

AGENDA

Wednesday, March 27

Noon **Officers Meeting and Lunch**

1:00 p.m. **General Session – Call to Order and Welcome**

Pamela Knorr, President, CPAAC

Approval of Agenda

Review of Fall 2018 Meeting Minutes and Treasurer's Report

Officer Reports

President	Pamela Knorr, County of Butte
Vice President	Mary Hao, County of Marin
Treasurer	Shawn Atin, County of Ventura
Secretary	Jill Abel, County of Yuba
Past President	Marc Fox, County of Solano

Introductions

Recognition of New Members

Acknowledgements

Past and Retiring Officers

CPAAC Committee Reports

1:15 p.m. **Regional Connection Break-Out Sessions**

Regions:

- **North** – Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Plumas, Shasta, Sierra, Siskiyou, Tehama, Trinity
- **Central Area** – Alpine, Amador, Butte, Calaveras, El Dorado, Nevada, Placer, Sacramento, San Joaquin, Stanislaus, Sutter, Yolo, Yuba
- **Bay Area** – Alameda, Contra Costa, Marin, Monterey, Napa, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, Sonoma
- **South Central** – Fresno, Kern, Kings, Madera, Mariposa, Merced, San Benito, Tulare, Tuolumne
- **South** – Imperial, Inyo, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Ventura

2:00 p.m. **Human Resources Role in Disaster Response and Recovery**

Jill Abel, Yuba County	Christina Cramer, Sonoma County
Angela Davis, Shasta County	Judy Hawkins, Calaveras County
Pamela Nichols, Lake County	Pamela Knorr, Butte County

3:00 p.m. **Roundtable**

3:30 p.m. Staff Development-From Technician to Analyst

David Devine, Sacramento County Maury Castaneda, Sacramento County
Kate Howard, City and County of San Francisco

4:55 p.m. Parking Lot and Action Item Recap

5:00 p.m. Adjourn

5:15 p.m. Optional Wine Tasting and Appetizers

South Garden Ballroom Patio
Hosted by Liebert Cassidy Whitmore

6:30 p.m. No Host Dinner

(Sign-up sheets are available with restaurant selections)

AGENDA

Thursday, March 28

- 7:30 a.m. Breakfast**
- 8:30 a.m. Approval of Fall 2018 Meeting Minutes**
Approval of Treasurer's Report
- 8:45 a.m. Critical Incident Stress Management**

The Psychological Group (PSG)
Scott Dansie and Elizabeth Dansie
- 10:15 a.m. Break**
- 10:30 a.m. Legal Update**

Liebert, Cassidy, and Whitmore
Gage Gungy, Partner
- 12:00 p.m. Lunch**
- 1:15 p.m. Roundtable**
- 2:00 p.m. PERB Insights**

Sloan, Sakai, Yeung, and Wong LLP
Peter Lee, Associate
Mark Gregersen, Consultant
- 3:15 p.m. Break**
- 3:30 p.m. Roundtable**
- 4:45 p.m. Parking Lot**
- 5:00 p.m. Adjourn**
- 6:30 p.m. Hosted Dinner**

Wine & Roses Pavilion
Hosted by Sloan Sakai Yeung & Wong

AGENDA

Friday, March 29

- | | |
|-------------------|---|
| 7:30 a.m. | Breakfast |
| 8:30 a.m. | CSAC Legislative Update
Geoff Neill, Legislative Representative, CSAC |
| 9:45 a.m. | Break |
| 10:00 a.m. | Roundtable |
| 10:30 a.m. | SB 1421-Increasing Public Access to Peace Officer Personnel Records

Renne Public Law Group
Arthur Hartinger, Partner |
| 12:00 p.m. | Adjourn |

CPAAC Conference Meeting Minutes: Fall 2018

Location: Wine & Roses; 2505 W. Turner Road; Lodi, CA.

Wednesday, September 19, 2018

Attendees: Alameda County, Amador County, Butte County, Calaveras County, Colusa County, Contra Costa County, El Dorado County, Fresno County, Humboldt County, Kern County, Kings County, Lake County, Los Angeles County, Marin County, Monterey County, Napa County, San Bernardino County, San Francisco County, San Luis Obispo County, San Mateo County, Santa Barbara County, Shasta County, Solano County, Sonoma County, Stanislaus County, Tulare County, Tuolumne County, Ventura County (Katie), Bill Mays (retired), Georgia Cochran (retired). **A quorum of the membership was present** (Article IV, Qualifications and Rights of Membership, section H, Quorum).

1:14 p.m. General Session – Call to Order and Welcome (Marc Fox, President, CPAAC)

- **Theme of Fall Conference:** “Tools and Resources” See page 113 in the conference binder for a sample financial wellness tool from Solano. On Monday you will get email from Marc on behalf of Donna Vaillancourt and Frank Benest from Cal-ICMA asking for highlight of initiative to be added to toolkit.
- **Treats from the President:** In addition to the jelly bellies, each attendee received a toolkit gift that contains a safety band and actual tool set.
- **Wednesday Night Dinner:** Dinner tonight is no host. Bad news is no dinner here tonight; restaurant is fully booked for a fundraiser. Rosewood bar and grill; Lodi beer; Japanese restaurant across the street. Reception before dinner.
- **Thursday Night Dinner** is sponsored by Sloan Sakai.
- **President’s Suite** (#27) – Everyone is welcome to stop by the President’s suite after dinner on Thursday night.
- **Bow Tie Award:** Bill May – bow tie award created by Bill Hart. Longest serving person (not oldest!) in HR to receive bowtie award. Don Turko and Ann Goodrich have received. Please complete the info regarding your years of service.
- **Approval of Agenda:** 1:25 pm. Moved by Tami Douglas-Schatz (San Luis Obispo), second by Rocio Kiryczun (San Mateo). Agenda approved.
- **Review of Spring 2018 Meeting Minutes and Treasurer’s Report:** Please review the minutes from the Spring 2018 meeting and Treasurer’s report. If your County has paid this year’s dues and it’s not reflected in report, please see Marc.
- **Officer Reports:** None
- **Nominating Committee Actions:** Our nominating committee (Pam Knorr and Lisa Garrett) has nominated Jill Abel from Yuba County for the next CPAAC Secretary. Mary Hao will move from Secretary to Vice President, Pamela Knorr from Vice President to President and Marc Fox from President to Immediate Past President.

Nomination of Jill Abel for CPAAC secretary for 2019: Moved by Ann Fremd (Tuolumne County), second by Angela Davis (Shasta County). Motion carried.

- ***Introductions and Recognition of New Members:*** We welcomed Pamela Nichols from Lake County; Monica Coryea, Sr. Management Consultant from Stanislaus County; Keri Paris from Kern County (Deputy Chief HR Officer); Lisa DeMatteo from Humboldt County.
- ***Acknowledgements Past and Retiring Officers:*** Marc let the group know that the Board has decided to do formal recognition for retiring HR directors based on a set of criteria. He had the pleasure of going to Placer and San Mateo to recognize Lori Walsh and Donna Vaillancourt. If you have a retiring HR director, let Marc Fox and Pam Knorr know.

The criteria for CPAAC recognition for retiring HR Director are:

- Is the county current on CPAAC dues?
- Has the individual been an HR director for a California county for a minimum of 5 years (service not limited to same county).
- Has the individual regularly attended CPAAC conference (i.e., at least one conference of the last 2 and at least 2 of the last 4)?
 - ✓ If the answer for the retiring HR Director is “yes” to all 3 criteria, CPAAC will purchase a plaque and will present it at the retirement party or in the retiree’s county.

Pam Knorr recognized Marc Fox, who drove from Fairfield to Placer County on a Friday afternoon to recognize Lori Walsh at her retirement party.

- ***Our schedule today:*** Micki Callahan (San Francisco) and Tim Yeung (Sloan, Sakai, Yeung and Wong) will be at the end of today’s presentation due to conflict with other commitments. First thing will be regional breakout.
- ***CPAAC Committee Reports:*** None

1:36 p.m. **Regional Connection Break-Out Sessions**

Regions:

- ***North*** –Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Plumas, Shasta, Sierra, Siskiyou, Tehama, Trinity
- ***Central Area*** – Alpine, Amador, Butte, Calaveras, El Dorado, Nevada, Placer, Sacramento, San Joaquin, Stanislaus, Sutter, Yolo, Yuba
- ***Bay Area*** – Alameda, Contra Costa, Marin, Monterey, Napa, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, Sonoma
- ***South Central*** – Fresno, Kern, Kings, Madera, Mariposa, Merced, San Benito, Tulare, Tuolumne
- ***South*** – Imperial, Inyo, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Ventura

2:10 p.m. Group Discussions

- **Local Merit Systems** (page 35 of materials): Cooperative Personnel Services (CPS) sent notice a while ago that it will no longer do audits and that work is going to Cal HR. If Local Merit System or state merit system, what does this means.
 Tamara Thomas (Stanislaus) got an audit notice from CPS. Stanislaus' audit will be a "self-audit," so there will be no site visit. Bob Windle (San Bernardino) also did self-audit and reports that it was painless process.
 Angela Davis (Shasta): Shasta exited merit systems. Very structured and arduous process. Napa also moved last year.
- **2019 Meeting Dates & Locations** (page 65 of materials): The CPAAC Board has looked at meeting dates and locations for 2019. The Spring 2019 conference will be at Wine and Roses, March 27-29, 2019. For the Fall 2019 meeting, we looked at other locations based on the interest of some counties to look at other places. We sent out a common survey to Wine and Roses in Lodi, Mission Inn and Spa in Riverside, Dream Inn in Santa Cruz, Hayes Mansion and Conference Center in San Jose, Hilton (formerly Fess Parker) in Santa Barbara, Quail Lodge in Carmel and Vintner's Inn in Sonoma. The Board advocates for a location change meeting to the Hilton in Santa Barbara for fall 2019. The Hilton has waived the meeting room fee, there is easy airport access (15-minute shuttle/taxi from airport to hotel) and sleeping rooms are slightly more expensive than Wine and Roses. While we have enjoyed Wine and Roses, the drawback is that there is no easy airport access, so you have to drive no matter what.
 - Attendees were interested in exploring a new location. We will therefore ask Shawn Atin to execute the contract for Santa Barbara.

