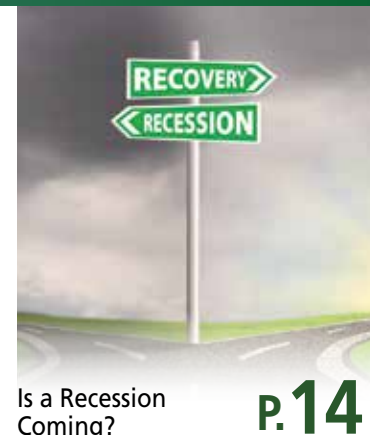


Food Trucks
in Salinas

P.7



Is a Recession
Coming?

P.14

INSIDE THIS ISSUE: Homelessness and Right of Way [P.3](#) | Hartnell's New Leader [P.8](#) | Member News [P.18](#)

City Salaries Continue to Escalate

by Paul J. Farmer, Chamber CEO

Businesses and residents pay ever-increasing costs for salaries, benefits and pensions for city personnel

The mission of the Chamber is to serve as “an association of businesses organized to build a strong local economy by promoting sound government and an informed membership and community.” Our award-winning “City Budget Crisis” series from last year aimed to do that and the present article follows up on some of that reporting.

Let us start with a quick reminder of the genesis of the “City Budget Crisis” series. Starting several years ago, the Chamber witnessed the City of Salinas doing everything in its power to increase revenue (which means higher taxes and fees for all of us).

We asked why this was so. Our investigation showed that the City of Salinas, like many others, suffers from a structural budget deficit. Data from a consultant report “The Salinas Plan,” shows that the 2019 City Budget is in short-term balance, but only as a result of renewed reductions in staffing, \$2.8 million in extractions from reserves, and continued deferral of needed

investment in basic infrastructure. The budget will run out of reserves by 2023 and will face a cumulative deficit of \$63.1 million over the next ten years. The budget shortfall is due largely to the high cost of compensation for its employees, and particularly the ever-increasing upward spiral of the cost of employee benefits and pensions.



Beginning in 2017, the Chamber started sounding the alarm regarding the issue of the City's deficit. Throughout 2018, we researched and published a series of Business Journal articles under the umbrella “City Budget Crisis.” The present article is a follow-up to that series.

City Salary/Benefits Costs for 2018

Data from the Bureau of Labor Statistics for 2018 shows that overall wages in Monterey County are \$35,755 (median) and \$50,232 (average) per year. City of Salinas employees are paid much higher than that. The median total pay for a full-time employee of the City of Salinas is \$104,215. With benefits, this median cost becomes \$182,356.

When we look at the Top Ten highest paid city employees, the average is \$259,106 (when we add benefits, this average becomes \$322,204 each). This does not include another figure which the state calls “Pension Debt.” The Pension Debt is an estimate of how much each person's retirement plan is underfunded due to the State using too-optimistic expectations. For these top 10 employees, the State calculates the Pension Debt adds an average ➡

SALARIES - Continued on page 6

Median Full-time Employee:

Total pay	Benefits	Total Comp
\$ 104,215	\$ 78,141	\$ 182,356

Average of Top Ten Highest Paid Employees:

Regular pay	Overtime pay	Other pay	Total pay	Benefits	Total Comp
\$ 143,708	\$ 66,127	\$ 49,271	\$ 259,106	\$ 63,099	\$ 322,204

Summary of Compensation, City of Salinas Employees

Year	# of Employees	Base Pay	Overtime Pay	Other Pay	Total Pay	Benefits	Total Pay & Benefits
2018	823	46.7 M	7.0 M	9.6 M	63.3 M	18.3 M	81.6 M
2017	806	45.2 M	6.8 M	9.3 M	61.3 M	27.3 M	88.6 M
Difference	+ 17	+ 1.5 M	+ 0.2 M	+ 0.3 M	+ 2.2 M	- 9.0 M*	- 6.9 M
Change, as a %	+ 2%	+ 3%	+ 4%	+ 2%	+ 3%	- 33%*	- 8%

*Note: The cost of Benefits did not really go down as appears; it's the result of an accounting change.



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Homelessness and the Union Pacific Right of Way

by John Bailey, Chamber Board Chair



In the July 2019 Salinas Valley Chamber Business Journal, Norm Groot of the Monterey County Farm Bureau wrote an article that was transparent and honest about the frustration of the greater Salinas Valley business community regarding Union Pacific's lack of responsiveness to the business community's "behind the scenes" efforts throughout the year to mitigate the risks that Homeless Encampments in the Union Pacific railroad right of way posed to the health and safety of our business community, its employees, and the homeless living in the Union Pacific track right of way. Groot's prescient article squarely spoke to responsibility of the Union Pacific Railroad: "It's as if they won't pay attention until the train hits something, or worse, someone."

The City of Salinas was working with Union Pacific to find a workable solution to this long-term problem when a man was tragically struck and killed by a Union Pacific freight train on Saturday, July 20th, in the Union Pacific right of way near Salinas City Center. One month later the encampment is gone. The above photo shows the tent-free tracks area, now gated with a "Private Property" sign. Contrast this with the track area just a month ago and you can see the recent improvements.

We at the Salinas Valley Chamber appreciate that getting this unsafe issue addressed promptly was a significant task that was accomplished by work across our community. A cash-strapped City of Salinas, along with private businesses, farms and food processing facilities have worked together diligently to find a long

term solution to this Homelessness issue, and paid for cleanup of these encampments in the past. But it is clear that a larger coalition is needed to prevent this issue from recurring within the Salinas City limits, and elsewhere within the Union Pacific right of way throughout the State of California.

The Union Pacific right of way is private property and the City of Salinas, even if given the jurisdiction to enter the property, should not

be expected or asked to foot the bill to police the Union Pacific track. The same is true for private businesses that lie adjacent to the tracks, and which are put at risk by homeless activities within the Union Pacific right of way. For those throughout our community continuing your work on this issue, the Salinas Valley Chamber of Commerce thanks you and supports you in your continued efforts. ■



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Barbara Balentine



*Brian Holaday
and Ollie Lowe*



Sherrie Isaac



Candi DePauw



Vern Horton

It's Time for Chamber's Legacy of Leadership

The Salinas Valley Chamber will celebrate our Legacy of Leadership gala event on Saturday evening, October 26. At this special event, we will bestow the Chamber's "Legacy of Leadership Award" on a select few who have made tremendous impacts to our area. Read on for details about this illustrious group.

Tickets are \$125 and are available at www.SalinasChamber.com. You may also contact us at (831) 751-7725 or by email at info@SalinasChamber.com. In addition, various levels of sponsorships of the event, advertising in the event program and donations to the silent auction and raffle are also available.

Here are more details on this year's class of honorees. The Chamber thanks and congratulates them all.

