



Chamber Trip
to Australia + Fiji

P.5



New Rent &
Eviction Control Law

P.10

INSIDE THIS ISSUE: CA Budget Surplus P.7 | New Member Profiles P.13 | Leadership Monterey County P.15

Chamber Leads Campaign for More Positive City Permitting Experience

If there's one issue that seems to unify people throughout Monterey County - regardless of ethnicity, income, or political persuasion - it's complaints about the City of Salinas Permit Center.

Many Permit Center employees are obviously committed to their often difficult task of serving permit applicants while ensuring those applicants comply with laws meant to protect the public. Nevertheless, the system remains the top complaint to the Chamber about running a business in Salinas.

When Chamber leaders and members consistently cite "regulatory reform" as a priority concern, they often cite negative experiences with the Permit Center. Business owners continue to demand that the Salinas Valley Chamber of Commerce take a leadership role in fixing the system.

City officials have recognized a systematic problem with the permitting process and adopted strategies during the past several years to improve customer service (described below). But fairly or unfairly, too many local business owners still regard city government as an impediment to starting, improving, and growing their businesses.

City Efforts to Date to Solve the Permitting Problem

Seasoned Salinas business leaders recall many years of developing and promoting solutions to obstacles in the city's permitting process, including a burst of efforts in the mid-2000s. But the ability of the city to serve permit applicants was hampered by personnel and funding cuts during the Great Recession.

When economic recovery began, Salinas officials recognized a need to improve the city's permitting program. This was essential if the city aspired to compete with other local governments in the region promoting economic development.

In 2013, an outside consultant prepared an organizational assessment of the city's Community and Economic Development Department, identifying strengths and weaknesses, and recommending 54 changes, many of which the city subsequently adopted.

In 2017 the city's new Community Development Director invited Chamber CEO Paul Farmer to participate in a three-day exercise to help evaluate and initiate

PERMIT - Continued on page 6

Chamber Supports School Clothes for Local Kids

Last year, the Chamber Foundation's took over a major community event for Salinas - the **"Children's Shopping Tour"** - which will take hundreds of underprivileged local kids shopping for new school clothes.

With this event, the Chamber is building on the tradition started many decades ago by the Salinas Jaycees. On the second Saturday in December (December 14th, this year), volunteers will gather at Northridge mall to take hundreds of children shopping for school clothes. It should be noted: the children are selected by teachers at local elementary schools, not by the program event itself.

To reach the fundraising goal of \$55,000, the Chamber has been leading grant-writing and fundraising during the year. We were delighted to accept grants from the Harden Foundation for \$10,000 and from WalMart for \$2,000. This year, Tom Adcock and Alco Water agreed to step up as our Presenting Sponsor with a donation of \$10,000 for the event.



As we went to press, we were about \$6,000 short of our goal. Might you be able to help with a donation of money or time?

Please visit the Chamber website for details on how you can do either or both.

www.SalinasChamber.com/CST.

You may also contact us at 831-751-7725 or Info@SalinasChamber.com.



Presenting
Sponsor:



*On behalf of the
children who will benefit,
thank you all!*



KICK THE CPAP OUT OF BED, NOT YOUR PARTNER!

*Breakups can be hard, but this one won't be.
Our recommended rebound:*

THE ORAL APPLIANCE.

- Small, comfortable, portable, and lightweight
- Easy to travel with: can be worn on an airplane, in a hotel, or while camping
- No electricity required
- Can sleep on your side, stomach or back
- No noise, hose or replacement parts



Limited Time
SLEEP THERAPY
OFFER

Give us a call to reserve your
FREE Sleep Evaluation*
with our sleep specialist

*Some restrictions may apply. Call for details.



SALINAS VALLEY
DENTAL CARE
A better experience. A better choice.
(831) 273-1773
f G *

For information or a no-obligation sleep screening visit SalinasValleyDentalCare.com/SleepSolution

Growing Salinas Valley's Rich and Storied future

by John Bailey, Chamber Board Chair



2019 EXECUTIVE COMMITTEE

- Chair - **John Bailey**
Alternative Dispute Resolution
- Chair-elect - **Andrea Bailey**
Chevron
- Past Chair - **Jim Bogart**
Grower-Shipper Association
- Vice Chair, GRC - **Kevin Dayton**
Salinas City Center Improvement Assn.
- Vice Chair, Finance - **Bill Hastie**
Hastie Financial Group
- Vice Chair, Events - **Julie Ann Lozano**
MBS Business Systems
- Vice Chair, Membership - **Kristy Santiago**
KION TV

2019 BOARD OF DIRECTORS

- **Kalah Bumba**
(Consultant Community/Health)
- **Esteban Calderon** (Comerica Bank)
- **Raymond Costa**
(RHC Management, dba McDonald's)
- **Frank Geisler** (Geisler3)
- **John Haupt** (Haupt & Associates)
- **Albert Maldonado** (MP Express Printing)
- **Rodney Meeks** (Credit Consulting Services)
- **Tom Meyer** (1st Capital Bank)
- **Kathy Miller** (Aera Energy)
- **Krishna Patel** (Valvoline Instant Oil Change)
- **Brandon Patterson**
(Brandon D Patterson -
Windermere Valley Properties)
- **Starla Warren**
(Monterey County Housing Authority
Development Corporation)

CHAMBER LIAISONS

- **Peter Kasavan** (SPARC)
- **Matt Huerta**
(Monterey Bay Economic Partnership)

LEGAL COUNSEL

- **Matt Ottone**

PROFESSIONAL STAFF

- **Roxanne Noble Boss**
Membership Director
- **Sydney Allred**
Member Services Coordinator
- **Phillip Saldaña**
Operations & Accounts Manager
- **Paul Farmer**
CEO & Chief Member Advocate

CREATING A STRONG LOCAL ECONOMY
PROMOTING THE COMMUNITY
PROVIDING NETWORKING
OPPORTUNITIES
POLITICAL ACTION
REPRESENTING THE INTERESTS
OF BUSINESS WITH GOVERNMENT

Info@SalinasChamber.com
(831)751-7725

member's interests diverged. Other times, we took a stand for what we felt most represented the values of our entire membership.

Under our Chair-Elect, Andrea Bailey (no relation), we are focused

will follow).

I'd also like our membership to know that one of our accomplishments this year was that the Chamber Board, by unanimous vote, recently adopted

a comprehensive Conflict of Interest Policy. As we consider sometimes controversial issues, it is imperative that our own ethics are beyond reproach. Everyone must know that our Board is acting on behalf of what is in the best interests of our members and the community.