2:22 p.m. Hot topics

- **SB 179 (Gender Identity)**: Marc asked if anyone has started to implement this law for EEO collection and benefits?
 - Angela Davis (Shasta): Shasta asks employees for their gender identification. E-verify is accepting.
 - Lisa DeMatteo (Humboldt) – In their Juvenile Corrections facility, had a female applicant who identified as female but who applied for a male facility recruitment. Had to confirm how she identified.
 - Rhonda (Tulare) – Tulare had issues with employees wanting to identify with different names. Will not accept unless they provide legal form.
 - Georgia Cochran: Regarding staffing ratios in juvenile hall: Has anyone run into situation where employees do not identify with either male or female?
 - Rocio Kiryczun (San Mateo) – San Mateo has a diversity and inclusion task force that has just launched. They will be working on transgender policy, including communications, and how records will be updated.
 - Santa Barbara – how are we handling issue when employees are asking to be called by name of a different gender?

- **Abolishing Bail:** Marc asked the group if any County has been asked to participate in study group for court system abolishing bail and effects on probation? Patty Leland (Colusa) noted that Probation has first right of refusal to determine bail.
- **Flores v. San Gabriel Implementation:** Lisa DeMatteo asked the group for firms with whom we are working for the *Flores* implementation. Ann Fremd from Tuolumne used Art Hartinger from Renne Public Law Group. Solano worked with Sloan Sakai Yeung and Wong.
- **Employee Waiving Health:** Georgia Cochran asked the group if any of our County's lower paid employees were waiving health coverage, getting cash back and then enrolling in Medi-Cal.
- **Probationary Periods:** Kim Moore (Monterey) asked the group whether we require employees serve a new probationary period if they transfer to different department in the same classification.
- **Classification Studies:** Kim Moore (Monterey) asked whether counties send out the full classification study reports. Monterey recently got a PERB ALJ decision that requires the release of the class study and they have interpreted the "class study" as the report itself but union says it's the entire file. (Even if union submitted a request under the Public Records Act, working files would not be subject to disclosure.)
 - San Luis Obispo and Marin send report.
- **Flex Credits:** Kim Moore (Monterey) asked if other counties set their flex credit amounts as a flat rate or indexed to plan cost?

Break at 2:48 pm.

3:08 p.m. Roundtable

3:30 p.m. PERB – A Year in Review and other Labor Relations Updates

Tim Yeung; Managing Partner, Sloan Sakai Yeung & Wong; Micki Callahan; Human Resources Director, San Francisco

Tim reviewed decisions in PERB cases and Micki discuss the implications of these cases on Human Resources.

4:38p.m. Adjourn

Thursday, September 20, 2018

8:36 a.m. Reconvene

- **Approval of Spring 2018 Meeting Minutes:** Moved by Micki Callahan (San Francisco), second by Rocio Kiryczun (San Mateo). Spring 2018 meeting minutes approved.
- **Approval of Treasurer's Report:** Moved by Irma Ramirez-Bough (Monterey County), second by Micki Callahan (San Francisco). Treasurer's report approved.

8:39 a.m. Creating an Inclusive Environment

Kate Howard, Deputy Director of HR, San Francisco; Dan Esparza, Training Officer, San Francisco

Kate introduced the session and Dan led the group through an interactive implicit bias training.

12:09 p.m. Lunch

1:18 p.m. Roundtable

2:00 p.m. Understanding & Evaluating Group Health Benefit Alternatives for California Counties

Tom Sher; First Vice President Employee Benefits Group, Alliant Insurance Services.

Tom reviewed group insurance products that will be helpful for us while we are at the table, including pros/cons of pooled vs. direct purchasing.

3:07 p.m. Break

3:25 p.m. Roundtable

- **Announcement:** Dinner and beer/wine hosted by Sloan, Sakai, Yeung and Wong.

4:50 p.m. Adjourn

Friday, September 21, 2018

8:55 a.m. Reconvene

- **CSAC Legislative Update**

Dorothy Johnson; Legislative Representative, CSAC; Tracy Sullivan; Legislative Analyst, CSAC

Dorothy and Tracy reviewed the bills signed to date affecting labor and employment and noted bills to watch in the weeks and months to come.

9:58 a.m. Break

10:10 a.m. Discussion: County participation in GARE (Government Alliance on Race and Equity)

10:32 a.m. Roundtable

10:38 a.m. Major Hiring Trends for 2018 and Beyond

Shane Evangelist; Chief Executive Officer, NeoGov; Michelle Cline; Insight Product Manager, NeoGov

Shane Evangelist reviewed hiring trends and data analytics (benchmarking, diversity, time to hire, etc.) and preboarding functionalities.

11:41 am. Announcements/Reminders

- Marc will send email on Monday re Cal-ICMA talent initiative. It's a way we can share resources with fellow public sector agencies.
- Bow tie award – Please complete the sheet noting your tenure as County HR director. Marc will send out info next week.
- Marc will also send out the Bay area benchmarking study info that was done a while ago.
- Marc will work with Riverside to update the CPAAC website. Also exploring other options if Riverside cannot accommodate.
- March 2019 CPAAC Meeting: Please note March 27-29, 2019 is the Spring CPAAC meeting. If you have meeting ideas, please email Pam or Marc. Planning process will begin in December.

Pam acknowledged Marc for all he has done as president. Thank you, Marc!

11:44 a.m. Adjourn

Treasurer's Report



COUNTY PERSONNEL ADMINISTRATORS Association of California

TREASURER'S REPORT SUMMARY September 01, 2018 to February 28, 2019

Summary: September 01, 2018 to February 28, 2019

	Debits	Credit	Balance
CHASE-Checking Acct. Balance Forward at September 01, 2018			42,853.07
Net Activity: September 01, 2018 to February 28, 2019	42,853.07	30,460.51	
Ending Balance on February 28, 2018			30,460.51

FY 2017-18 Dues Summary:

FY 2018-19 Dues Invoiced	39,500.00
Total FY 2018-19 Dues received as of 2/28/2019	32,900.00
Total FY 2018-19 Dues not paid as of 2/28/2019	6,600.00

FY 2018-19 Dues Receivable Outstanding as of 02/28/2019

Glenn	\$ 600.00
Humboldt	\$ 650.00
Imperial	\$ 650.00
Inyo	\$ 600.00
Lassen	\$ 600.00
Mariposa	\$ 600.00
Mono	\$ 600.00
Orange	\$ 900.00
San Bernardino	\$ 800.00
Trinity	\$ 600.00
Total Dues Receivable Outstanding as of 02/28/2019	6,600.00



COUNTY PERSONNEL ADMINISTRATORS Association of California

TREASURER'S REPORT SUMMARY September 01, 2018 to February 28, 2019

	<u>Debits</u>	<u>Credits</u>	<u>Balance</u>
Checking Account Balance on September 01, 2018			42,853.07
Net Activity: September 01, 2018 – February 28, 2019	(18,242.56)	5,850.00	
Ending Balance on February 28, 2019		Total	30,460.51

Debits Summary:

09/28/18	Wine and Roses – 1/2 Payment Fall 2018	6,000.00
10/01/18	Wine and Roses – 2/2 Final Payment Fall 2018	6,724.35
10/18/18	Fall Conference 2018 – binders and printing costs	1,548.45
11/14/18	Alliant Insurance Services – Special Liability Ins Renewal	1,469.76
12/12/18	Advanced Deposit – Spring Conference 2019	2,500.00
	Subtotal	18,242.56

Credits Summary:

FY 2018/19 Dues	3,450.00
Conference Registrations	2,400.00
Subtotal	5,850.00

FY 2018-19 Dues Summary:		
County	Dues Paid	Dues Outstanding
Alameda	\$800.00	
Alpine	\$600.00	
Amador	\$600.00	
Butte	\$650.00	
Calaveras	\$600.00	
Colusa	\$600.00	
Contra Costa	\$900.00	
Del Norte	\$600.00	
El Dorado	\$650.00	
Fresno	\$750.00	
Glenn	\$600.00	\$600.00