Brian Holaday and Ollie Lowe

Brian Holaday is a third generation Monterey County business owner. His grandfather, Bob Leighton, started one of the first seed distributors in the Salinas Valley, Leighton Seed Company. Brian and his father followed similar career paths, with Brian starting Holaday Seed Company in 2005 after graduating from San Diego State University.

Ollie V. Lowe, Jr., is the chief executive officer of Lowe Packaging Group, an agricultural packaging supplier serving the Salinas Valley, California's Central Coast and Arizona.

Ollie enjoys teaching his daughter Praisia to stay involved with youth in the community. Inspired by his mother Sharon's philosophy of giving back, Ollie and Praisia hosted the first annual Operation Give Back in their garage in 2013 by requesting bins from the Salvation Army and inviting friends and family to donate toys. By means of social media, word of mouth and recognition through the Rodeo and other civic organizations, the drive has grown each year.

Operation Give Back not only donates during the Holiday season but also hosts a back-to-school drive for school supplies, shoes, and jackets.

Candi DePauw

Born and raised in Houston, Texas, Candi DePauw has been in the Ag industry for many years. Having called Monterey County home since 1978, she started her own successful landscape contracting company in 1986.

Candi has served on the Hartnell College Board of Trustees since 2010, representing District 7 (which is predominately South County).

In 1991, DePauw started "Farm Day" with one third-grade class, helping kids learn first-hand where their food comes from, how it's grown and how it gets to their table. The program has grown exponentially in Salinas, on the Monterey Peninsula and in South County. Nowadays, more than 250 classes experience the program each year.

For the last 10 years, Candi has been the sole employee for Monterey County Ag Education where she serves as the Farm Day Coordinator. She uses her many talents and contacts to keep the program thriving for thousands of local schoolchildren.



Brian Holaday and Ollie Lowe



Candi DePauw

Vern Horton

Vern Horton was born and raised Salinas, where he graduated from Salinas High School and Hartnell College. He later went to San Jose State and the Graduate School of Banking at Rutgers University before starting his career in banking in 1964. Vern was one of the original officers of Valley National Bank, and later became the CEO before it was purchased by Household International. He helped form First National Bank in 1984 and again, took the role of CEO.

Currently, Vern is the Director of Community Relations for 1st Capital Bank. He remains active in the local community and has served in different capacities for organizations including the Salinas Valley Chamber of Commerce, California Rodeo Salinas, Hartnell College Foundation, Salinas Valley Memorial Hospital Foundation, Community Foundation, and Cherry's Jubilee. In his free time, Vern likes to golf and repair his classic cars.

Barbara Balentine

Barbara was born in Gilroy and raised on a dairy farm, which instilled her with a hard work ethic from an early age. She graduated from Gilroy High School in 1958, got married, and moved to Salinas. She and husband Larry shared 58 wonderful and exciting years.

Barbara worked at the California Rodeo Salinas for more than 36 years. She attempted to retire from the Rodeo in 1999 but soon decided she couldn't get enough; she returned to the Rodeo in 2000 and has been there ever since. She has helped build it into the largest rodeo in California.

Barbara served as the President of the Salinas Jaycettes, the Peter Rabbit Chapter of Children's Home Society, and the Junior League of Monterey County. She has also served on the boards of directors for Hospice, Camp Fire Girls, the Salinas Valley Memorial Hospital Foundation, and the California International Airshow. She stays active in her church, in the community, and with her 10 grandchildren and 4 great grandchildren.

Sherrie Isaac

Sherrie was a native of Salinas who was born in 1952. She attended Santa Rita Grammar School, North Salinas High School, and Hartnell College. From early on, Sherrie was active in the community dedicating so much of her life to volunteering for many different boards and charitable organizations including Salinas California International Airshow, Salinas Valley Memorial Hospital Foundation, California Rodeo Salinas, Palma High School, El Sistema USA/YOSAL, the Salinas Rotary Club, and the Salinas Valley Chamber of Commerce.

Sherrie's career began as an apprentice with Kasavan and Pope while she worked to obtain her CPA credential and in 1984 she began working at Hayashi and Wayland, where later she became a partner. She loved to travel the world and enjoyed being the life of any party she attended. We honor Sherrie's memory as unfortunately she passed away in 2018, after a brief illness. ■



Vern Horton



Barbara Balentine



Sherrie Isaac

of another \$100,000 per employee. For comparison, the City Manager, Ray Corpuz, is in charge of all of the city's employees. The total pay of Mr. Corpuz for 2018 was \$280,343 (\$327,849 with benefits), however his Pension Debt was comparatively less, at \$7,478. When including the Pension Debt, there are 35 City employees who cost taxpayers more money than Mr. Corpuz.

Within the Police Department, there are separate unions for the Police Officers Association (POA) and the Police Management Association (PMA). The City restructured its compensation plan for police officers hired after October, 2011. There are 57 who were employed prior to that date and 54 hired after, for a total of 111 police officers. The officers hired pre-2011 average \$173,496 in total pay (including benefits, it's \$223,899). For officers hired after 2011, the average total pay is \$124,984 (with benefits, it's \$161,362).

In the PMA, there are 30 managers. Their average total pay / total compensation is as follows:

- 20 Sergeants (\$201,961/\$257,589)
- 9 Commanders (\$218,320/\$273,874)
- 1 Deputy Chief of Police (\$235,114/\$297,466)

The Police Chief earns less than many of those who report to her, as she does not earn Overtime Pay nor most Other Pay. In 2018, her total pay was \$201,180 (with benefits, \$273,563).

Overtime Remains High

Overtime Pay for the entire City was \$6.8 million in 2017 and \$7.0 million in 2018. About 90% of that amount goes to the Police and Fire Departments (for those two years, Police was 53% of the total and Fire was 38%). It should be noted that Overtime Pay for the Fire Department, while still high, went down from \$3.2M in 2017 to \$2.1M in 2018. Police Overtime decreased by \$400k during that time.

Unions Continue Negotiating for Higher Compensation

Police and Fire are the costliest departments for the City, typically comprising nearly 2/3 of the budget (Police at 44% and Fire at 20%).



Increases in the compensation of employees in these departments have an important impact on the City's budget.

Both departments received raises during 2018 and those raises are only partly reflected in the data that accompanies this article. For example, the compensation increase for firefighters was not approved by City Council until May 2018. Therefore, we will see the numbers go up again when the compensation reports are released for 2019.

The Police Officers Association (POA) is currently negotiating with the City for additional raises and the Firefighters union will do the same, later this year.

While current negotiations are confidential, we know that at the conclusion of the last round of negotiations in 2016, the POA received compensation increases that included a raise of base salaries of 4% in 2016, then 4% in 2017, and another 3% in 2018. The Firefighters union received a pay increase of 6% in 2018 and 4% in 2019. From 2016-2018, US inflation averaged 2%.