As this is my final Business Journal article as Chair of the Board, I wish to thank all of those who have helped to make this a successful year for the Chamber. I offer a special thank you to Jim Bogart, the Chamber's Past Chair, for putting together a Board that is representative of our entire County business community. I also offer my sincere thanks to our Chair-Elect, Andrea Bailey, for her long-term vision as we continue our important work on behalf of our members and the entire community. ■



on developing a three-year strategic plan that will require even greater collaborations. We expect the Chamber's partnerships and County-wide approach will help us as we continue to advocate for our members, especially as the long-term General Plan processes are revisited (the City of Salinas will revisit its General Plan next year and the County of Monterey

MEMBER
SPOTLIGHT



Salinas Valley
CHAMBER OF COMMERCE

The Salinas Valley Chamber has been steadily growing our membership over the years. As we now count more than 700 diverse businesses as members, it is understandable that they will not always agree on the best path forward. Much like the groups represented by the "heroic heads" created by artist Joseph Mora in 1937 (those that line Salinas's Art Deco Courthouse), our current membership reflects the full spectrum of Salinas Valley's rich and storied history. Mora's theme in his design of the Courthouse was the four "pre-Steinbeck" cultural periods in Monterey County's history: Native American, Spanish, Mexican and the United States. Over eighty years later, Monterey County's story continues to grow.

Our Chamber has begun more County-wide collaborations, where conflicts of interest and a wide spectrum of ethical considerations make decision-making more difficult. Spirited debate on a variety of issues in the local news, from the South County Courthouse, to Live PD, to homelessness on the Union Pacific Railroad, and any and all local planning projects, have continued to energize our members and the Chamber Board and staff.

Our Chamber leadership has forged connections with partner organizations that have helped us make progress this year on our three strategic priorities: Homelessness, Housing and Government Regulation.

In considering matters, sometimes individual Board Members may have held strong opinions but the Chamber Board often chose not to take official positions where many of our

99th Annual Awards Luncheon

Join us for our biggest annual event where over 500 local businesspeople get together for lunch and to honor our own.

Everybody comes because everybody goes!

Thursday

February 27, 2020

11am-1pm

Sherwood Hall, Salinas

NOMINATIONS OPEN:

- ◆ Small Business of the Year
- ◆ Large Business of the Year
- ◆ Businesswoman of the Year
- ◆ Citizen of the Year
- ◆ Agricultural Leadership
- ◆ Spirit of the Community

Nominate online at our website
or contact the Chamber.

Deadline for nominations: Jan 6

Presented by



TICKETS: \$55/members
\$95/non-members

SalinasChamber.com

Or (831) 751-7725



CHAMBER TRIP - Australia + Fiji

by (and with) Chamber CEO Paul Farmer

Life is to be lived.

Consider joining us for this phenomenal trip!

Raise your hand if you want to go to Australia. I see you, there. Australia is definitely a “bucket list” trip for many people. Personally, I have only heard people rave about the country and its people. I’m excited that the Chamber’s first trip in 2020 will help you experience this fantastic destination for yourself.

The international trips coordinated by the Chamber have become so popular that now we’re offering two trips per year. **(Note: you do NOT have to be a member of the Chamber to join in on the fun).**

Our first trip for 2020 is to Australia and the second trip (in October 2020) will be to Spain+Portugal. We are finishing the details for Spain+Portugal and will release info soon. Please email us if you are interested in that trip.

Australia AND Fiji

It’s no wonder why Australia is among the top tourist destinations in the world: friendly people, beautiful beaches, Foster’s Lager and those cuddly koalas and kangaroos. We’ll be visiting the two must-see cities, Sydney and Melbourne, with an optional trip extension if you’d like to explore the Great Barrier Reef in the Northern part of the continent.

You might consider this fantastic vacation a two-in-one. Since we’ll be flying right by the beautiful islands of Fiji in the South Pacific, we’re going to stop to spend three days there on our way over to Australia. You’ll certainly be struck by the natural beauty of the Fijian islands. From stunning waterfalls and pristine waters, to vibrant sea life and long stretches of sandy beaches, there’s so much to take in. Some of the islands are covered in magical tropical rainforests.

What’s Included & Price

The travel brochure on our website includes more details but let me net out for you what’s included: shuttle transportation to/from SFO airport, 4-star hotels with breakfast every day, tours with guide and private motorcoach. Most tours are included, but there are a few optional excursions or



you can enjoy some leisure time, exploring on your own.

Our “Australia + Fiji” 12-day tour is offered at the fantastically low rate of \$3399. If you’ve got the time and a few extra bucks, you can add another three days to visit the Great Barrier Reef and Cairns for another \$899.

Why Travel with the Chamber

Traveling with the Chamber is a fantastic way to travel internationally with someone you trust and our group travel rates will save you plenty of dough and headache. The Chamber and our travel partner agency handle all the details so all you have to do is enjoy yourself. If you’re a single traveler who would like a roommate, we’re very good at helping pair you up with a new friend. Speaking of new friends, you’re guaranteed to make plenty of them on our trip!

There are so many cool things to share, you’re going to have to learn more about it. Please join us for the **no-pressure Travelers Information session on Dec 17** (details in the ad beside this article). Or shoot me a note: President@SalinasChamber.com Our traveler satisfaction is very high because the tours are top-notch, the pricing is very competitive (thank you, group discounts) and we know how to show people a good time! ■



2020 Chamber Trip

(open to anyone)

Australia + Fiji

Departing April 28, 2020

12 Day Journey of a Lifetime
Includes 9 Breakfasts, Hotels, Airfare, Tours

Highlights: Experience Sydney & Melbourne, Australia’s 2 iconic cities. See the Sydney Opera House from a harbor cruise. Hand feed kangaroos, see the wildlife and much more.

Featuring 4-star hotel accommodations

DISCOUNTED RATE:

\$3399

Air taxes + fees = \$150

Total = \$3549

*Rate is double-occupancy.
\$500 deposit holds your seat*

*Add 4 more days to see Cairns
and the Great Barrier Reef for
only \$899 more!*



Travel Presentation

Tues, Dec 17, 6-7pm

119 E. Alisal St, Salinas

Download trip brochure on our website or contact us for details.

(831) 751-7725

www.SalinasChamber.com

President@SalinasChamber.com

further improvements to the system. The exercise was facilitated by a firm that specializes in the “Kaizen” methodology of organizational system improvement.

In the following two years, city staff has kept the Salinas Mayor and City Council (and the public) informed about the implementation of the Kaizen-oriented reforms. Staff has produced action plans, reports, flow charts, and dashboards to measure progress using objective findings.

The Salinas City Council received formal scheduled progress reports on permitting reform at meetings on February 20, 2018; July 3, 2018; April 2, 2019; and November 5, 2019. The reports indicate some progress in many service areas.