COUNTY PERSONNEL ADMINISTRATORS Association of California

TREASURER'S REPORT SUMMARY September 01, 2018 to February 28, 2019

<i>Continued: Dues Summary</i>	Dues Paid	Dues Outstanding FY 18/19
Humboldt	\$650.00	\$650.00
Imperial	\$650.00	\$650.00
Inyo	\$600.00	\$600.00
Kern	\$750.00	
Kings	\$650.00	
Lake	\$600.00	
Lassen	\$600.00	\$600.00
Los Angeles	\$900.00	
Madera	\$650.00	
Marin	\$650.00	
Mariposa	\$600.00	\$600.00
Mendocino	\$600.00	
Merced	\$650.00	
Modoc	\$600.00	
Mono	\$600.00	\$600.00
Monterey	\$750.00	
Napa	\$650.00	
Nevada	\$600.00	
Orange	\$900.00	\$900.00
Placer	\$650.00	
Plumas	\$600.00	
Riverside	\$800.00	
Sacramento	\$800.00	
San Benito	\$600.00	
San Bernardino	\$800.00	\$800.00
San Diego	\$900.00	
San Francisco	\$750.00	
San Joaquin	\$750.00	
San Luis Obispo	\$650.00	
San Mateo	\$750.00	
Santa Barbara	\$750.00	
Santa Clara	\$800.00	
Santa Cruz	\$650.00	
Shasta	\$650.00	
Sierra	\$600.00	
Siskiyou	\$600.00	
Solano	\$750.00	



COUNTY PERSONNEL ADMINISTRATORS
Association of California

TREASURER'S REPORT SUMMARY
September 01, 2018 to February 28, 2019

<i>Continued: Dues Summary</i>	Dues Paid	Dues Outstanding FY 18/19
Sonoma	\$750.00	
Stanislaus	\$750.00	
Sutter	\$600.00	
Tehama	\$600.00	
Trinity	\$600.00	\$600.00
Tulare	\$750.00	
Tuolumne	\$600.00	
Ventura	\$750.00	
Yolo	\$650.00	
Yuba	\$600.00	
Subtotals	\$39,500.00	\$6,600.00

Respectfully Submitted,

Shawn Atin
CPAAC Treasurer

Human Resources Role in Disaster Response and Recovery

Lake County

Lake County Disaster Management Best Practices for HR Professionals

- ▶ Jerusalem Fire (2015), Rocky Fire (2015), Valley Fire (2015), Clayton Fire (2016), Sulphur Fire (2017), Mendocino Complex Fire (2018), and Pawnee Fire (2018). The County of Lake has been hit by multiple fires each year since 2015.
 - ▶ 60 percent of the County's landmass has burned and five and a half percent of the County's housing supply has been destroyed by wildfires.
 - ▶ This has impacted all of our employees, from evacuations and workplace closures around the County to stagnant wages (due, in part, to Property Tax revenue), all, roughly, 1200 of our employees have been affected in some way.
 - ▶ The County of Lake is operating with less than 75% of it's pre-recession Property Tax revenue.
 - ▶ Only 214 of the 1,280 homes lost in the Valley Fire have been rebuilt to date.

Adverse Impacts Related to HR

- ▶ HR had a frontline role in managing the Emergency Operations Center (EOC) and providing staff to the EOC.
- ▶ Small staff meant work was not getting done at the office, as the EOC required at least one body from HR to be present at all times (open for 24 hours per day).
- ▶ Degradation in the reputation of HR. Skeleton crew departments were already feeling the stressors of the emergency, but bodies were needed to complete the work in the EOC.

How HR Made A Difference for Employees

- ▶ Conducted business as usual for employees. During the fires, HR was still open and still assisting all customers.
- ▶ Focused on Employee Assistance Program benefits related to trauma, recovery, and financial assistance.
- ▶ Implemented Paid Emergency Leave for employees affected by disasters.
- ▶ Negotiated an increase in contribution to benefits for employees in lieu of (or perhaps as a response to the inability to provide) increased wages.

What I Would Do Different or What I Learned

- ▶ Remind employees and management that they are, in fact, Disaster Service Workers (preferably before a disaster occurs).
- ▶ Make sure contact information is current and correct for all employees.
- ▶ Most employees want to help and will volunteer to work as often as needed, but pay attention to burnout in an already highly stressful environment.
- ▶ Know who your bilingual employees are before a disaster.
- ▶ More people doesn't mean better work.
- ▶ Separate office work from EOC work. Get in the habit of saying, "Call HR," if something HR-related comes up.
- ▶ Don't be afraid to lean on mutual aid from other agencies or localities.

Sonoma County

Sonoma County Disaster Management Best Practices for HR Professionals

- ▶ Sonoma Complex Fire
 - ▶ Series of three fires, Tubbs Fire being most notable, that burned 10/9/17-end of October 2017
 - ▶ Approximately 133,000 acres burned; approximately 7,800 structures destroyed; 41 deaths
 - ▶ 148 employees lost homes; over 600 evacuated over first 1-2 weeks of fires
 - ▶ 100,000 County residents evacuated; about 25 shelters activated
 - ▶ Employee related attrition unknown; anecdotal info suggests some
 - ▶ Emergency Operations Center – 47 days of activation, 660 staff, 33,000 hours of services

Adverse Impacts Related to HR

- ▶ HR's Role in the EOC – EOC staffing - disaster service worker staffing
 - ▶ Challenges of stressed and long-term EOC operations
- ▶ Risk Management – high volume of exposure reports and massive clean up efforts in county facilities
- ▶ Employee response and support programs
- ▶ Delayed and complicated labor negotiations
- ▶ Classification and recruitment related to new Emergency Management Department

How HR Made A Difference for Employees

- ▶ Employee Pay
 - ▶ Regular rate of pay 10/9-10/17
 - ▶ Extra-help pay for scheduled hours 10/9-10/14
 - ▶ Straight time overtime for administrative management 10/10-11/6
- ▶ Communications
 - ▶ Daily "Update" email
 - ▶ Dedicated webpage
 - ▶ Employee Needs Facebook Exchange

How HR Made A Difference for Employees

- ▶ Employee Support Programs
 - ▶ EAP – onsite counseling and group talk sessions
 - ▶ Pop-up child care
 - ▶ Disaster Leave Donation program
 - ▶ Vacation cash out up to \$10K
 - ▶ 40 hours Fire Vacation Leave
 - ▶ Trauma training for staff and supervisors/managers
- ▶ Revised Emergency Extra-help Civil Service Rule
- ▶ Union driven support efforts

What I Would Do Different or What I Learned

- ▶ Be prepared to go “big” on the EOC and disaster service workers
 - ▶ Deep and longer term HR staffing plans for EOC or needed HR services
 - ▶ EOC staffing manager
 - ▶ Need ability to track employee assignments
- ▶ Educate and ensure expectations are known for employees and supervisors when they get the call to be a disaster service worker
- ▶ Coordinate DOC and EOC staffing
- ▶ Have a stable of trained employees for key EOC roles
- ▶ Prepare the risk response elements
- ▶ More timely employee communications regarding reporting to work
- ▶ Discover what your team is really made of
- ▶ Effects on the organization are long term
- ▶ Search: “County of Sonoma After Action Report and Improvement Plan”

Yuba County

Yuba County Disaster Management Best Practices for HR Professionals

- ▶ Oroville Spillway Incident & Cascade Fire
 - ▶ Oroville Spillway Event – February 2017
 - ▶ Slow Rise Flood event turned into threatened catastrophic emergency spillway failure that resulted in an emergency evacuation of the valley floor
 - ▶ 60k County residents evacuated
 - ▶ 850 County employees impacted
 - ▶ Cascade Fire – October 2017, also impacts of Camp Fire – November 2018
 - ▶ 10,000 acres burned
 - ▶ 144 homes and 200 developed parcels destroyed
 - ▶ Cascade Fire
 - ▶ Many employees evacuated and a 3 lost their homes
 - ▶ Camp Fire
 - ▶ 3 employees lost their homes

Adverse Impacts Related to HR

- ▶ Employee relations issues
 - ▶ Air Quality
 - ▶ Issues in shelters
 - ▶ Coordination of assistance
- ▶ Employee safety issues
 - ▶ Smoke
 - ▶ Exposure to norovirus
- ▶ Secondary trauma

How HR Made A Difference for Employees

- ▶ Connection to resources
 - ▶ Follow up with those impacted over time
- ▶ Proactive communication
 - ▶ Training
 - ▶ Expectations
- ▶ Secondary trauma resources
 - ▶ CISM
- ▶ Unified/coordinated message
 - ▶ Labor, department heads, employees
- ▶ Safety resources, discussion, alternatives

What I Would Do Different or What I Learned

- ▶ Early and continuous communication of expectations for our disaster services workers
 - ▶ Integrate this discussion in lots of different ways
- ▶ What if I don't have any of my stuff?
 - ▶ More contingency planning
- ▶ Continue to participate in exercises
 - ▶ Have a backup for each backup
 - ▶ The nights are LONG
- ▶ Review EOC documents and binders on a frequent basis

Butte County

Butte County Disaster Management Best Practices for HR Professionals

- ▶ Camp Fire
 - ▶ November 8, 2019- January 4, 2019
 - ▶ 153,336 acres, 13,972 residences, 528 commercial buildings
 - ▶ 88 deaths
 - ▶ 304 employees lost their homes (approximately 13% of County workforce)
 - ▶ 88 employee homes damaged

Adverse Impacts Related to HR

► Cumulative Increase in FMLA

	November	December	January	February	March	Total
2017	56	46				
2018	59	71	54	46	34	187
2019			85	84	65	363
						176

Adverse Impacts Related to HR

► Recruitments

	December	January	February	Total
2017	16			
2018	17	27	10	53
2019		21	46	84
				31

- 40 employees retired or resigned. Increased retiree workshops.