Salary Information Is Public

Some say it is courageous to publish information on the cost of salaries and benefits of City employees, but the Chamber reminds readers that this information is available to

anyone via the Transparent California website (www.TransparentCalifornia.com). We are not publishing information that people cannot find themselves, although we aim to make it easier to understand this information in aggregate.

This Is the Work of a Strong Chamber

In February 2019, the Salinas Valley Chamber of Commerce was one of only five Chambers to be recognized among the 850 members of the Western Association of Chamber Executives for outstanding Chamber programs for our "City Budget Crisis" series of research articles. At this year's annual Chamber industry conference, Dave Kilby, President & CEO of W.A.C.E. lauded the Salinas Valley Chamber for having the political courage to undertake such important advocacy. "This is the

type of work that all Chambers should engage in to be successful Catalysts, Conveners and Champions for their communities."

As the Chamber Executive Committee debated our role in shedding light on the budget problem, our Board member Kevin Dayton stated, "A few years from now, if this problem is not resolved, we should be able to demonstrate that at least we showed up and advocated on behalf of our members. Our Board did not sit idly by."

Working Toward Solutions

The City knows it has a formidable challenge. To its credit, City leadership engaged consultants to study the problem and make recommendations on how to resolve the yawning budget gap. The result of this work is a 212-page blueprint called "The Salinas Plan." (You can download the entire report on the City's website at www.CityOfSalinas.org). "The Salinas Plan" merits its own article and the Chamber endeavors to write that article for the next issue of this Business Journal.

As always, your Salinas Valley Chamber of Commerce will continue educating and advocating on behalf of our members and the broader public. This issue is too important for us not to do so. ■

FOOD TRUCKS: Striking a Balance with Conventional Restaurants

by Scott Davis, Salinas City Councilmember



Making Salinas the **Most Business Friendly City** on the Central Coast has been a goal of mine since elected in 2016. It's an ambitious goal, but sometimes you have to shoot for the stars to get moving in a better direction. I come from a family of business owners and I recognize business is the heartbeat that keeps our city alive and well.

About a month ago, I was at the Alvarado Brewery on Dayton Street when I noticed there was no food truck. "NO food truck?" I asked myself. But what is a delicious ice cold craft beer without deep fried and salty foods? Well, for me it's only ONE beer.

I asked about it and was told the City of Salinas had "chased" several vendors away and only issued a handful of permits to food trucks in the city. Alvarado Brewery even

noticed a decrease in sales when no food was being served. Could a food truck and a brick and mortar business actually be mutually beneficial?

I followed up with some friends, talked to community members, business owners, did some research with our city, and of course reached out to the Chamber and asked for some input.

This is what I found:

- The food truck industry is projected to hit \$1.1 Billion by 2022 according to an IBIS World Report.
- The City of Salinas only allows for 32 "catering truck" permits a year. These include fruit vendors, street food cart vendors, etc.



- Since 2007, the City has only issued 27 permits from a waiting list with over 297 applicants.
- The Salinas City Center (I still like "Old Town") does not have any food sales after 10pm but has

thriving entertainment, Thursday through Sunday.

- The industrial areas of Salinas are limited on food choices and have very few brick and mortar restaurants/cafés/eateries.

Time and time again, I was directed to the City of Monterey's food truck ordinance that seems to strike a fair balance between brick and mortar restaurants and the prospering food truck industry. Could Monterey be more business friendly than Salinas?

Rhetorical question, don't answer that! In short, Monterey only allows food trucks on certain roadways at certain times within the city limits, and requires them to adhere to parking regulations and keep their areas clean.

Can we make Salinas a little more business friendly by adopting a similar ordinance enacted by the City of Monterey? I would love some feedback, to hear your thoughts, and ultimately collaborate so we can start making Salinas the **Most Business Friendly City** on the Central Coast.

[Editor's note: if you are interested in sharing your input, please contact the Chamber at 831-751-7725 so we can inform you of the details of a planned upcoming meeting.] ■

CA Unemployment Rate Dips to Record Low 4.1% in July

by EDD

Employers add 19,600 nonfarm jobs; current expansion ties all-time record

California's unemployment rate tied a record low 4.1 percent in July while the state's employers added 19,600 nonfarm payroll jobs, according to data released today by the California Employment Development Department (EDD) from two surveys. July's job gain contributes to an employment expansion in California that is now 113- months long, tying the expansion of the 1960s for the longest on record. California has gained 3,299,000 jobs since the economic expansion began in February 2010, accounting for more than 15 percent of the nation's job gains over the expansion.

California's Labor Market, by the Numbers...

• The state's unemployment rate dipped from 4.2 percent to 4.1 percent¹ in July, once again tying the record low unemployment rate first set in July through December 2018.

• California added an average 29,200 jobs per month over the entire 113-month long expansion - far more than the 8-9,000 jobs needed monthly to match labor force growth.

• While virtually all states have experienced sustained job growth



since the end of the recession, California's growth has been more broad-based in all but one of the state's 11 major industries, led by gains in the high-tech jobs of Professional and Business Services and Information, along with increases in Education and Health Services, which support an aging demographic.

• The current expansion differs in comparison with the record expansion between August 1960 and December 1969 which was primarily fueled by manufacturing, particularly in aerospace, and higher population growth (approx. 2.7 percent annual growth in the 1960s compared to 0.8 percent currently). ■

Hsieh to Lead Hartnell

The Hartnell Community College District Board of Trustees selected Dr. Patricia Hsieh, president of San Diego Miramar College, to succeed Superintendent/President Dr. Willard Lewallen. A 3-year employment contract has now been signed between the College and Dr. Hsieh.



Dr. Patricia Hsieh to lead Hartnell College

District and has an enrollment of approximately 12,000 students. She has broad experience and background in teaching, student services and community college administration.

The 18-member search committee was composed of three faculty, three administrators, three classified staff, two students, two board trustees and five community members representing specific community interests such as education, business and industry, community-based organizations and the arts.

Following two campus-community forums in early April to help prioritize qualifications for consideration, the committee selected and interviewed semi-finalists in early June. More than a hundred people attended the finalists' individual public forums on June 20 in Hartnell's Steinbeck Hall, where candidates introduced themselves and responded to written questions submitted by the audience.

During her years as president of Miramar, Dr. Hsieh has expanded

student access, guiding growth from an annual enrollment of fewer than 5,000 full-time-equivalent students (FTES) to more than 10,000. Like Hartnell, the college also has achieved consecutive yearly gains in student completion.

In 2017-18, Miramar increased its associate degree awards by 32 percent, followed by an additional 15 percent in 2018-19. Its total certificate awards were up by 8 percent in 2017-18 and another 29 percent in 2018-19. Total associate degrees for transfer jumped by 57 percent in 2017-18 and 34 percent in 2018-19.