Meanwhile, the City of Salinas has upgraded its software technology used for the permitting process. In September 2019, the City of Salinas adopted TRAKi 9, a mobile, web-based program. It includes a “citizen portal” that applicants can use to submit plans, pay fees or renew business licenses on-line without having to visit the Permit Center.

Also, the City of Salinas has contracted with business consultant Rosanna Herrera to serve as an ombudsperson for Permit Center users. She is examining some of the difficult issues facing the Permit Center and had met with numerous parties involved in permit reform, including representatives of the Salinas Valley Chamber of Commerce.

The Chamber and Its Business Allies Propose Additional Solutions

Not all is well. After observing a few high-profile failures in 2018 involving the Permit Center, some business leaders concluded that the Kaizen methodology alone would not resolve intractable problems in the city’s permitting process.

A coalition of various business organizations - including the Chamber - began discussions on whether the Permit Center still had trouble serving the public - and if so, why. Chamber Business Development Committee Chair John Haupt has been the coordinator of this coalition effort on behalf of the Chamber.

During these months of discussions, examples of Permit Center failures continued to accumulate. After reviewing these cases, the committee developed a list of proposed reforms and circulated them to other business associations and individual businesses that frequently require permits for projects. One priority recommendation

is that the City of Salinas hire a manager who has authority over all Permit Center day-to-day operations but isn’t so high up in the bureaucracy that he or she is remote from the problems.

Because the city is struggling to address a projected growing structural budget deficit, the Chamber and its coalition allies need to prove that the position would pay for itself. Some questions yet to be answered by the city and by the business community:

1. Would a Permit Center manager make the department more efficient in how it serves the public?
2. If the City of Salinas Permit Center had a regional reputation for excellent customer service, would it attract additional economic development and thus generate additional tax and fee revenue?
3. Would the city be interested in entering into a public-private partnership to establish and fund such a position?

While looking internally at the City of Salinas permitting system, the Chamber also wants a systematic review of permitting operations at other local governments in California:

1. What gives some cities and counties an excellent reputation for an easy permitting process?
2. Are positive reputations a result of specific policy decisions, exceptional administrative leadership, or a result of public relations?
3. How did cities and counties that transformed their permitting systems overcome inherent challenges to change an organizational system?

It’s possible that some conditions that make one local government a permitting breeze and another local government a permitting nightmare have yet to be identified. For example, can seemingly minor variables such as the physical environment in a permitting department have a major effect on the efficiency of that department?

Your Salinas Valley Chamber of Commerce is taking a leadership role in seeking solutions to City of Salinas Permit Center challenges. If you have comments or ideas, please contact President & CEO Paul Farmer at President@SalinasChamber.com or 831-751-7725. ■

Chamber Takes a Thoughtful, Balanced Approach to Permitting Reform

Sometimes people think a government can simply issue an edict and solve a problem. In reality, this rarely happens. Your Chamber has looked at the bigger picture and recognized some fundamental challenges for city permitting reform.

1. Democracy Sometimes Means Burdensome and Complicated Laws

The Permit Services Division of the Community Development Department is part of the executive branch of the government of the City of Salinas. It does not create law. It implements laws enacted by the legislative branch of government.

This means the Permit Center must ensure that buildings conform to laws passed by the Salinas Mayor and City Council, the California state legislature, and even the U.S. Congress.

Business owners sometimes forget that the public wants their government to protect, preserve, and improve safety and quality of life. As a result, elected officials feel constant pressure to hastily enact new

laws that solve or prevent problems. These new laws can unintentionally create new problems for businesses when they become part of the permitting process.

2. Not All Complaints About the Permit Center Are Justified

To accurately evaluate the city’s permitting process, the Chamber must continually determine which business complaints are valid and which are simply misunderstandings about the law.

The Chamber knows that building codes and zoning can be difficult to understand. But it also believes that business owners need a city permitting system that can be used without specialized education and training.

3. Regard City Employees as People and Not Interchangeable Cogs in a Machine

The Chamber is sensitive to a tendency of the business community to express its frustrations through public criticism of city employees. And it is true that sometimes rules in collective bargaining agreements

meant to protect government employees from unfair discipline can undermine public accountability.

We want an appropriate balance between encouraging the Permit Center in a difficult task and providing constructive criticism when it is deserved.

4. Businesses Have Permitting Hassles at Other California Local Governments

Which California local governments have the best permitting departments and which have the worst? Many California local governments contend with complaints about permitting. Salinas is not alone.

Some people with broad experience getting permits throughout California say the City of Santa Rosa was forced to reform its program after natural disasters and is a model to be emulated.

A study that evaluated California local government permitting systems and ranked them from best to worst could be a catalyst for reform throughout the state. It would be interesting to see where the City of Salinas stood in such a ranking. ■

CA Heading for \$7 Billion Surplus

by Sophia Bollag, Sacramento Bee

California is on track for a \$7 billion budget surplus. Where will the money go?

California's long economic expansion is projected to continue into next year, giving Gov. Gavin Newsom and lawmakers another surplus as they map out a new state budget.

Legislative Analyst Gabriel Petek released a report projecting the state will bring in a \$7 billion surplus in the 2020-21 budget year.

That's far less than the \$21.5 billion surplus California is collecting this year, but it still reflects a positive outlook for the state's economy.

"The budget picture is strong and favorable. Full stop," Petek told reporters.

As much \$3 billion could be available for ongoing expenses, while the rest could dry up in an economic downturn, according to the report. But the analyst's office recommends the Legislature allocate no more than \$1 billion of the surplus to ongoing expenses to avoid having to cut programs during a recession.

Analysts also found the state has enough saved in reserves to weather a typical recession, but recommend

the state use much of the projected surplus to pay debts and boost reserves.

Last year, lawmakers approved a \$215 billion budget boosted by record surpluses that accommodated new spending on health care, early childhood programs and housing construction. Lawmakers also socked away billions of dollars in reserves, giving the state \$19 billion in separate savings accounts.

Newsom has warned that next year's budget likely won't be so flush.

In October, Newsom told reporters he's seeing a slowdown in state tax revenue, indicating a recession is on the horizon after a decade of economic growth.

The analyst's office still painted a positive picture of the upcoming year in its report, projecting the economy will continue to grow in coming years, although at a slowing pace.

"With more than a decade of economic expansion, coupled with deliberate legislative action to put the budget on better footing, the California budget is in good condition," analysts wrote, although they noted the prospect of a recession still looms.

The analyst's office predicts California will continue adding jobs and that the housing market will improve somewhat after declining in 2019.

The report also outlines several areas of uncertainty, most notably surrounding a policy reauthorized by California lawmakers this year to offset some health care costs in the budget known as the managed care organization — or MCO — tax. That policy requires federal approval, which the analyst's office projection assumes will happen. About \$900 million is at stake.