How HR Made A Difference for Employees

- ▶ Employee Resource Lab
 - ▶ Copies of last 2 months paystubs
 - ▶ Employment verifications
 - ▶ Copies of important documents
 - ▶ Social Security cards, Birth Certificates, Driver's License
 - ▶ Replacement Employee Id Cards
 - ▶ Supply bags
 - ▶ EAP, 457 loan, Delta Dental travel kits, Benefits Brokers answering questions, Teamsters checks, etc
- ▶ EAP counselors onsite

What I Would Do Different or What I Learned

- ▶ EOC Staffing
 - ▶ Establish pre-event staffing schedules based on geography and EOC expertise
 - ▶ Annual update of contact information
 - ▶ Paper roster of names, addresses and phone numbers
- ▶ Be nimble in addressing and correcting rogue leadership conduct and reach out to labor early on
- ▶ Flexibility in utilization of admin leave hours
 - ▶ Give employees a bank of admin hours as opposed to dictating the days
- ▶ Review emergency release language and make pre-emptive communication to department heads
- ▶ Broad latitude for CAO authority for closures and granting time
 - ▶ Consistent language in MOUs
- ▶ Ask for forgiveness




Questions

[illegible]

[illegible]

Staff Development-From Technician to Analyst



The Goal

The goal of the Human Resources Analyst Development Program is to develop technical competence in all areas of human resources to enable graduates of the program to function as human resources generalists in a City department.



Why?

Human Resources Analyst Series (minimum qualifications):

1. 1241 HR Analyst: *B.A. + 1 year of professional HR experience*
 2. 1244 Senior HR Analyst: *B.A. + 3 years of professional HR experience*
 3. 1246 Principal HR Analyst: *B.A. + 5 years of professional HR experience*
- Limited talent pool for 1241 HR Analyst
 - Overspecialization of existing HR Analysts across departments
 - Critical need of consistent City-specific HR Generalist knowledge and skills
 - No pathway for existing city employees without prior HR experience to promote into HR Analyst class



Solution

Solution: "Grow our own" (FY2014-2015)

- ✓ Creation of the 1249 HR Analyst Trainee Job Class
 - *B.A. degree, no experience necessary*
- ✓ 12-month training program
- ✓ Full-time pay & benefits (5% less than Step 1, 1241)
- ✓ Cohort of trainees, creating a network and relationships with HR subject matter experts
- ✓ A working knowledge across HR topics to become fully operational upon program completion as a 1241 HR Analyst
- ✓ Graduates are not guaranteed appointment to 1241 upon graduation, must compete in the open, competitive selection process



Structure

- ✓ Selected and appointed to Permanent Exempt 1249 position
- ✓ DHR employee (DHR position authority)
- ✓ Funded by participating departments through work order
- ✓ Steering Committee comprised of City Leaders, DHR and participating departments
 - Selection of 1249's
 - Training planning and rotation supervision
- ✓ Classroom training through DHR
- ✓ Rotations of on-the-job experiential learning through each participating department (5 week rotations for FY18-19)
- ✓ Final evaluation is via the 1241 City-wide eligible list exam for permanent civil service appointment
- ✓ Organically match trainee and participating departments



Training Curriculum

- Centralized classroom training through the Department of Human Resources (6 months)
 - *Employee/Labor Relations; EEO/Leaves of Absence; Class & Comp; Recruitment, Exams & Assessments; HR Operations; Workforce Development; Workers' Compensation*
- Experiential, on-the-job training to apply knowledge across various City departments (6 months)
- Professional Development in performance management, data analysis, facilitation, communication and presentation skills through workshops and seminars
- Mentorship through coaching and support from in-house HR professionals.
- Continuous performance evaluations and coaching throughout the program



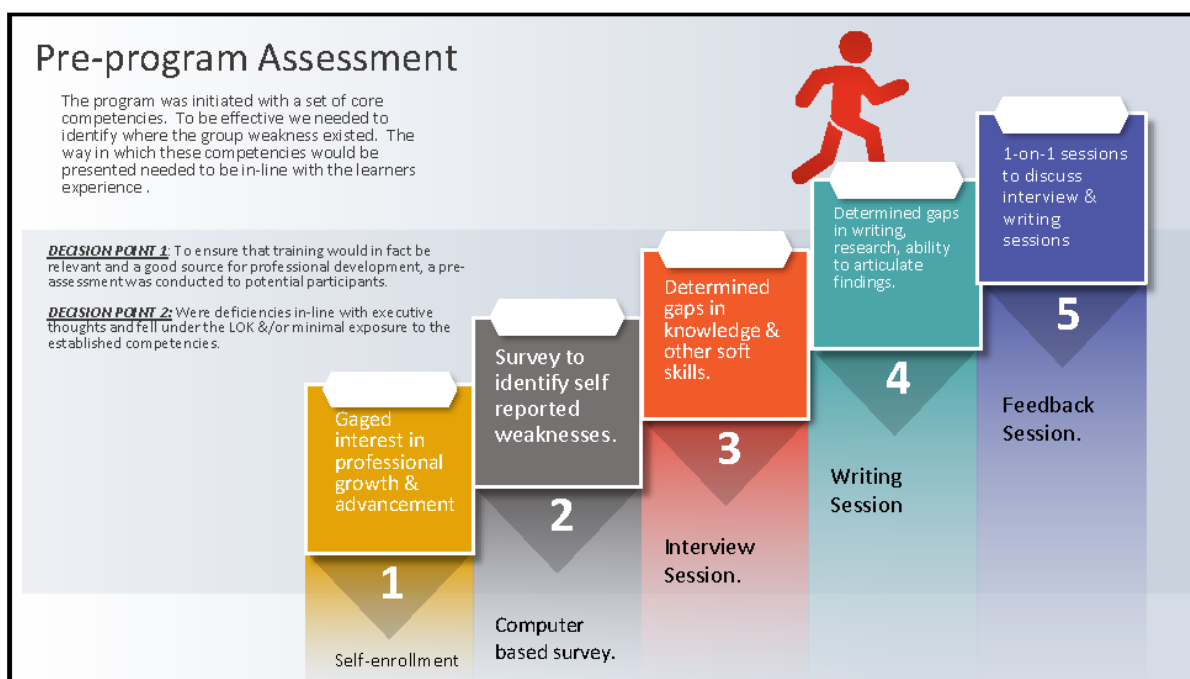
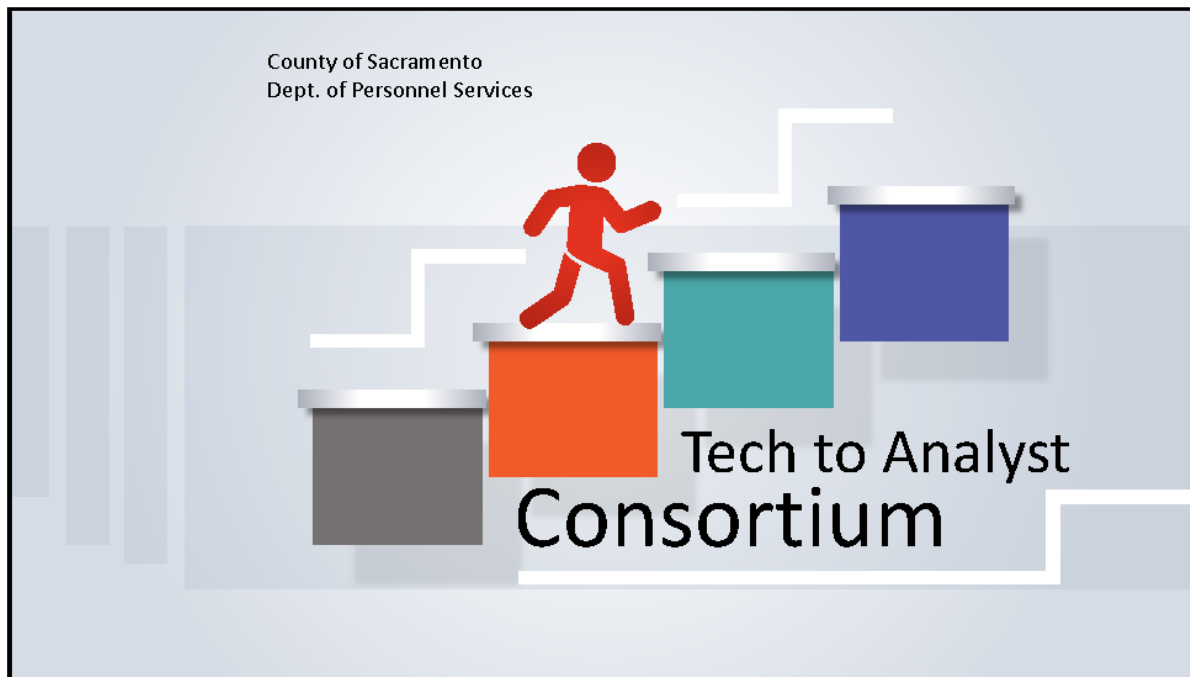
Challenges