Dr. Hsieh also has been instrumental in transforming college facilities by completing a Facilities Master Plan to improve teaching, learning and student completion. When she joined Miramar in 2005,

the campus had just two permanent buildings. Since then, it has used funds from two bond measures to complete eight new instructional and career training facilities, seven new campus support facilities, five major renovation projects, a major public safety project and numerous infrastructure projects.

Dr. Hsieh studied at the Harvard University Management and Leadership in Education (MLE) Program and Institute for Educational Management (IEM) and received her doctorate from Pepperdine University in Institutional Management in Higher Education focusing on Community College Administration.

She received a Master of Arts degree in Guidance and Counseling from Wayne State University and a Bachelor of Arts degree in Western Languages and Literature from National Chengchi University in Taipei, Taiwan. ■



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Clarissa Rowe, VP Community Relations Officer;
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Lessons from South African Water Crisis

by Abby Taylor-Silva, Grower-Shipper Association

The Grower-Shipper Associations' Vice President recently visited the Western Cape of South Africa with the California Department of Food and Agriculture to discuss drought and climate change mitigation strategies for agriculture.

No matter their industry, no matter their economic position, everyone in Cape Town knows how much water is in the dams. It's published weekly in the papers, and they're reminded to care every time they take a shower.

In early 2018 Cape Town quickly became front page news world-wide, as "Day Zero" quickly approached following three consecutive years of drought. Although the notion that an entire city could run out of water came as a surprise to its residents at the time, in hindsight it had been clear. The region saw 50-70% of its long-term average rainfall from June 2015 - June 2018, and many of the rainfall records for the period were the lowest since that sort of thing had been recorded in the 1880's.

In the end, locals believe this was a 1:400 year drought. Five main reservoirs hold an 18-month supply for the region, with the City of Cape Town consuming 58 percent, small towns using six percent, agriculture netting 26 percent and 10 percent lost due to evapotranspiration or leaky systems.

Day zero was a term coined in a meeting of officials when it was realized that the reservoirs held approximately 200 or so days of water. Discussions centered on how to manage that when suddenly one official said: "What about Day Zero?" What about the day when the dams go completely dry?

A region of great wealth and substantial poverty was equalized by the lack of one critical resource: water.

In South Africa, official documented unemployment is about 30%, but unofficial unemployment numbers land closer to 50%. Government officials realized quickly that distribution of the limited amount of water available would have to include and prioritize the people who weren't ratepayers, those who live in the tin



Theewaterskloof Dam, the largest dam in the Western Cape Water Supply System, at the height of the drought.

PHOTO SOURCE: 20CEANSVIBE.COM

"shantytowns" pocketed throughout the city. In these areas, there's generally only one water spigot for every 1,000 people.

At first the "formals," the urban residents on the grid that used 66% of the City's water, balked. They pointed fingers at the "informals," those who live in the pop-up sheet metal towns, arguing that they were using all the water. Reality was much different. Due to the fact that these areas have no showers or sinks, most people line up to fill buckets of water every day, which means it's more difficult to waste. Government officials began dialoging with the community and when these poor regions were accused, they informed the crowds that the "informals," who make up 14% of the city's population, used only 4% of the water. Finally, discussions about who caused this program refocused and water for lawns vs. the city's most in-need people was put into perspective.

Officials learned that the elite will simply pay more for their water, so the most effective way to drive change was through social intimidation such as publishing the names of the top 100 most wasteful streets of residents, and striking fear alongside directions on what to do to mitigate the issue. The residents also had to trust their city. Before things turned around, individuals were limited to 50 liters of water each day, or 13.2 gallons per person, the equivalent of a standard kitchen trash can. Cape Town eventually recovered and by November 2018 the dams regained water, filling to 74%. This has been an especially rainy winter season and levels are looking better than ever. But residents of Cape Town now take showers with 2-minute sand timers.

Agriculture felt the impact, which we will address in another in this series of blogs, with vineyards and orchards on one side of a road dying while the other side prevailed, and with a frustrated agricultural community wondering why notice of the problem and education of the urban sector hadn't come sooner. [Editor's note: to see the complete series of blog posts, visit www.growershipper.com/blog] ■

New Home Sales Slid 12.8% in July

by Bani Sapra, AP News

Sales of new U.S. homes fell a steep 12.8% in July, but the drop came after revisions to June sales showed the sales highest growth in 12 years.

The Commerce Department said Friday that new homes sold at a seasonally adjusted annual rate of 635,000 units. That's down from a sharply revised upward rate of 728,000 in June. So far this year, sales have risen 4.1%, a sign that buyers are beginning to respond to lower mortgage rates.

The volatility in home sales reflects

broader uncertainty in the housing market. Buyers have been eager to take advantage of wage growth and historically-low mortgage rates. The average rate on a 30-year loan declined to 3.55% this week, according to mortgage buyer Freddie Mac. The revisions to the June figure, coupled with a rebound in existing home sales in July according to data released by the National Association of Realtors, show sales reacting largely well to lower borrowing costs.

However, the rush has further constrained inventories at a time when new construction is limited. Robert Frick, a corporate economist at Navy Federal Credit Union, said that while the revised June figures were a positive sign for the market, low inventory remained the core problem dragging home sales growth.

"The average sales price for a new home was \$388,000, and half of home buyers are looking for a sub \$300,000 home. Until more, less expensive homes



and condos come to market, millions of Americans will be shut out of homeownership," Frick said.

A big 50% jump in sales in the Northeast was offset by declines in the West, Midwest and South this month.

The median sales price fell to \$312,800. That is down 4.5% from a year ago, but marks the highest level since April. ■

Protecting Against Discrimination Based on Hairstyle

by Sharilyn Payne, Fenton & Keller



According to a recent study conducted by Dove, African American women reported receiving formal grooming policies at a significantly higher rate than Caucasian women, and reported that they were 80% more likely to change their natural hair to meet social norms or expectations at work.

As a result of this study, California Senate Bill 188, known as "The Crown Act," was introduced and subsequently signed into law by Governor Newsom on July 3, 2019. "CROWN" stands for "Creating a Respectful and Open Workplace for Natural Hair." This law, which goes into effect on January 1, 2020, bans employers from discriminating against individuals based on natural hair and hairstyles associated with race.

Under the Fair Employment and Housing Act ("FEHA"), an employer cannot discriminate against or harass an applicant or employee based on being a member of a long list of protected categories, including race. The FEHA also prohibits housing discrimination based on specified personal characteristics, including race.

With the signing of the CROWN Act, the FEHA (Government Code section 12926) will be amended to define "race" as including "traits historically associated with race, including, but not limited to, hair texture and protective hairstyles." "Protective hairstyles" are defined in the statute as including "but not limited to, such hairstyles as braids, locks, and twists."