Newsom boasted about the positive outlook Wednesday.

"Our state is now doing more than ever before to provide opportunity for all California families, especially those who are not equally sharing in our nation's prosperity," he said in a written statement. "We are taking important steps so that growth is broadly shared, doing it all while saving record amounts for a rainy day."

Sen. John Moorlach, R-Costa Mesa, said the outlook showed "California continues to benefit from a booming national economy," but cautioned



that state and local governments are carrying hundreds of billions of dollars in debt that could become especially problematic in a financial downturn.

Newsom in this year's budget nodded to those debts, providing \$9 billion in optional payments to the state's underfunded CalPERS and CalSTRS pension plans.

"Let's hope the governor allocates the \$7 billion to address increasing state unfunded liabilities. Not doing so is intergenerational theft leaving Californians saddled with these debts on their backs," Moorlach, who sits on the Senate Budget Committee, wrote on Twitter.

Newsom must propose a plan for the 2020-21 budget in January, kicking off negotiations with the Legislature, which must approve a final plan by June 15 in time for the July 1 start of the state's fiscal year. ■

Unemployment Lowest In 40 Years

by Margot Roosevelt, LA Times

to grow in the state's longest expansion on record.

At 3.9%, the jobless rate was the lowest since 1976, when the state changed its statistical

methodology, adding new data to its calculations, state officials reported Friday. That was down from 4% in September, and 4.1% a year earlier.

"Each month we think we can't get any lower in the unemployment rate, but we do," said Michael

Bernick, a former director of the California Employment Development Department. "This is comparable to the rates we had in the 1950s."

Nationwide, the jobless rate stood at 3.6% in October, also near a half-century low.

Golden State employers added a net 23,600 jobs in October, for a total of 17.56 million, and a year-over-year growth rate of 1.8%. U.S. payrolls grew by 1.4% year-over-year.

The state's monthly gain was "healthy," said Scott Anderson, chief

economist of the San Francisco-based Bank of the West. "California's labor market has been surprisingly resilient this year, despite the head winds from the U.S.-China trade war and global manufacturing recession," he said.

Since the Great Recession ended in February 2010, the state has added more than 3.37 million payroll jobs. That 116-month growth surpassed the long expansion of the 1960s, EDD officials noted, accounting for more than 15% of the nation's job gains over the same period. ■



California Unemployment Falls To Its Lowest Rate In More Than Four Decades

California's job market powered ahead in October as the unemployment rate dropped to a new low and payrolls continued

California to Sue Feds Over Water

by Adam Beam, AP News

California to sue over federal rules governing water

California officials said they will sue the federal government over proposed rules managing the state's scarce water, arguing its conclusions are not scientifically adequate and fall short of protecting species and the state's interests.

The state, which has historically relied on the federal government to set rules, is proposing its own rules governing the State Water Project, which captures and stores water originating in the Sierra Nevada and delivers it to 27 million people in the San Francisco Bay Area and Central and Southern California.

"We value our partnerships with federal agencies on water management," the state's Secretary for Environmental Protection Jared Blumenfeld said. "At the same time, we also need to take legal action to protect the state's interest and our environment."

Environmental groups cheered the state's decision but criticized the state's proposed rules.

Doug Obegi at the Natural Resources Defense Council referring to them as "Trump lite."

"It's not as bad as what's in the Trump (proposed rules), but it's certainly less protections than what's in place today," he said.

The wrangling highlights the perils of water politics in California as first-term Democratic Gov. Gavin Newsom seeks to reconcile the interests of the state's \$50 billion agriculture industry with the growing list of endangered species in a fragile ecosystem.

Earlier this year, the Legislature approved a law that would have applied California's Endangered Species Act to the federally-operated Central Valley Project. But Newsom angered environmentalists when he vetoed that law, calling it "a solution in search of a problem."

Newsom said the state's actions are beginning "to chart a new path forward for water policy in California."

"As stewards of this state's remarkable natural resources, we must

do everything in our power to protect them," he said.

Last month, the federal government proposed new rules that would govern the State Water Project and the federal Central Valley Project. The rules would deliver more water to farmers, despite warnings from environmentalist that it would imperil endangered species like the delta smelt and the winter-run chinook Salmon.

A joint statement from the U.S. Fish and Wildlife Service, the National Marine Fisheries Service and the U.S. Bureau of Reclamation said their final proposed rules "incorporated significant modifications based upon input from the State of California and our partners."

"We firmly stand behind the science that was used and the conclusions that were made," the agencies said in the joint statement.

The state Department of Water Resources says its proposed rules for the State Water Project include specific protections for the longfin smelt, which is protected under the state's Endangered Species Act but not the federal equivalent.

Obegi said the state's water rules ultimately would let water agencies take out an additional 219,000 acre feet of water each year, which he says would harm the longfin smelt and other endangered species. One acre-foot of water is more than 325,000 gallons (1.2 million liters), or the amount of water that would cover an acre to the depth of a foot (0.3 meters).

Department of Natural Resources spokeswoman Lisa Lien-Mager said the new rules give the state Department of Fish and Wildlife authority to stop the increased pumping if it determines it would violate the Endangered Species Act.

She also said the plan would set aside 200,000 acre-feet of water to offset the additional pumping impacts in the Delta, which when combined with other factors "does not result in a net increase in exports." ■