- ❖ Workforce Planning & Department Participation
 - Difficulty in projecting vacancies for 1241s
 - Departments must fund a position for a year without direct benefit of the trainee's productivity
 - Matching trainees and participating departments for permanent appointment
- ❖ Training Resources and Sustainability
 - Subject Matter Experts/Trainer resources spent in planning and delivery for program is disproportionate to the amount of trainees trained.
 - FY2018-2019 Cohort in conjunction with City wide labor negotiations, high limitations in physical space and SME resources
- ❖ Applicant Talent Pool
 - Diversity pipelines
 - Ideal candidates are people with no professional HR experience
 - Strongest applicants tend to have more than 1-year of HR experience and already qualify for 1241 and higher positions
 - Barriers to entry for existing City employees: pay differentials to existing class; requirement for B.A. degree; 1 year HR experience requirement



Future

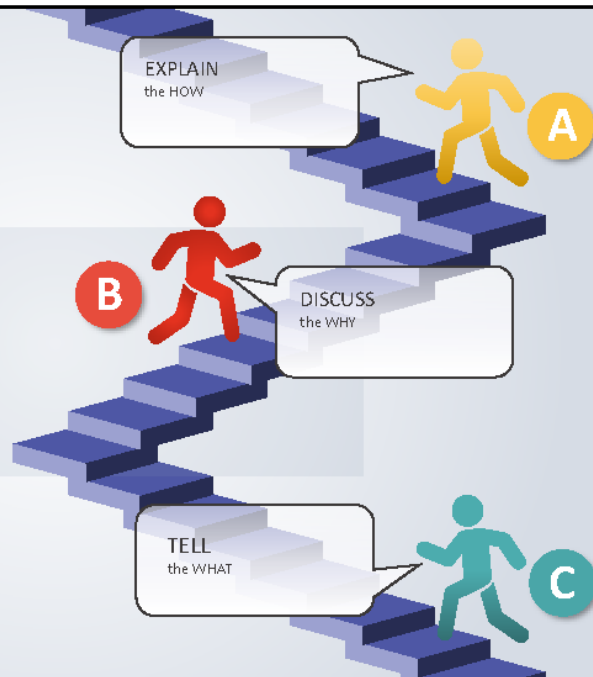
- Piloting a Self-Directed model for existing City employees towards 1241 qualification
- Evaluation of a less centralized model for the classroom portion
- Larger more frequent cohorts (currently bi-annual)
- Achieving larger and more diverse talent pools through increased marketing to graduating college seniors and other talent pipelines



Competencies

Senior Leadership created a list of competencies that Personnel Analysts should possess and/or that were noticeably lacking.

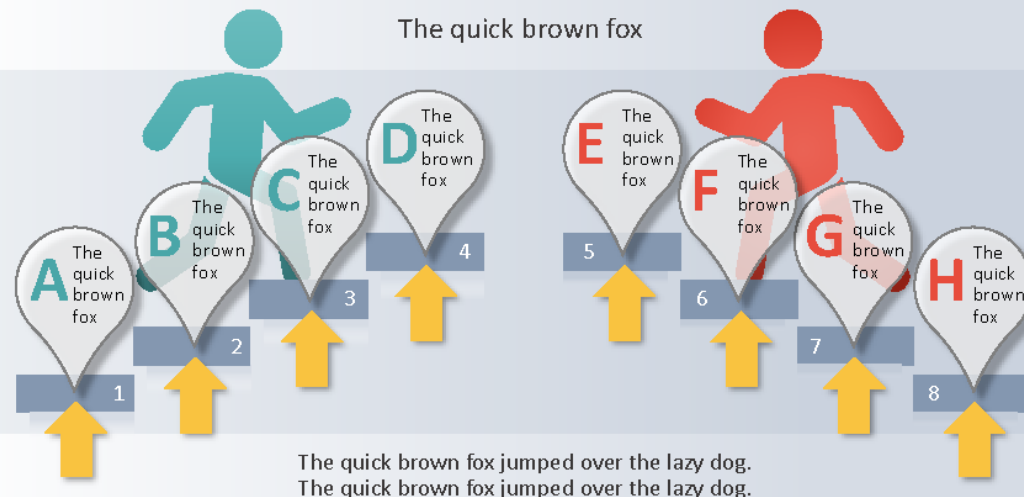
1. Teamwork
2. Collaboration
3. Conflict Resolution
4. Analytical Thinking
5. Problem Solving
6. Research
7. Communication (empathetic)
8. Innovation & Change Management
9. Job Knowledge (career path – required KSA)
10. Continuous Learning (aggressive quest for mastery)
11. Service Focus



Stairs: Slide 2

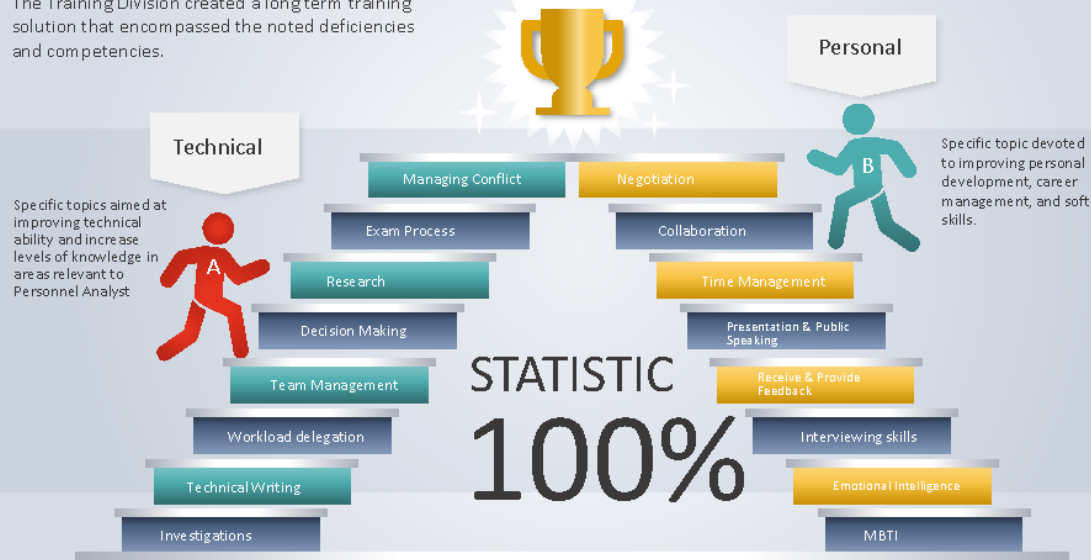
The quick brown fox jumped over the lazy dog. The quick brown fox jumped over the lazy dog.

***Note – After animation plays, click mouse to advance remaining animation.**



Monthly Sessions

The Training Division created a long-term training solution that encompassed the noted deficiencies and competencies.



Lesson Learned & Progress

1. The education background varied, however it was noted that most participants last formal school setting was in high school.
2. "I don't know, what I don't know" was a common theme from participants.
3. As a group, they are very timid and unwilling to share—
4. Many requests to not present or speak in front of group.
5. Many believe they have skill necessary for advancement – shocked to find out they did not.
6. EI was BY FAR the most desired topic by the group.
7. After a few sessions the group has grown closer and new friendships have developed across divisional teams.
8. We removed desks/tables and arranged group in a horseshoe to promote collaboration.
9. Pre-assignments were necessary to ignite conversation.
10. Us vs Them (Tech vs. Analyst) that we are working through for a few.



Questions?
More Information?

Maury Castaneda

castanedama@saccounty.net

916-875-0587

Notes:

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Critical Incident Stress Management

First Responders face unique professional challenges. These professions require a person to possess a myriad of skills and personality traits and to use them in a variety of challenging and often threatening situations. As a result there are many well-known statistics demonstrating the “cost of doing business” in this industry which manifest themselves in a variety of injuries, ailments and other adverse outcomes experienced by first responders that when left unmitigated result in increased risk and liability claims.

Critical Incident Stress Management (CISM) services are preventative in nature and represent the standard of care in the industry for officer-involved shootings, employee death and other job-related traumas. The Standard of Care of properly administered CISM programs approaches this inherent risk proactively addressing not only the aftermath of exposure but preventative education to increase psychological resilience, optimize performance and enhance career wellness thereby reducing frequency and severity of job-related injuries and illness.