The preamble to the bill specifically states that "hair discrimination targeting hairstyles associated with race is racial discrimination." It adds that "[a]cting in accordance with the constitutional values of fairness, equity, and opportunity for all, the Legislature recognizes that continuing to enforce a Eurocentric image of professionalism through purportedly race-neutral grooming policies that disparately impact Black individuals and

exclude them from some workplaces is in direct opposition to equity and opportunity for all."

The CROWN Act does not prohibit employers from having dress codes that include grooming and appearance policies. It does prohibit discriminatory policies that have a disparate impact on members of a protected class. Employers that wish to implement grooming policies, or that already have such policies, should ensure that their policies do not explicitly prohibit hairstyles that are historically associated with race, such as Afros, braids, locks, twists, and cornrows. If an employer wishes to restrict certain hairstyles, it must have a legitimate, objective business purpose for that restriction that is stated in the policy. If an employer wishes to restrict hairstyles due to health and safety concerns, it should consider alternatives such as hairnets rather than prohibiting certain hairstyles. Employers should also keep in mind that an employee's "religious grooming practices" are protected under California law. This includes all forms of head, facial and body hair that are part of a religious creed. Employers must ensure that they implement grooming and appearance policies in a fair and consistent manner with all employees.

The CROWN Act also affects Section 212.1 of the California Education Code. The Education Code provides that all persons in public schools, regardless of their membership in specified protected categories, including race, are entitled to equal rights and opportunities in the educational institutions of the state. Under the CROWN Act, the Education Code is also amended to define race as including traits historically associated with race, including, but not limited to, hair texture and protective hairstyles.

For more information, the bill can be seen at the following website <https://bit.ly/30syord> ■

Sharilyn Payne is a lawyer with the Fenton & Keller law firm in Monterey. This article is intended to address topics of general interest, and should not be construed as legal advice. For more information, please visit www.fentonkeller.com.



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Free Community College Tuition

by Josh Lyle, ABC10

Who qualifies free community college tuition in California?

A recently expanded tuition waiver signed by California Governor Gavin Newsom means some students can attend two years of community college tuition-free.

Free tuition for two years at California community colleges, sounds too good to be true. Well, it's true that California Governor Gavin Newsom recently expanded a tuition waiver program, the number of students who will benefit depends on who qualifies. Here's a look at the program.

California College Promise Grant vs California College Promise Program

It can be confusing, but there are two programs that help pay for tuition at community colleges in California that have very similar names but do different things.

The California College Promise Grant pays community college fees of lower-income, California resident and AB 540 eligible students. The grant is available regardless of how many units the student takes.

The California College Promise Program offers two years free tuition for first-time, full-time students in California, who attend community college.

Who is eligible for the Promise Program?

The promise program was recently extended to offer a second year of paid tuition at California community colleges. To qualify students must be:

- Full-time students
- California residents or AB 540 students
- First-time college students

California Community Colleges reports 2.1 million students attend one of 115 community colleges in the

state. According to the Governor's budget summary, 33,000 students are projected to be eligible for the second year of free tuition under the Promise Program. That's about 1.5 percent of students who attend a community college in California.

The Promise Program pays for two years of community college if a college chooses to waive fees.

Does every California Community College offer the Promise Program?

The short answer is no. According to California Community Colleges, colleges have the option on whether to waive enrollment fees. [Editor's note: Hartnell College offers the Promise program. See article on Page 13 of August Business Journal on Chamber's website.]

According to a post on the CCC website, "Not all colleges receiving Promise money are waiving enrollment fees; many believe their California Promise funding is better used for other purposes, such as strengthening student support services to boost outcomes, or providing grants to help students cover the costs of childcare, transportation, books or other expenses."

So, if you are hoping to get free tuition under the California College Promise Program you might want to check with the college before you enroll.

How much does the California College Promise Program cost the state?

According to the Governor's budget summary, the expanded program is budgeted at \$42.6 million. It is being paid for by the Proposition 98 General Fund. Prop 98 requires a certain percentage of the state budget be spent on K-12 education. ■



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Rebekah Children's Services
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Salinas Valley Dental Care
(831) 424-1535

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(831) 769-8066

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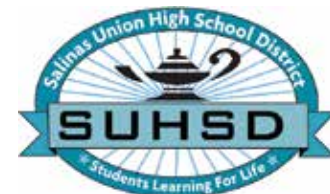
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Salinas Union High School District

Salinas Union High School District serves nearly 16,000 students in the City of Salinas. It operates five comprehensive high schools, four middle schools, one continuation high school, one independent study school, one adult education center, one community day school and one ROP/CTE center. The District boasts a graduation rate of 93 percent and employs more than 1,500 employees. The annual budget is approximately \$200 million, with positive certification and performance-based budgeting.

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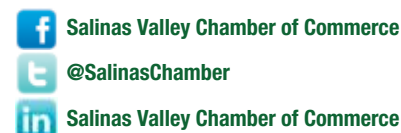
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Is The Yield Curve Calling For a Recession?

by Bill Hastie, MBA



Bill Hastie

recession.

In both cases of inversion, the U.S. stock market reacted swiftly and harshly. Others, however, have not been so fast to call for recession. This group cites the strength of the U.S. economy relative to many other countries. Germany and Japan, for example, are among a growing list of countries with negative interest rates. That means if you put money in the bank you get back less than you gave them. It will cost you to have a bank hold your money.

The U.S. offers both a strong economy and positive interest rates making it very attractive for global investors to purchase U.S. Treasury securities. This demand had increased the price of these investments and thereby driving down their yield, especially at the longer end of the yield curve. Some economists have argued that the flattening of the yield curve has more to do with global demand for U.S. Treasury securities than it does with predicting the next recession.

There is no question that the U.S. economy is slowing, but it's still growing and beating some key expectations. We saw that the 2nd quarter 2019 GDP was 2.1%, down from 3.1% in the 1st quarter but better than the 1.8% that was expected. The U.S. consumer makes up the largest portion of GDP, and consumer spending was much stronger in July than expected. With a strong labor market, GDP in the 2 – 3% range and good consumer spending, the U.S. economy does not appear to be headed for recession in the near future – inverted yield curve and all.

Bill Hastie, MBA is the Founder of locally-owned Hastie Financial Group. If you would like to discuss your personal or company's investment needs, please contact Bill at william.hastie@hastiefg.com

After ten years of economic expansion, there seems to be growing concerns that the U.S. economy may be headed for recession. Given that recession is a part of a normal business cycle, it's inevitable that a recession is coming, eventually. But the question is, "when?"