PHOTO CREDIT
AP Photo/Rich Pedroncelli, File

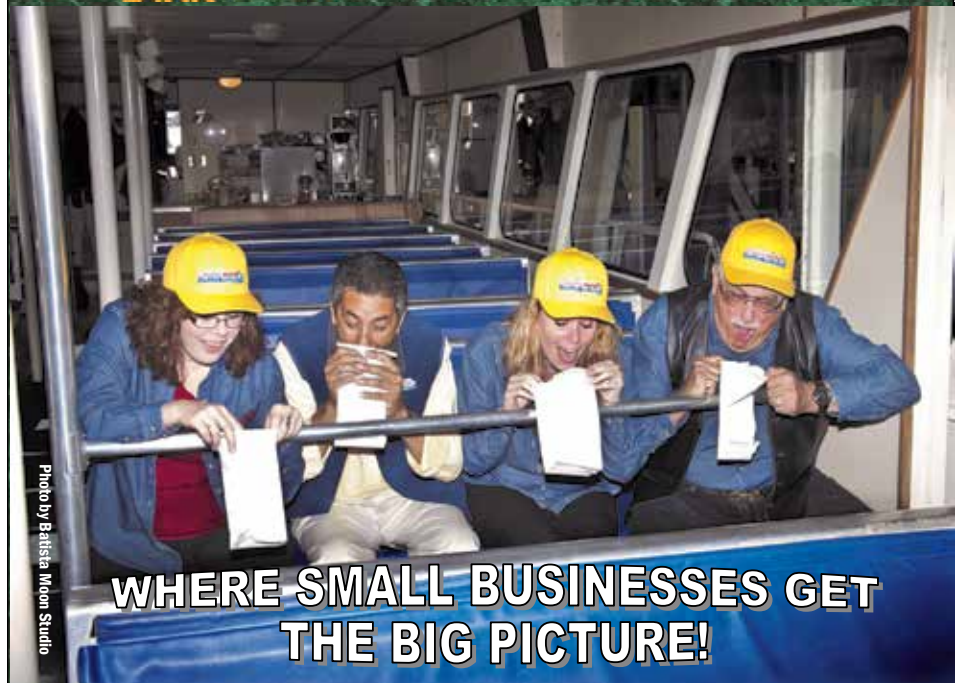


Photo by Baisila Moon Studio

WHERE SMALL BUSINESSES GET THE BIG PICTURE!

**L to R: Stephanie Chrietzberg, SVP MCB; Benji Shake, Owner;
Sarah Gaebelein, VP MCB Senior Loan Officer; Charles Chrietzberg, MCB CEO**

Princess Monterey Whale Watching

96 Fisherman's Wharf #1, Monterey, CA 93940 (831) 372-2203
www.princessmontereywhalewatching.com

With departures daily, **Princess Monterey Whale Watching** offers year round whale watching and wildlife tours on the Monterey Bay, fully narrated by experienced marine biologists and naturalists. See whales, dolphins and many other species of marine wildlife.
Join us!! Aboard the Largest and Finest vessels in the fleet.

Sarah Gaebelein at **Monterey County Bank** was a huge help in walking us through an SBA loan which was quite complex as we were financing our new vessel "**Greatland**" from Alaska. Sarah & Monterey County Bank made this happen fast so we did not miss our busy Summer Season.

Benji Shake, Owner

Call Monterey County Bank Today!

Monterey (831) 649-4600
Pacific Grove (831) 655-4300
Carmel Rancho (831) 625-4300
Salinas (831) 422-4600

\$5,000,000
SBA Loan Limit



**Oldest Locally Owned, Locally Managed
Bank in Monterey County - OVER 40 YEARS!
The Leading SBA Lender in Monterey County**

Member F.D.I.C. • Equal Housing Lender



Chamber Ambassador

Jon Brandt

Jon and Emily Brandt moved to the Central Coast in 2000 when Jon retired after 20 years with the Marines. Jon is the local owner and general manager of Always Best Care Senior Services on the Central Coast. With this business he serves his neighbors throughout Monterey County by providing compassionate in-home attendant care for adults needing help with their activities of daily living.

Jon joined the Salinas Valley Chamber of Commerce and opted to become an Ambassador. As an Ambassador, he enjoys meeting Chamber members and promoting the value of a connected and interactive community while constantly learning about that community.

Always looking for ways to improve the lives of others, he volunteers in several capacities locally. He is a Watch Lead with the Los Olivos-Riker Neighborhood Association (LORNA). He drives with ITN Monterey and Meals on Wheels Salinas Valley as well as sitting on the Board of Meals on Wheels Salinas Valley.

The Central Coast offers many beautiful and inspiring opportunities to get outdoors and appreciate the natural wonders of our area. When they can, Jon and Emily enjoy exploring the parks, reserves and trails with which we are blessed. They also spend time working to raise funds and awareness for several worthy causes. The most notable of those being the Alzheimer's Association's Walk to End Alzheimer's, the American Cancer Society's Relay for Life, ITN, Children's Miracle Network, and Meals on Wheels Salinas Valley.

For any questions you may have concerning his involvement with the Chamber or finding the best in-home non-medical care for one's self, a friend or a loved one, please contact Jon at jbrandt@abc-seniors.com, (831) 809- 0288 or check out his web site at AlwaysBestCare.com/ca/salinas. ■



Children's Shopping Tour Presented by Alco Water

Join the Salinas Area Chamber of Commerce
Saturday, December 14 at Northridge Mall when we take
disadvantaged children (1st-4th) shopping for school clothes.

You can brighten the holidays for children in the Salinas area by volunteering to help operate the event or chaperone children shopping. We are requesting chaperones to carry on this invaluable tradition.



796 Northridge Mall, Salinas from 7am-2pm
Volunteers must register at <https://bit.ly/36ELIfN>

AquaBlue Skin & Body Spa HOLIDAY SPECIALS

Holiday Head-To-Toe

Relaxation massage with a vanilla chai foot treatment followed by a holiday aromatherapy facial with a hydrating hand treatment.

2 hours 30 minutes

\$250

Healing Holiday

Deep tissue massage with client's choice of either focus tension relief treatment or CBD add-on.

1 hour 30 minutes

\$175

Spa La La

Full body aromatic coffee scrub accompanied by a relaxation massage.

1 hour 30 minutes

\$150

Winter Radiance

Arctic cranberry enzyme facial with a hydrating under eye treatment.

60 minutes

\$120

229 Main St Salinas, CA 93901 | aquabluespa.com | 831.422.2500

New Rent and Eviction Control Law

by Anne Secker and Jeff Tuttle,
Noland, Hamerly, Etienne & Hoss

What Landlords Need to Know About AB 1482

Landlords beware: A new rent and eviction control law (AB 1482) is effective January 1, 2020. It materially changes the way landlords of multi-unit apartments must do business. The law limits rent increases and the reasons a landlord may terminate a tenancy. It also imposes burdens on landlords terminating tenancies, including paying relocation assistance to evicted tenants.

First, the good news – Most of the new law does **not apply** to:

- Single family dwellings, condos, or units in a planned unit development (provided that the owner is not a real estate investment trust, a corporation, or a limited liability company in which at least one of the members is a corporation); or
- Duplexes where the owner occupies one of the units.

Landlords exempt from the new law must, nonetheless, provide notice to their tenants including specific statutory language stating that the unit is not subject to the rent caps the law imposes.

Now, the bad news – Landlords of multi-unit properties:

Are limited in the amount of rent increases they can impose over a 12-month period to the lesser of:

- 5% plus the percentage change in the cost of living, defined by the Consumer Price Index (CPI) from the Bureau of Labor Statistics, **or**
- 10% of the lowest rental rate charged for the prior 12 months of tenancy.
- The law looks back to March 15, 2019 and measures all rent increases from that date. If a landlord increased rent by more than the allowed amount after March 15, 2019, the applicable rent on January 1, 2020 will be the rent as of March 15, 2019, plus the maximum permissible increase. Landlords will not be liable for any corresponding rent overpayments that occur between these dates.