This presentation will briefly address the all too frequent challenges faced by HR professionals and Risk Managers in preserving our first responder resource from the many liabilities imposed by their jobs. We will outline the Standard of Care in CISM programs and address the challenges associated with establishing such programs among our high-risk employee groups.

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Legal Update

LCW LIEBERT CASSIDY WHITMORE



Legal Update

County Personnel Administrators Assn.
of California (CPAAC)
March 28, 2019

Presented By: Gage C. Dungy

Agenda

- Legal Update and New Laws for 2019
- Upcoming Issues and Pending Legislation in 2019

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Legal Update and New Laws for 2019

Retirement

- California Supreme Court Upholds PEPPRA's Elimination of "Airtime" and Other Secondary Retirement Benefits, But Otherwise Declines to Address Application of "California Rule" on Pension Vesting.

CAL FIRE Local 2881 v. CalPERS
(Case No. S239958, March 4, 2019)

Retirement

- State Minimum Wage is a “Matter of Statewide Concern” Sufficient Enough to Overcome “Home Rule” State Constitutional Protections, and Therefore Applicable to Charter Cities (and Presumably General Law and Charter Counties).

Marquez v. City of Long Beach

2019 WL 911658

(Case No. B282270, March 4, 2019)

5

LCW LIEBERT CASSIDY WHITMORE

Wage and Hour – Independent Contractors

- California Supreme Court Adopts “ABC Test” for Independent Contractor Status.
 - Limited to Applicability of California Wage Orders to Independent Contractors
 - For Public Agencies, this Means the Application of State Minimum Wage
 - Probably Does Not Apply to Counties and Charter Cities.
 - Bigger Question of Courts Applying to Other Independent Contractor Tests in Future?

Dynamex Operations West, Inc. v. Superior Court
(2018) 4 Cal.5th 903.

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Labor Relations

- California Supreme Court Rules that Voter-Backed Pension Reform Initiative Cannot Be Implemented Because City Failed to Meet and Confer with Affected Unions.

Boling v. Public Employment Relations Board
(2018) 5 Cal. 5th 898

Labor Relations

- PERB Expands Right to Representation in Recent Cases:

- Physical Body Search

State of California (Dept. of Correc. & Rehab.),
(Nov. 26, 2018) PERB Dec. No. 2598-S

- Written Statements

San Bernardino CCD
(Dec. 5, 2018) PERB Dec. No. 2599-E
County of San Joaquin
(Dec. 28, 2018) PERB Dec. No. 2619-M

Agency Shop Fees Unconstitutional

- U.S. Supreme Court Rules Mandatory Agency Shop Fees Are Unconstitutional in Violation of the First Amendment.

Janus v. AFSCME, Council 31
(2018) 138 S.Ct. 2448
(issued June 27, 2018)

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SB 866 – Collection of Union Dues, Mass Communications, etc.

- Gov. Brown Signed SB 866 Into Law on **June 27, 2018** as Direct Response to *Janus v. AFSCME*
 - Unions/Employee Associations Now Custodian of Records for Union Dues and Public Agencies Have to Rely on List of Authorizations Provided
 - Employer Prohibited from Sending Out “*Mass Communication*” About Supporting or Refraining from Supporting Union/Employee Association Without First Meeting and Conferring
 - Requires New Employee Orientation Locations Be Confidential

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SB 846 – Defense to Pre-*Janus* Agency Shop Fees Collected

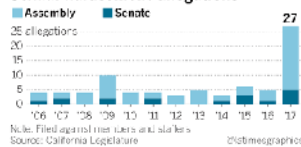
- Provides Public Employers and Unions/Employee Associations a Complete Defense to Liability for any Agency Shop Fees Collected prior to *Janus* decision on June 27, 2018.
- In Response to Potential Lawsuits Seeking Return of Agency Shop Fees Following *Janus* Decision
- ***Effective September 14, 2018***

California Legislature Responds to “#MeToo Movement”....

Fox News settles sexual harassment allegations against Bill O'Reilly



Sexual harassment allegations



56 Uber workers to split \$1.9M sexual harassment settlement

AB 2770 – Privileged Communications for Employee Sexual Harassment Complaints

- Civil Code § 47 Provides Employers Defense to Defamation for Factual Information Provided for Current and Former Employees to Prospective Employers
- AB 2770 Expands this Privilege as Follows:
 - Complaints of Sexual Harassment Made by an Employee Without Malice to an Employer Based on Credible Evidence
 - Communications Without Malice Between an Employer and Interested Persons Regarding Sexual Harassment Complaint, and/or Whether Employer Would Rehire Based on Determination of Employee Engaged in Sexual Harassment

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New Laws to Impact Settlement Agreement Confidentiality

- **AB 3109**
 - Prohibits Contract or Settlement Agreement Entered Into **After January 1, 2019** from Limiting or Waiving Right to Testify Concerning Alleged Criminal Conduct or Sexual Harassment
- **SB 820**
 - Prohibits Settlement Agreements Entered Into **After January 1, 2019** from Containing Confidentiality Provisions Related to Allegations of Sexual Harassment
- **SB 1300**
 - Prohibits Confidentiality Agreement or Non-Disparagement Agreement as Condition of Employment. Also Prohibits Waiver of FEHA Claims Unless Voluntarily Negotiated

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SB 1300 – Multiple Changes to FEHA Discrimination/Harassment Laws

- **Modifies FEHA Discrimination/Harassment Laws**
 - “Severe or Pervasive” Legal Standard Rejected and Single Incident of Harassment Can Create Liability
 - No Variance in Liability for Harassment Based on Work Environment
 - Establishes Legislature’s Intent that Harassment Claims Are Rarely Appropriate for Summary Judgment
 - Limits Employer’s Ability to Recover Attorney’s Fees
 - Option for Employers to Provide Bystander Intervention Training

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SB 1343 – Expansion of Harassment Training to Nonsupervisory Employees

- Expands Harassment Training Requirements to Nonsupervisory Employees **by January 1, 2020**:
 - Requires One (1) Hour of Harassment Training for Nonsupervisory Employees Every Two (2) Years
 - Trainings Must Be Provided to Nonsupervisory Employees Within Six (6) Months of Hire
- Seasonal/Temporary Employees (Hired to Work Less than Six (6) Months) – **Beginning January 1, 2020**:
 - Requires Harassment Training Within 30 Calendar Days of Hire or First 100 Hours Worked, Whichever Comes First
- DFEH to Develop Training Materials To Use

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SB 1343 – Expansion of Harassment Training to Nonsupervisory Employees

- Impact on Employees Already Trained in Calendar Year 2018?

- DFEH Interpretation is All Covered Employees Must Be Trained in Calendar Year 2019, Regardless of Whether Previously Trained in Calendar Year 2018
- Would Include Supervisory Employees Provided AB 1825-Compliant Supervisor Harassment Training in Calendar Year 2018
- Employers Who Voluntarily Provided Harassment Training to Supervisory and Nonsupervisory Employees in Calendar Year 2018 Would Also Have to be Retrained
- Possible Clean-Up Legislation in 2019 – SB 778

https://www.dfeh.ca.gov/wp-content/uploads/sites/32/2018/12/SB_1343_FAQs.pdf

17

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AB 2282 – Clarification of New Salary History Prohibitions (AB 168)

- Labor Code Section 432.3 (AB 168) Prohibits Employers From Using Prior Salary History Information in Employment Decisions
- AB 2282 Clarifies Law (Effective January 1, 2019) :
 - Clarifies a “Pay Scale” Means a Salary or Hourly Wage Range.
 - Clarifies a “Reasonable Request” for a Pay Scale Can Be Made After an Applicant Has an Initial Interview
 - Permits Employer to Ask Applicant for Salary Expectation for Job Position
 - Current Employee Who Applies for New Position at Same Employer is Not an “Applicant”
 - Clarifies that Employer Can Make Compensation Decision Based on Current Employee’s Existing Salary So Long as Decision is in Compliance with Permissible Factors Under Law

18

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AB 1976 – Modification of Lactation Accommodation Law

- Modifies Lactation Accommodation Law
 - Expands Existing Requirement that Lactation Accommodation Cannot be in Toilet Stall to Not be in Bathroom at All.
 - If Permanent Room (e.g., Lactation Room) is Not Available for Accommodation, Temporary Location is Permissible If:
 - Permanent Room is Not Possible Because of Operational, Financial or Space Limitations;
 - Temporary Location is Private and Free from Intrusion While Employee Expresses Breast Milk;
 - Temporary Location is Used Only for Lactation Purposes While Employee Expresses Breast Milk; and
 - Temporary Location Otherwise Satisfied Lactation Accommodation Requirements
 - DIR Can Provide Undue Hardship Exemption Upon Request

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AB 748 – Disclosure of Video/Audio Recordings of “Critical Incidents”

- **Beginning July 1, 2019**, Mandates Disclosure of Recordings of “Critical Incidents” Involving Police Agencies Within 45 Days (Certain Exemptions May Apply)
 - Covers Recordings Depicting
 - An Officer's Discharge of a Firearm Against a Person, or
 - An Incident Where Officer's Use of Force Resulted in Death or Serious Bodily Injury.
 - Disclosure May Be Delayed If It Would Substantially Interfere With an Active Criminal or Administrative Investigation.
 - Recording May Be Withheld If Public Interest in Disclosure is Outweighed by the Depicted Subject's Reasonable Privacy Expectations That Cannot Be Protected by Redaction
- Agencies Retain Discretion to Disclose More Recordings than the Law Requires.

