



**County of Los Angeles
DEPARTMENT OF CHILDREN AND FAMILY SERVICES**

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July 30, 2013

To: All Staff

From: Philip L. Browning, Director

I have talked with many DCFS workers and supervisors over the past few months and believe that the vast majority of our staff are dedicated, committed, and provide outstanding service to the 35,000 children we are responsible for each day. I know that staff are working long hours under arduous conditions to locate placements for children, reunite families and keep children safe.

Many of you have read in the papers or heard about the tragic death of Gabriel F. who was served by our Department. A rigorous and comprehensive investigation was recently completed and it was determined that a number of DCFS staff associated with Gabriel's case performed far below expectations. I am writing to share with you that "intent to discharge letters" have been given to 4 staff involved with the Gabriel F. case and letters of reprimand or warning were given to other staff who worked on this case. Due to confidentiality concerns I am unable to provide details about the services provided to Gabriel and his family. "Lessons learned" from our review of the case will be incorporated into future training provided to staff and shared with you through other means of communication as well.

DMH grief counseling support has been made available to the disciplined staff as well as all staff in the Palmdale office. This action may cause stress and concern among some of you but I wanted you to hear this news from me rather than from news reports.

Sometimes difficult decisions must be made, such as the decisions in this case. It is important not to lose sight of the fact that I, the Board of Supervisors, the Chief Executive Officer and the citizens of Los Angeles County appreciate the difference you make in the lives of so many children and families every day.

"To Enrich Lives Through Effective and Caring Service"