Some have looked to the yield curve as the predictor of future recessions. The yield curve is a graph which plots the yields of Treasury securities with maturities from one month to 30 years. Under normal conditions, the yield curve is positively sloped with the one month Treasury having the lowest yield and the 30-year having the highest yield. Throughout the business cycle, however, the slope of the curve can change reflecting the current levels of interest rates and differing economic conditions.

For each of the last seven recessions dating back to the 1950s, the yield curve has flattened or inverted some period of time before the recession began. Technical inversion occurs when the yield of the 2-year Treasury exceeds that of the 10-year issue. The period of time yield curve inversion and the beginning of a recession varies greatly – ranging from nine to almost 59 months, with the average being about 27 months.

The yield curve has inverted twice so far on 2019 which for some market watchers starts the clock to a coming



Largest Business Advocacy Groups in Silicon Valley

Source: Silicon Valley Business Journal

Rank	Business Advocacy Group	# Of Members	Year Founded	Website	Top Local Executive
1	The Silicon Valley Organization	1200	1886	thesvo.com	Matthew Mahood President/CEO
2	Fremont Chamber of Commerce	1000	1956	fremontbusiness.com	Cindy Bonior President/CEO
3	Redwood City/San Mateo Chamber	1000	1898	redwoodcitychamber.com	Amy Buckmaster President/CEO
4	Mountain View Chamber of Commerce	750	1922	chambermv.org	Bruce Humphrey President/CEO
5	Salinas Valley Chamber of Commerce	708	1902	SalinasChamber.com	Paul J. Farmer CEO / Chief Member Advocate

Chamber Events



The Blue Zones Project celebrates moving into their new location in Salinas City Center.



Connect at Lunch invited members to Baja's Bar & Grill to enjoy some Sushi and Mariscos (seafood).

Our travels this month took the Leadership class to the Southern-most part of Monterey County, to San Ardo, where we visited the oil fields at Aera Energy. The cohort

was treated to a discussion about the oil industry's economic impact in our community, and the process of finding and drilling for oil, as well as the company's commitment to protecting people and the environment. A highlight of the morning was a tour in the oil field while wearing safety goggles and hard hats, near a newly constructed pumping unit.

We then traveled to the Monterey County Agricultural and Rural Life Museum in King City and discovered a thought-provoking collection of agricultural related implements, house museum furnishings and historical objects related to specific local history. A short film, narrated by local farmers and historians, provided a wealth of information about the history and importance of irrigation and water management in our county.



Class visits Aera Energy oil fields in San Ardo

The last part of our day was spent at Scheid Vineyards with Marta Kraftzeck, 35+ year wine industry veteran and the first woman winemaker in Monterey County. Marta gave us a tour of Scheid's



Marta Kraftzeck gives a tour of Scheid Vineyards

impressive wine making facility and educated us on the intricacies of the wine making process. County Supervisor Chris Lopez joined us in the Scheid Tasting Room to share his thoughts on the issues he is passionate about in District 3, including early childhood education, safe roads, fair, equitable and accessible housing and economic development. ■

We thank our Class and Transportation Sponsor: Aera Energy

Next month on Nonprofit Day, the class will visit organizations that provide important services in our community.



Chamber Ambassador *Spenser Smith*

Spenser is a Central Coast native and home-grown science nerd. Together with his brother he owns ARCpoint Labs of Monterey Bay, a local lab that helps companies hire and retain the best employees, providing a one-stop-shop for all pre-employment and substance free workplace needs.

He was born in Monterey and graduated from the York School before heading off to study biochemistry at Occidental College in Southern California. After several years working at a commercial medical devices manufacturer, then as an EMT, and most recently as a safety manager in a large warehouse, he and his

brother decided to team up and move back to their hometown to go into business. And he's glad to be back home!

Soon after joining the Salinas Valley Chamber of Commerce, Spenser became

an Ambassador. He believes that local businesses thrive when they communicate openly about their opportunities and challenges, and when they stay active in their local communities. It's been a great way to meet fun, interesting people, too.

In addition to his duties as Ambassador and Lab Director, Spenser is passionate about education, especially in the STEM fields. He runs free weekend classes at the lab to educate the public about DNA testing, privacy, and the future of personalized genetic wellness. He also provides the lab's DNA and chemistry facilities for high school students to use for science projects, and volunteers as a mentor for budding science nerds like him.



If you have any questions about substance-free workplaces, employer marijuana policy, background checks, DOT testing, or on-site drug screening, don't hesitate to reach out to Spenser at spenser@arcpointlabs.com. ■



Focus on Non-Profits

American Cancer Society

*Here's a look at some of what we've been able to do,
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Giving back to
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By becoming a Real Men Wear Pink candidate, you give yourself and your business a new relationship with clients and potential clients. Raising awareness for breast cancer builds and supports your brand and promotes employee engagement. And let's face it – good corporate citizens want to do business with others who share their values.

THE REAL POWER OF PINK

The Real Men Wear Pink program gives men a leadership role in the fight against breast cancer. Every dollar we raise helps save lives from breast cancer through early detection and prevention, innovative breast cancer research, and patient support. Thanks to the passion of our Real Men Wear Pink supporters, we're able to make a huge impact on breast cancer, raising more than \$6.5 million to support the American Cancer Society's fight for a world without breast cancer.



Road To Recovery®

Nearly **8.5 million** free rides to treatment have been given to patients since 2005.



Reach To Recovery®

More than **1.5 million** patients have received one-on-one support from fellow breast cancer survivors since the program began in 1969.



Hope Lodge Communities®

Nearly **452,000** free nights of lodging were provided to patients in 2017.



Patient Navigators

More than **40,000** patients got help understanding their diagnosis and tackling day-to-day issues in 2017.



Look Good Feel Better®

More than **1 million** patients have learned to manage appearance-related side effects of treatment since the program began.



Breast Cancer Research

We are currently funding 159 grants related to breast cancer, totaling more than **\$59 million** (as of August 2017).

Now that's good business, Salinas Valley!

Learn more at RealMenWearPinkACS.org/CentralCoastCA

Non-Profit Calendar

Sept 11:

Info Session

5:30pm
440 Calle Principal, Monterey
Non-Profit:
CASA of Monterey County
(831) 455-6800
CasaOfMonterey.org

Sept 20:

**Wine & beer tasting,
delicious hors d'oeuvres,
silent auction & live music**

6pm-8pm
3825 Union Rod., Hollister
Non-Profit:
Girls Inc. of the Central Coast
(831) 772-0882
TastesAndTreasuresEvent.Eventbrite.com

Sept 21:

Info Session

9:30am
CASA, 945 S. Main Street, Ste. 107, Salinas
Non-Profit:
CASA of Monterey County
(831) 455-6800
CasaOfMonterey.org

Sept 26:

HR Summit:

**"Speak Up - Lean In & Influence"
with speaker Dave Underhill**
8am- 12pm
CSUMB, 100 Campus Center, Seaside
Non-Profit:
Central Coast Human Resource Association
(831) 649-7654
CCHRA.shrm.org

Sept 28:

60th Anniversary Celebration

10am-4pm
100 Harvest St., Salinas
Non-Profit: Active Seniors Inc.
(831) 320-0835 • ActiveSeniorsInc.org

Oct 4:

Disney's High School Musical On Stage!