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SB 1421 – Increases Public Access to Peace Officer Personnel Records

- Requires Disclosure Under Public Records Act, Without *Pitchess* Motion, of Records Relating to:
 - Peace Officer-Involved Shooting
 - Use of Force Resulting in Death or Serious Bodily Injury
 - Incident in Which Agency Makes a Sustained Finding That an Officer Engaged in “Sexual Assault” of a Member of the Public (Broadly Defined)
 - Incident in Which Agency Makes a Sustained Finding of Dishonesty by an Officer Directly Relating to Reporting, Investigation or Prosecution of a Crime or Alleged Misconduct by Another Officer.
- Specifies the Types of Records That Must Be Released
- Restricts Redaction Except for Specific Reasons (Mirrors Similar Provision in the CPRA)
- Disclosure May Be Delayed in Some Circumstances, Including Where Records Relate to Active Investigation

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AB 1749 – Optional Worker’s Comp. Liability for Off-Duty Police Officers Injured Out of State

- Existing Law Provides Worker’s Compensation Benefits to an Off-Duty Peace Officer Injured Within California While Performing “*Duties as a Peace Officer*”
- AB 1749 Allows Public Agencies to Voluntarily Accept Worker’s Compensation Liability for Off-Duty Officers Injured While Performing Peace Officer Duties Outside California
 - Not Required - At Agency’s Discretion or According to Written Policy
 - Response to October 1, 2017 Shooting in Las Vegas

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AB 2310 – Revises Requirements for CalPERS Cost Sharing Agreements

- Allows an MOU or CBA to Specify a **Methodology for Calculating Cost-Sharing Rate**
 - More Flexible than Current Law that Requires a MOU/CBA to Specify Exact Percentage of Cost Share
- Allows **Cost-Sharing by an Exact Percentage Without a Contract Amendment**
 - For Cost Sharing by Methodology, Agency Must Provide CalPERS With a Signed Side Letter Indicating the Derived Percentage 90 Days Before Effective Date

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SB 1085 – Paid Leaves of Absence for Union Stewards/Officers

- Upon Request of Union/Employee Association, a Public Employer is Required to Grant a Reasonable Leave of Absence Without Loss of Compensation or Other Benefits for Employees to Serve as Stewards or Officers of Employee Organization
- Leave Can Be Full-Time, Part-Time, or Intermittent
- Public Employer Not Liable for Acts or Omissions of Public Employee on Approved Leave
- **Union/Employee Association Must Reimburse All Compensation Paid to Employee on Leave, Unless Otherwise Provided in MOU**

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Upcoming Issues and Pending Legislation in 2019

New FLSA Salary Basis Test Potentially Coming in 2019!

- Federal Judge Ruled that the New FLSA Salary Basis Test Regulations that Would Have Become Effective on Dec. 1, 2016 Were Invalid.
- DOL Has Announced It Intends To Issue A New Proposed Salary Threshold In March 2019
- For Now, FLSA Salary Basis Test Remains Unchanged at \$455/Week.

Continue to Stay Tuned...

ACA

- Texas Federal Court Judge Rules that Entire ACA Law is Unconstitutional Following Congress' Elimination of Individual Mandate.

Texas, et. al. v. United States of America, et. al.
2018 WL 6589412 (Dec. 14, 2018)
Stay Granted, 2018 WL 6844173 (Dec. 30, 2018)

Impact of New California Governor

What to Expect from Newly Elected Governor Gavin Newsom?



SB 778 – Clean-Up Bill re SB 1343 Harassment Training Requirements

- **Provides Grandfathering of Compliant Training Conducted in Calendar Year 2018**
 - Employees – Both Supervisory and Non-Supervisory
 - Who Received Compliant Harassment Prevention Training After January 1, 2018 Do Not Have to Do Refresher Training Until After December 31, 2020.
 - Addresses Language in SB 1343 That Implied All Employees Had to Be Trained in 2019, Regardless if Received Compliant Training in 2018.
 - Bipartisan Committee Bill that May Potentially Receive Urgency Clause to Go Into Effect Immediately Once Signed Into Law.

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Proposed Bills to Impact FEHA Discrimination/Retaliation

- **AB 9 (Reyes – D)**
 - Extend Statute of Limitations from One (1) to Three (3) Years for FEHA Claims (*Vetoed Last Year as AB 1870*)
- **AB 51 (Gonzalez – D)**
 - Prohibits Requiring Applicant/Employee/Independent Contractor to Disclose Incident of Sexual Harassment and to Prohibit Waivers of FEHA Rights as Condition of Employment
- **AB 171 (Gonzalez – D) / AB 628 (Bonta – D)**
 - Prohibits Discriminating or Retaliating Against an Employee or Employee's Family Member Based on Employee's Status as Victim of Sexual Harassment (*Vetoed Last Year as AB 3081*)

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Proposed Bills to Impact Independent Contractor Status

- **AB 5 (Gonzalez – D)**
 - Would Establish Intent of Legislature to Codify Application of “ABC Test” Under *Dynamex* Supreme Court Case Holding for Independent Contractors
- **AB 71 (Melendez – R)**
 - Would Reject “ABC Test” Under *Dynamex* Supreme Court Case Holding for Independent Contractors and Instead Codify Previous *Borello* Supreme Court Case Holding of Multifactor Test.

Proposed Bills to Impact Leave of Absence and Benefit Rights

- **AB 196 (Gonzalez – D)**
 - Would Establish Intent of Legislature to Enact Legislation to Expand Paid Family Leave Benefit Program (PFL/FTDI) to be 100% Wage Replacement Benefit for Workers Earning Less Than \$100,000/Year. May Be Placeholder for Gov. Newsom’s Proposal to Extend PFL to Six Months
- **AB 1224 (Gray – D)**
 - Would Eliminate CFRA’s 1,250 Hours Requirement and Lower Employee Threshold to 20 or More Employees.

Proposed Bills to Impact Public Safety Employees – POBR and WC

- **AB 137 (Cooper – D)**
 - Would Expand POBR Rights to Require Additional Information on “Nature of Investigation” Be Provided to Subject Officer Prior to Interrogation and Provide
- **SB 368 (Archuleta – D)**
 - Provide POBR Rights to PC 830.55 County Correctional Officers.
- **SB 536 (Umberg – D)**
 - Provide POBR Rights to PC 830.35(c) Coroners and Deputy Coroners.
- **AB 932 (Low – D)**
 - Would Extend WC Benefits to Firefighters for Out of State Injuries Sustained While Performing Fire Suppression or Rescue Operation
(*Similar to AB 1749 for Peace Officers, but Mandatory*)

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Proposed Bills to Impact Public Safety Employees – Use of Force

- **AB 392 (Weber – D)**
 - Would Redefine Standards for Peace Officer Justification for Use of Deadly Force.
- **SB 230 (Caballero – D)**
 - Would Require Each Law Enforcement Agency to Maintain a Policy on Use of Deadly Force and Other Alternative Measures and Make Policy Accessible to Public

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Other Proposed Bills of Significance

- **AB 314 (Bonta – D)**
 - Would Expand Paid Release Time Under MMBA and Other Labor Relations Statutes (*Similar Bill Died in Committee in 2018*)
- **AB 403 (Kalra – D)**
 - Would Expand Statute of Limitations from Six (6) Months to Three (3) Years to File Any Actions Before Labor Commissioner/DLSE and Provide Ability to Award Attorney's Fees to Prevailing Plaintiff.
- **AB 931 (Boerner Horvath – D)**
 - Would Require Appointments to State and Local Boards and Commissions to Have a Minimum Number of Women Board Members by 2025 (*Similar to New SB 826 Law Requiring Minimum Numbers of Women on Corporate Boards of Publicly Traded Companies*)

Thank You!

Gage C. Dungy

Partner | Sacramento

916.584.7000 (work) | 559.824.0932 (cell)

gdungy@lcwlegal.com | lcwlegal.com/Gage-Dungy

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PERB Insights

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CSAC Legislative Update

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SB 1421-Increasing Public Access to Peace Officer Personnel Records

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Speaker Bios



Arthur (Art) Hartinger- Partner, Renne Public Law Group

With a practice focused on labor and employment law for over 33 years, Arthur (Art) Hartinger is one of California's leading labor and employment attorneys. He is a founding partner of Renne Public Law Group, and was previously a partner at Renne Sloan Holtzman Sakai LLP. Since 2004, he has been recognized each year as a "Northern California Super Lawyer" and was one of the Daily Journal's "Top 75 Labor & Employment Attorneys" in 2013. He was also selected by the Daily Journal as one of the "Top 20 Municipal Lawyers in California" for 2011, 2012, and 2013, and in 2012 he was named one of the "Top 100 Lawyers in California."