Must have "just cause" to terminate tenants who have occupied the property for more than 12 months. The law identifies two types of just cause:

- **at-fault**, meaning things within the tenant's control, such as the failure to pay rent, violation of the lease or criminal activity on the property.
- **no-fault**, meaning things that are out of the tenant's control, such as the landlord's withdrawal of the property from the rental market or an owner's intent to occupy the property themselves.

Must state in a written notice of termination the just cause for termination. If the cause for termination is something that can be remedied, the landlord must first allow the tenant an opportunity to cure the violation prior to issuing a notice of termination. If the violation is not cured within the time frame in the violation notice, the landlord may serve the tenant with a 3-day notice to quit.

For no-fault just cause terminations, landlords must provide relocation assistance to evicted tenants. This can be done one of two ways, at the landlord's option, either:

- Provide a direct payment of one month's rent to the tenant, **or**
- Waive in writing the payment of rent for the final month of tenancy, prior to the rent becoming due.
- If the tenant fails to vacate the property, these funds may be recovered as damages in an eviction action.

It is imperative that landlords understand this new law so that they can comply with it beginning January 1, 2020. AB 1482 is set to expire on January 1, 2030 unless lawmakers vote to extend it. ■

© 2019 Noland, Hamerly, Etienne & Hoss. This article is intended to address topics of general interest and should not be construed as legal advice.

Anne Secker is a shareholder in Noland, Hamerly, Etienne & Hoss and has practiced law in Monterey County since 1980. She specializes in commercial law, contracts, business dispute resolution, real estate and construction law, and creditors' rights. NHEH intern Jeff Tuttle assisted with this article.



Advanced Solutions From Your Local Business Neighbors

- Air Print
- Wireless
- Scan Solutions
- I.T Support Services
- Server Solutions
- Label Design and Printing



Phone 831-759-8760

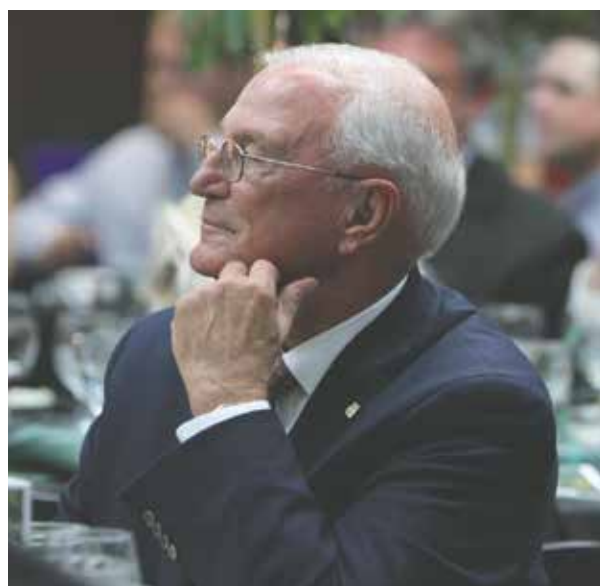
startdbs.com

540 Work St., Suite E • Salinas, CA 93901

Legacy of Leadership Gala 2019

Thank You, Event Sponsors

Presenting Sponsor



Gold Level 

Silver Level

- | | | |
|---------------|--------------------------------|---|
| ◇ Aera Energy | ◇ Hayashi Wayland | ◇ Salinas Valley Memorial Healthcare System |
| ◇ AgroThrive | ◇ Natividad Medical Foundation | |
| ◇ Chevron | ◇ Smith Family Wines | |

Bronze Level

- | | | |
|------------------------------|------------------------|-----------------------------------|
| ◇ Cal Water | ◇ MBS Business Systems | ◇ Santa Cruz Bank |
| ◇ Credit Consulting Services | ◇ RHC Management | ◇ Scheid Vineyards |
| ◇ Green Rubber Kennedy Ag | ◇ San Bernardo Rancho | ◇ Noland, Hamerly, Etienne & Hoss |
| ◇ Hastie Financial Group | | |



Non-Profits A-E

The Salinas Valley Chamber has over 100 non-profit members

The Salinas Valley Chamber of Commerce encourages you to shop and dine at local businesses. For every \$100 spent at locally owned businesses, \$73 stays in the community.



Let's keep the Salinas Valley strong—support these member organizations.

Active Seniors Inc
(831) 424-5066

Ag Land Trust
(831) 422-5868

Alliance on Aging
(831) 655-1334

Alzheimer's Association
(831) 647-9890

American Cancer Society
(831) 442-2992

ACS Discovery Shop
(831) 443-8879

American Red Cross
(831) 624-6921

Anthem Christian School
(831) 449-0140

Ariel Theatrical
(831) 449-0140

Arts Council for Monterey County
(831) 622-9060

Beacon House
(831) 372-2334

Big Sur International Marathon
(831) 625-6226

Big Sur Land Trust
(831) 625-5523

Boy Scouts of America
(831) 287-2020

Boys & Girls Club
(831) 394-5171

California Coastal
(831) 424-1099

California International Airshow
Info@SalinasAirshow.com

California Rodeo Inc
(831) 775-3100

California Women for Agriculture
(831) 229-1492

Carmen Herrera-Mansir
(831) 232-6900

CASA of Monterey County
(831) 455-6800

Central California Alliance for Health
(831) 755-6000

Central Coast Builders Assoc.
(831) 758-1624

Human Resource Association
(831) 235-2631

Visiting Nurse Assoc. & Hospice
(831) 372-6668

Central Coast YMCA
(831) 372-6668

Chartwell School
(831) 394-3468

CHISPA Inc
(831) 757-6251

Clinica De Salud Del Valle
(831) 757-8689

Coastal Kids Home Care
(800) 214-5439

Community Builders
(831) 373-6628

Community Foundation
(831) 375-9712

Community Homeless Solutions
(831) 384-3388

Community Human Services
(831) 757-7915 x211

Digital NEST
(831) 722-6378

Door to Hope
(831) 758-0181

Dorothy's Place
(831) 757-3838

El Pajaro CDC
(831) 722-1224

Energy Upgrade California
(310) 260-3331

Episcopal Diocese of El Camino Real
(831) 394-4465

A Special Thanks to Our Strategic Partners and Stakeholder Members



New Member Profiles

Boy Scouts of America

The Boy Scouts of America provides a program for young people that builds character, promotes good citizenship, and develops personal fitness. For over a century, Scouting has helped build the future leaders of this country by combining educational activities and lifelong values with fun. The Boy Scouts of America believes - and, through over a century of experience, knows - that helping youth is a key to building a more conscientious, responsible, and productive society.