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Oct 5:

Disney's High School Musical On Stage!

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Possible PG&E Rate Increases

by CalMatters

Pacific Gas and Electric's customers were warned about the cost of massive wildfires that it may have sparked. Even before California's largest utility filed bankruptcy proceedings at the start of the year, lawyers, policymakers and consumer advocates all cautioned that the company's liabilities in those fires would, one way or another, hit the pocketbooks of its 16 million customers.

So how much could consumers throughout northern and central California be facing in higher costs?

We don't have a full picture yet. We do know PG&E is seeking double-digit rate increases to help reduce the risk of future fires. But there isn't agreement yet on how much the company will be held financially responsible for the deadly and destructive wildfires in 2017 and 2018. And we don't know how much of that liability might be passed on.

Just recently, U.S. Bankruptcy Judge Dennis Montali ruled that a jury can decide whether the utility is liable in the Tubbs Fire in Sonoma County, even though investigators pinned the source on private electrical equipment, not PG&E (more on this later).

One thing is sure: Consumers will shoulder a big share of any liabilities.

Here's what we know so far about how much PG&E's rates could go up.

How much does PG&E charge?

PG&E's customers are already paying some of the highest electricity rates in the state, if not the country. The utility's average rate is 20.06 cents per kilowatt hour, compared with an average 16.06 cents statewide and 10.48 cents nationally.

But interestingly, those higher rates are offset by California's higher efficiency. The state's average monthly consumption is about 300 kilowatt hours less than the U.S. average, with California's average monthly electricity bill at \$101.49 compared to \$111.67 nationwide.

The average residential PG&E customer pays \$113.64 a month for electricity and \$52.30 for gas, or about \$165.94 a month, according to the company.

How much have PG&E's rates already risen?

In the past decade, the utility's rates have been going up faster than inflation. According to the Public Advocates Office, residential rates have risen 31% between 2009 and 2019 — higher than the consumer price index of 19%.

But PG&E isn't alone. While Southern California Edison rates largely appear to keep track with inflation at 18%, San Diego Gas & Electric's have jumped 51% in the past decade. That's partly because SDG&E's customers have been installing solar panels at a higher rate, which distorts the average cost because each customer appears to be consuming less electricity.

How much more will customers' costs go up?

Based on what we know, the average residential PG&E customer could pay nearly \$300 more a year in the next three years, or a 15% increase in their monthly bills. This is because the utility is asking permission from state regulators — separately from the bankruptcy proceedings — to increase its revenue in two ways. Most, but not all, of the new revenue would be passed to consumers.

First, PG&E has asked for a three-year increase totaling \$2 billion. would include a 12.4% jump next year, a 4.7% increase the year after that and a 4.8% hike in 2022. That's nearly a 22% rise. PG&E says much of the extra money is needed for fire-

How PG&E bills could rise

The utility wants to raise rates over the next three years and increase its state-guaranteed return on capital investments. The combined proposals could add \$24.42 a month to the average residential customer's bill.



safety improvements such as more fire-resistant poles, covered power lines, new weather stations and high-definition field cameras.

In this scenario, for the average PG&E residential customer using both electricity and gas, the current bill of \$165.94 a month would go up to \$186.24 in three years.

On top of that, PG&E wants to raise the guaranteed rate of return for capital investments that it gets under California law from 10.25% to 12%. It had sought a return as high as 16% in April. PG&E is arguing that it needs to offer investors bigger profits to offset the financial risks of liability in major wildfires.

This request would add an additional \$4.12 a month to the average residential bill. Combined, the increases would be \$293 a year. ■

Effort to Make Property Tax Increases Easier Fails

by Sarah Boot, CalChamber

A proposed constitutional amendment to make it easier for local governments to increase property taxes failed to secure enough votes to pass the Assembly this week.

The California Chamber of Commerce opposed ACA 1 (Aguiar-Curry; D-Winters), which would have asked voters to decide whether property tax increases for affordable housing and infrastructure could be approved by just a 55% vote instead of two-thirds.

In opposing ACA 1, the CalChamber pointed out that the proposal is overbroad because it provides the increased tax authority for every

government agency in California, not just cities and counties.

If ACA 1 were approved, potentially thousands of overlapping special districts would gain the ability to increase property taxes. Moreover, ACA 1 undermines the protections of Proposition 13 and permits discrimination against certain classes of taxpayers.

Two-Thirds Vote Appropriate

For more than a century, two-thirds voter approval has been required for general obligation bonds. The debt obligations backed by the increased property tax ACA 1 seeks to allow often

would be in place for as long as 30 years.

The stronger consensus among voters implicit in a two-thirds vote margin is appropriate given that taxpayers would be obligated to an increased tax rate for such a long period.

Increased Housing Costs

Although supporters of ACA 1 argued the measure is needed to support affordable housing in California, it actually will increase housing costs for millions of people.

The result of the increased tax authority for numerous special districts

could be a single taxpayer being burdened with uncoordinated and ill-advised layering of new taxes from multiple special districts.

Thus ACA 1 could reduce even further the percentage of California households that can afford to buy an existing, median-priced home. A recent report from the California Association of Realtors puts that figure at 30%.

Key Vote

ACA 1 failed to pass on a vote of 44-20 on August 19. As a proposed constitutional amendment, ACA 1 needed approval by two-thirds of the Assembly. ■

Exercise Of Purchase Option Terminates Lease

by Patrick Casey



Real estate leases occasionally grant the lessee a right to purchase the real property being leased. A 2018 case established that when a lessee exercises a purchase option, that (i) the lease terminates and there is now a binding purchase agreement between the parties, and (ii) the lessee is no longer obligated to make rent payments under the former lease.

In the 2018 case of *Petrolink, Inc. v. Lantel Enterprises* (21 Cal. App.5th 375), Petrolink leased certain commercial property from Lantel that contained the following language granting Petrolink a purchase option: "21. RIGHT TO PURCHASE. As long as the Tenant is not in default of this Agreement, Tenant will have an option to purchase the property at any time after the first Ten (10) years of the lease term at a price equal to the fair market value of the property based on an appraisal." Petrolink delivered a written exercise notice of the purchase option dated August 25, 2011 to Lantel, in which Petrolink unconditionally exercised its purchase option. The purchase option did not specify who was to have the property appraised. Lantel had its own appraiser determine the fair market value and Petrolink did likewise. The appraisals were almost \$1,300,000 different from each other, and Petrolink then sued Lantel to enforce the purchase option at Petrolink's appraised value. From and after exercising the purchase option (including during the trial court litigation), Petrolink continued to pay monthly rent for the property.

