Anti-Racism, Diversity & Inclusion (ARDI) efforts in the County to root out systemic racism. We are hopeful that the County will note the incongruence in compensation and classification of the LANAIC's Executive Assistant position with items assigned to other County commission's that fulfill the same or similar functions and take the necessary steps to correct this. It is critical that the County ensure this item is properly classified to reflect the true nature of its duties and responsibilities.

We thank you for your time and consideration.

Sincerely,

A handwritten signature in cursive script, appearing to read "Chrissie Castro".

Chrissie Castro
Chairwoman