The Silicon Valley Monterey Bay Council currently serves 13,000 youth across the counties of Monterey, San Benito, Santa Clara and Santa Cruz.

SVMBC.org • (831) 287-2020



BOY SCOUTS OF AMERICA
Silicon Valley Monterey Bay Council

Cintas Corporation

Cintas leads the industry in supplying corporate identity uniform programs, providing entrance and logo mats, restroom supplies, promotional products, first aid, safety, fire protection products and services, and industrial carpet and tile cleaning. We operate more than 400 facilities in North America-including six manufacturing plants and eight distribution centers.

(831) 320-9328 • Cintas.com

904 Holloway Rd., Gilroy



EF Host Family Monterey Bay

Open your heart and home to an international student this summer and experience cultural exchange. EF is bringing international students ages 9 to 14 to Monterey for two weeks this January and two to four weeks next June, July and August. The students choose to participate in this EF program for the purpose of improving their English and learning about American culture first-hand.

For more information please call

Elaine Fischer 831-313-7059 • Elaine.Fischer@ef.com



Keller Williams

At Keller Williams, our mission is to build careers worth having, businesses worth owning, lives worth living, experiences worth giving, and legacies worth leaving. We are committed to serving our real estate agents so that they may serve their communities and clients at the highest level. Part of that pledge includes an unwavering support of diversity and inclusion at every step.

(831) 620-5741 • KW.com

1368-B S Main St., Salinas



MidPen Housing

MidPen Housing is one of the nation's leading non-profit developers, owners and managers of high-quality affordable housing. In the 45-plus years since MidPen was founded, we have developed over 100 communities and 8,500 homes for low-income families, seniors and special needs individuals throughout Northern California. Our developments are award-winning and nationally recognized.

(831) 707-2134

MidPen-Housing.org



Mosquito Abatement District

The Northern Salinas Valley Mosquito Abatement District was established in December 1950 at the request of residents under the authority of the Health and Safety code 2060. The District covers 458 square miles of Northern Monterey County. Our mission is to protect public health and comfort by abating existing mosquito breeding sources and preventing new ones in order to permit full use and enjoyment of our backyards, recreational facilities, agricultural and industrial areas.

(831) 422- 6438

MontereyCountyMosquito.com

342 Airport Boulevard, Salinas



Ruggiero Law Office

Vincent A. Ruggiero is an estate planning, business law, commercial transaction and real estate attorney located in Salinas. He is a young, tech-savvy attorney who provides innovative and responsive legal services, saving time and money. Vincent values each client and tailors his practice to address their particular needs and situation. Every client deserves devoted attention, dedication and billing that reflects the value added to their matter.

Legal services are about commitment, transparency and taking a long-term view of each representation. Vincent looks forward to serving individuals, families, and businesses throughout Monterey County and the Central Coast for years to come.

For a free consultation do not hesitate to call

Ruggiero Law Office at (831) 202-0696 or

schedule an appointment online at rloattorney.com



**Follow us
on Social
Media**



Controlling Retirement Plan Administrative Risk

by Bill Hastie, MBA



Bill Hastie

The 401(k) plan has for many years been the retirement plan of choice for many, if not most, companies with employees. Once the employer adopts the plan, however, they accept a myriad of responsibilities (and liabilities) they probably never anticipated. It's commonplace for employers, especially smaller companies, to delegate to staff many of the day-to-day responsibilities of administering the plan. All seems well until something goes wrong either having to do with plan investments or administration.

With regard to plan investments, the Department of Labor (DOL) gives plan trustees the fiduciary responsibility of developing and implementing a prudent process to select, monitor and replace (as needed) investments made available to plan participants in their 401(k). What plan trustee can effectively execute that task? Accordingly, The Employee Retirement Income Security Act (ERISA) provides trustees the protection of an "ERISA 3(38) Investment Manager" who can execute, and take fiduciary responsibility for, the investment selection, monitoring and replacement of plan investments.

Plan administration, however, is a bit trickier with regard to fiduciary responsibility. Plan sponsors often retain the services of a third party administrator (TPA) to perform most of the required tasks of administering a 401(k) plan. This typically includes compliance testing and reporting, plan design and handling loans and distributions to name a few functions which are provided on a non-fiduciary basis.

As the 3(38) Investment Manager can provide many protections to plan trustees regarding plan investments, plan trustees are provided similar protections with an "ERISA 3(16) Fiduciary Administrator." The challenge is often that 3(16) services

are incredibly broad. The Wagner Law Group, a nationally recognized law firm, defines a 3(16) fiduciary as an administrator with ERISA reporting and disclosure duties. "Full 3(16)" fiduciary services often include accepting the fiduciary responsibility for performing the vast majority of plan administration: Maintaining plan documents in accordance with IRS/DOL regulations, tracking employee eligibility, ensuring communications meet DOL requirements, performing nondiscrimination testing and managing and sending required participant notices.

When a plan sponsor retains the services of an ERISA 3(16), they are most often left with only three primary responsibilities: deposit employee deferrals in a timely basis, provide an annual employee census and monitor the services of the 3(16) administrator.

What plans make the best candidates to retain a 3(16) fiduciary administrator? It's not so much based on plan size as it is based on plan needs. It's true that larger 401(k) plans, those with 100+ participants, are often good candidates simply based on the volume of employee needs and activity. But most often it is plan sponsors attempting to accomplish one of two objectives: either to maintain "hands off" of their 401(k) plan as much as possible, or to limit their fiduciary liability with regard to their plan as much as possible.

Many plan trustees have found both maximum "hands off" of plan duties and fiduciary protection regarding plan investments by retaining the services of both an ERISA 3(38) Investment Manager and a 3(16) Fiduciary Administrator. ■

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

Don't Miss Early Bird Rates, Register Now!

TPO
The HR Experts™
Consulting • Training • Investigations

Littler

Thursday, January 23, 2020
Embassy Suites, Monterey Bay
8:00 am - 4:00 pm



16th Annual Employment Law & Leadership Conference

Use Code **SVCC** for Discount Rate of \$279
(\$349 After Early Bird Deadline 12/13/2019)

Littler's Employment Update *Plus* Five Breakouts

2020 Wage & Hour - Mistakes Employers Still Make and What to do About Them!

HR Q&A - Balancing Both Legal and Leadership Perspectives!

Great Employees...They Come and They Go - The Big Question is...What Makes Them Stay?

You Can't Always Get What You Want - But You Can Get What You Need!

The Ag Employer - A 2020 Overview and What Lies Ahead!

Affiliate Showcase - Includes Breakfast & Lunch

Go to: www.tpohr.com



Client Focused. Relationship Driven.
A Tradition of Excellence Since 1928.