The trial court ruled that Petrolink had validly exercised its option but disallowed any credit against the purchase price for the rent paid after exercising the purchase option.

The appellate court reversed and determined that Petrolink could have a credit against the purchase price for the rent it paid after exercising the purchase option, subject to some minor adjustments. The appellate court ruled that a lessee exercising a purchase option in a lease agreement ends the lease and converts the lease agreement into a binding purchase and sale agreement for the real property. This means that "the former lessee's obligation to pay rent under the lease also terminates unless there is an express stipulation that requires continued rent payments after the exercise of the purchase option." *Id.* at 384.

Lantel argued that Petrolink's continued payment of rent after exercising the purchase option evidenced that the lease remained in effect. However, Petrolink asserted that it continued to make the rent payments "to ensure that it would not be found to be in default of the lease in the event that the court later determined that it did not validly exercise the purchase option." *Id.* at 386. The court agreed and found that Petrolink had no further obligation to make rent payments once it validly exercised the purchase option.

This case shows the importance of having clear and concise language regarding purchase options in lease agreements, which ideally would include all the details usually contained in a standard real estate purchase and sale agreement (which could be attached as an exhibit to the lease). ■

This article is written by Patrick Casey, who is a business attorney with the JRG Attorneys At Law firm in Monterey. You may reach the author at (831) 269-7114 or at patrick@jrgattorneys.com.

Member News

Rohmann Leads Central Coast College

LeeAnn Rohmann is the Founder and CEO of Legacy Education LLC, a fast-growing educational enterprise that acquired the assets of Salinas's Central Coast College earlier this year. With estimated annual revenues of \$18M and 800 students, Legacy now owns and operates five specialized colleges in Lancaster, Bakersfield, Temecula, Pasadena, and now Salinas.



LeeAnn Rohmann

After meeting Rohmann recently, Salinas Chamber CEO Paul Farmer was immediately impressed. "She is a decisive leader who understands and is poised to fill a niche in higher education that has been created by the recent demise of a number of other post-secondary schools. LeeAnn is ethical and committed to serve students and the community. I can't wait to see her team realize the tremendous vision she has for Central Coast College, a long-time staple in our community."

Quail Lodge Welcomes New Executive Chef

Brian Parks joins Quail Lodge & Golf Club as its new Executive Chef. Chef Parks will oversee all culinary operations at Quail Lodge including the menus at the property's signature restaurant, Edgar's, and hotel bar, Waypoint Bar + Kitchen, in addition to banquets, wedding and special events on property.



Brian Parks

Parks is a graduate of both the California School of Culinary Arts and College of the Canyons with degrees in Culinary Arts, Business Sciences and Social Sciences. A seasoned industry veteran, he has worked with multiple culinary institutions throughout the state, including: Canary Hotel/Coast Restaurant in Santa Barbara, both Hotel Casa del Mar and Viceroy Hotel in Santa Monica and Georgia's Smokehouse – a self-owned, award-winning private catering business in Santa Barbara. For more info, please visit quailodge.com/dining.

Arnold Joins PG&E

Jeana Arnold has accepted a position as the Local Public Affairs Representative for PG&E in our area.

Jeana is a Central Coast native (she's a graduate of Aromas Elementary School and Watsonville High School). Jeana was most recently the Executive Director of a non-profit business association in the Hollister area. She lives with her husband in San Benito County and together they have two grown sons. She will serve as the primary point of contact for PG&E-related civic outreach and participation.



Jeana Arnold

Upcoming Events

September & October 2019

- Sept 4** | **9/4 Connect at Lunch - Pastability's**
12-1pm
Farmers Union Pour House- 217 Main St.
- Sept 4** | **9/4 Ribbon Cutting - Planet Fitness**
3-4pm • 1210 Northridge Mall
- Sept 11** | **9/11 Lunch and Learn - Business Insurance**
11:30am-1pm • Chamber Office
- Sept 16** | **9/16 Ribbon Cutting - Hobby Lobby**
8:30-9:30am • 796 Northridge Mall
- Sept 19** | **9/19 South County Mixer - Scheid Family Wines**
5:30-7pm
1972 Hobson Ave., Greenfield
- Sept 21** | **9/21 Young Professionals Group Hike**
11am-1pm
Fort Ord National Monument - Badger Hills
- Oct 2** | **10/2 Connect at Lunch - Round Table**
12-1pm • 1457 N Main St.
- Oct 3** | **10/3 Ribbon Cutting - Alliance Career Training Solutions**
5-7pm • 333 Abbott St. Ste. B

MEMBER
SPOTLIGHT



Salinas Valley
CHAMBER OF COMMERCE

Scheid Family Wines South County Mixer

Join us at the Scheid family's vineyards and tasting room. Network with professionals from Salinas Valley, King City, and Soledad Chambers while enjoying wine made on-site and hors d'oeuvres.

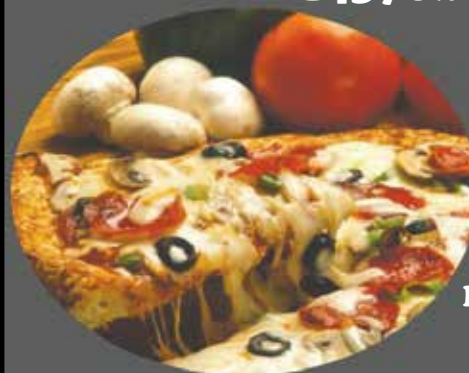
**1972 Hobson Ave.,
Greenfield**

**Thursday, September 19th
5:30-7pm**

Free admission for chamber members and free one-time admission for prospective members

Connect at Lunch

Round Table Pizza
Wednesday, October 2nd
12-1pm
1457 N. Main St.



**Meet the Chamber Board:
Esteban Calderon &
Brandon Patterson**

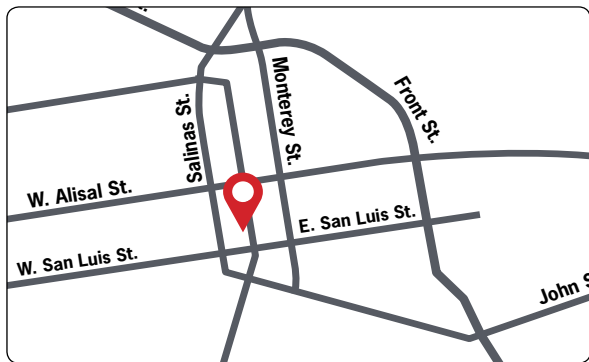
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SalinasChamber.com**

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