Prior to working at Renne Sloan Holtzman Sakai, Mr. Hartinger was a partner at Meyers Nave, where he chaired the Labor and Employment Group for sixteen years. He also worked as a partner at Liebert, Cassidy & Frierson, a Deputy City Attorney at the San Francisco City Attorney's Office, and an associate at Brobeck, Phleger & Harrison.

Mr. Hartinger represents public and private clients in complex state and federal litigation pertaining to all types of labor and employment issues, including California and U.S. constitutional law, the Fair Labor Standards Act (FLSA), Title VII, Title IX, the Fair Employment and Housing Act (FEHA), and the Americans with Disabilities Act (ADA).

Mr Hartinger has represented clients in a variety of litigation matters, including class actions, writs, and jury trials. His litigation practice also includes administrative and binding arbitration hearings before personnel boards, arbitrators, and administrative law judges. He also frequently advises public agencies, personnel boards, and civil service commissions.



Geoff Neill

Geoff Neill is the legislative representative at CSAC (California State Association of Counties). In his twelve years at the organization, he has covered many policy issues, including taxes, 2011 realignment, the state budget and the state-local fiscal relationship, pensions, and elections. Prior to his work with counties, he spent four and a half years each with the California Special Districts Association, as an employee, and UC San Diego, as a student. Geoff sits on the board of directors of the Special District Leadership Foundation and the Board of Expert Advisors for the California Emerging Technology Fund.



Mark Gregersen, Consultant

Mr. Gregersen recently rejoined the firm in June 2018 after serving a term as a Member and Chair of the California Public Employment Relations Board. Prior to that, Mr. Gregersen held several high-profile positions including serving as the Director of Labor and Work Force Strategy for the City of Sacramento where he was the chief negotiator for 15 bargaining units and provided strategic oversight to the labor relations function.

Mr. Gregersen has many years of local government human resource management and labor relations experience in the states of Wisconsin, Nevada and California. His experience includes all human resource management functions: labor relations, classification and compensation, recruitment and selection, training and organizational development, workers' compensation and risk management, payroll and benefits administration, and equal employment opportunity.

Mr. Gregersen's labor relations experience is extensive. He has served as chief negotiator in over 70 public sector labor contracts which included representing employers in the impasse processes of mediation, fact-finding and binding interest arbitration. He has represented cities, counties, and non-profit agencies. He has worked with unions representing all categories of employees, supervisors, managers, attorneys, engineers, police officers, fire fighters, and specialty crafts.



Peter Y. Lee, Associate

Peter Y. Lee joined Sloan Sakai Yeung & Wong LLP in 2018 after serving as a University of California Office of the President's Legal Fellow at the UC Davis Employee and Labor Relations Department. His work there focused on maintaining labor relations between the University and the various unions on campus. As a Legal Fellow, he administered the grievance process, conducted workplace investigations, participated in collective bargaining negotiations, and acted as a University advocate in administrative hearings.

Mr. Lee received his law degree from the University of California, Davis School of Law (King Hall). During law school, he clerked at the California Department of Fair Employment and Housing where he worked on matters involving discrimination in the employment and housing context. Mr. Lee also served as a summer clerk for the Sacramento County District Attorney's office where he conducted preliminary hearings and argued various motions. At King Hall, Mr. Lee received the Witkin Award for Academic Excellence in Employment Law. He also served as a senior articles editor for the Business Law Journal and as co-chair to the Asian Pacific American Law Student Association.

Scott Dansie

Scott Dansie is Operations Manager for The Psychological Services Group (PSG) and takes great pride in the motto “*Dedicated Service to Those Who Serve.*” Scott’s background as a 20-year veteran of law enforcement, in both sworn and civilian positions, as well as his pedigree as the grandson, grandnephew, son, nephew, brother and brother-in-law of law enforcement personnel facilitates his service to PSG. Scott’s duties, which include Peer Services Coordinator, Organizational Administrator, frequent Trainer, and Project Manager, assists in creating a culturally competent focus within this highly specialized first responder practice. Scott served in many capacities in his law enforcement career including FTO program coordinator, training manager, ranger master, firearms instructor, defensive tactics instructor, motor officer, professional standards and policy development manager, patrol supervisor and watch commander. Scott completed ICISF’s Basic Group Crisis Intervention and Peer Support courses and is a graduate of the California Peace Officer Standards and Training Sherman Brock Supervisory Leadership Institute.

Sponsors



LIEBERT CASSIDY WHITMORE

Sloan Sakai
ATTORNEYS AT LAW

And our gratitude to our presenters

for the gift of their time and wisdom.

CPAAC Attendees

County	Region	Director	Phone	Email
Alameda	Bay Area	Joe Angela	(510) 272-6435	Joe.Angela@acgov.org
Alameda	Bay Area	Margarita Zamora	(510)272-6466	Margarita.zamora@acgov.org
Amador	Central	Judy Dias	(209) 223-6456	jdias@amadorgov.org
Butte	North	Pamela Knorr	(530) 552-3552	pknorr@buttecounty.net
Butte	North	Sheri Waters	(530) 552-3552	swaters@buttecounty.net
Calaveras	Central	Judy Hawkins	(209) 754-6303	Jhawkins@co.calaveras.ca.us
Colusa	North	Patty Leland	(530) 751-2162	pleland@countyofcolusa.org
Contra Costa	Bay Area	Dianne Dinsmore	(925) 335-1700	dianne.dinsmore@hrd.cccounty.us
Fresno	S. Central	Paul Nerland	(559) 600-1801	pnerland@fresnocountyca.gov
Humboldt	North	Lisa DeMatteo	(707) 476-2349	ldematteo@co.humboldt.ca.us
Kern	S. Central	Keri Pharris	(661) 868-3905	pharrisk@kerncounty.com
Lake	North	Pamela Nichols	(707) 530-1704	Pamela.Nichols@lakecountyca.gov
Los Angeles	South	Lisa Garrett	(213) 974-2406	Lgarrett@hr.lacounty.gov
Marin	Bay Area	Mary Hao	(415) 473-6114	mhao@marincounty.org
Marin	Bay Area	Lisa Baker		
Monterey	Bay Area	Irma Ramirez-Bough	(831) 759-6723	ramirez-boughi@co.monterey.ca.us
Monterey	Bay Area	Kimberley Moore		
Nevada	Central	Steven Rose	(530)265-7046	Steven.Rose@co.nevada.ca.us
Sacramento	Central	David Devine	(916) 874-4383	devined@saccounty.net
San Benito	S. Central	Edgar Nolasco	(831) 636-4000, x16	bthompson@cosb.us
San Bernardino	South	Deborah Caruso	(909) 387-5570	dcarus@hr.sbcounty.gov
San Bernardino	South	Bob Windle	(909)387-3101	Bob.Windle@cao.sbcounty.gov
San Francisco	Bay Area	Micki Callahan	(415) 557-4845	micki.callahan@sfgov.org
San Francisco	Bay Area	Kate Howard	(415)552-4914	kate.howard@sfgov.org
San Joaquin	Central	Ted Cwiek	(209) 468-3270	tcwiek@sjgov.org
San Luis Obispo	South	Tami Douglas-Schatz	(805) 781-5959	tdouglas-schatz@co.slo.ca.us
San Mateo	Bay Area	Rocio Kiryczun	(650) 363-4132	rkiryczun@smcgov.org
Santa Clara	Bay Area	John Mills	(408) 299-5828	john.mills@esa.sccgov.org
Santa Cruz	Bay Area	Ajita Patel	(831) 454-2962	ajita.patel@santacruzcounty.us
Shasta	North	Angela Davis	(530) 225-5515	adavis@co.shasta.ca.us
Solano	Bay Area	Marc Fox	(707) 784-2552	mafox@solanocounty.com
Solano	Bay Area	Jeannine Seher	(707)784-3406	jmseher@solanocounty.com
Sonoma	Bay Area	Christina Cramer	(707) 565-2988	christina.cramer@sonoma-county.org
Stanislaus	Central	Tamara Thomas	(209) 652-6513	thomast@stancounty.com
Stanislaus	Central	Bradi Hawkins	(209)652-1868	hopkins@stancounty.com
Sutter	Central	Gina Rowland	(530)822-7113	growland@co.sutter.ca.us
Tehama	North	Missi Bullington	(530) 200-7039	mbullington@co.tehama.ca.us
Ventura	South	Shawn Atin	(805) 654-2561	shawn.atin@ventura.org
Yuba	Central	Jill Abel	(530) 749-7860	jabel@co.yuba.ca.us
Retired		Martha Wilson	(530)518-5863	mwilson@solutions-mrg.com
Retired		Charlie Wilson	(530)265-2329	crwilson027@sbcglobal.net
Lifetime		Bill May	(209) 274-9103	wandsmay@hughes.net