Agriculture Law
Business & Taxation
Construction
Creditor's Rights
Estate Planning
Labor & Employment
Litigation
Personal Injury
Public Agencies
Real Estate & Land Use

333 Salinas Street
Salinas, CA 93901
831.424.1414

470 Camino El Estero
Monterey, CA 93940
831.373.3622

nheh.com

NOLAND
HAMERLY
ETIENNE
HOSS

Attorneys at Law



Infrastructure and Environment Day

Our Infrastructure and Environment Day began at the Monterey Regional Waste Management District, where we met with General Manager (and Leadership Monterey County

Board Member) Tim Flanagan. We discussed community issues surrounding garbage disposal, recycling programs, composting and Organics to Energy, the program that allows the energy value of organic materials to be harvested prior to composting. An educational tour of the MRF (Materials Recovery Facility) allowed us the opportunity to see first-hand the process of sorting recycled materials.



*We *believe* that's water in the toast by LMC classmates Etna Montsalve-Campos and Kathy Miller.*

The class's next stop was to Monterey One Water to learn about water challenges and solutions from Paul Sciuto, General Manager, and Gary Petersen of Salinas Valley Groundwater Sustainability Agency. Here we witnessed the process of wastewater treatment and recycling of water to be used as irrigation for local crops, thereby limiting the advancement of seawater intrusion.

At the Monterey Regional Airport District, we met with Mike LaPier, Executive Director, who shared the plans for future upgrades and expansion at the airport. Lastly, Todd Muck, Deputy Executive Director of the Transportation Agency for Monterey County boarded our bus and took us on a guided tour of several current and future TAMC projects throughout the county, including the newly constructed roundabouts, the Fort Ord Regional Trails and Greenway, and the Fremont Street bike lanes.



Todd Muck talked to the class about many of TAMC's projects throughout the County, including the Fort Ord Regional Trails and Greenway.

The cohort is looking forward to our final class for the year which will focus on Art, History and Culture in Monterey County. Then it's graduation time. If you are interested in learning about participating in the 2020 Class of Leadership Monterey County, please visit www.LeadershipMC.org or see the ad on this page with more info. ■



Take a Step Toward Better Health

Let our unique health and wellness programs connect you with your best life.

New physicians and topics every month.

For more information and to reserve your spot, call our Health Promotion Department at 831-759-1890.



svmh.com/walkwithadoc



LEADERSHIP
MONTEREY COUNTY

The Premier Course for Emerging Local Leaders in the Community



Now ACCEPTING APPLICATIONS!

Participants have the opportunity to gain community awareness and knowledge of the critical businesses and organizations that create a thriving economy in Monterey County. The program is designed to educate local, management-track leaders from different industries to all of the significant economic impacts within the county.

Classes are held on the fourth Friday of the month, February through November. Topics for each class include:

- Hospitality
- Agriculture
- Healthcare
- Defense/Security
- Government/Law
- Nonprofit
- Art/Culture/History
- Education

Tuition: \$2,000



Apply online:
www.LeadershipMC.org
Application deadline: January 13, 2020, 5:00 pm
Questions? Email: LMC@mcabc.biz



Focus on Non-Profits

The Salvation Army

In 1865 the Salvation Army formed from an idea that the gospel of Jesus Christ should be shared among people going about their daily lives, and not just reserved for the traditional church pulpit. This idea spread and today, the Salvation Army is active in virtually every corner of the world and serves in over 100 countries, offering the message of God's healing and hope to all those in need.

The Salvation Army exists to meet human need wherever, whenever, and however it can by helping disaster survivors, providing shelter, feeding the hungry, combating addiction, assisting the unemployed, teaching kids, and much more. It assists approximately 25 million Americans annually without discrimination, and none of this could be possible

without donations. A holiday tradition the Salvation Army has upheld since 1891 is the Red Kettle Campaign, which helps provide shelter and meals for the homeless and hungry, Christmas toys for children and social service programs to millions of people in need year-round.

The Red Kettle Campaign, which began on Thanksgiving Day and runs through Christmas Eve is the largest and longest-running fundraiser of its kind. Public contributions to Salvation Army kettles enable the organization to continue its year-round efforts at helping those who would otherwise be



forgotten. When you hear the ringing of a bell and see the red kettle, remember to donate and be a part of a Salvation Army tradition that has assisted more than four-and-a-half million people during the holiday season. Visit us at <https://salinas.salvationarmy.org> or call (831) 443-9655 to learn more. ■

Non-Profit Calendar

Dec 1 - Jan 31:

Tax Volunteers Needed

9am-3pm
247 Main Street
Non-Profit: Alliance on Aging
(831) 655-4242
AllianceOnAging.org/volunteer

Dec 11:

10 Warning Signs of Alzheimer's: Early Detection Matters

10:30am-12pm
21 Lower Ragsdale Dr. Ste. B, Monterey
Non-Profit: Alzheimer's Association of Monterey County
(831) 647-9890 • Alz.org/norcal

Dec 11:

Holiday "Friendraiser" Dinner

5:30-7:30pm
411 Central Ave Bldg C
Non-Profit: Salinas Senior Center
831-757-6030 • SalinasSeniorCenter.org

Dec 12:

Tree of Life Celebration

5-6:30 pm
Portola Hotel & Spa,
2 Portola Plaza, Monterey
Non-Profit: Hospice Giving Foundation
831-333-9023
HospiceGiving.org/events

Dec 12:

Planning a Healthy Business Workshop

3-5pm • 656 Broadway Ave., Seaside
Non-Profit: Small Business Development Center
(831) 424-1099 • CalCoastalSBDC.com

Dec 13 & 14:

A Charlie Brown Christmas

7pm • 320 Main St.
Non-Profit: Ariel Theatrical
(831) 775-0976 • ArielTheatrical.org

Dec 14:

A Charlie Brown Christmas

10am & 2pm • 320 Main St.
Non-Profit: Ariel Theatrical
(831) 775-0976 • ArielTheatrical.org

Dec 16:

Amazon Small Business Academy A+ Content Online Webinar

10am • At your personal computer
Non-Profit: Small Business Development Center
(831) 424-1099 • CalCoastalSBDC.com

Jan 23:

IMPOWER January Luncheon

11:00-1:30 • Corral de Tierra Country Club,
81 Corral de Tierra Road
Non-Profit: IMPOWER
Impowerwomen@gmail.com
impowerwomen.org

1st Sat; 2nd & 4th Fri monthly:

Western Dancing with Pam McCrumb

7-10pm • 100 Harvest St.
Non-Profit: Active Seniors, Inc.
831-424-5066
ActiveSeniorsinc.org

Every Monday:

Zumba with Loretta Salinas

8:45-10:00am • 100 Harvest St.
Non-Profit: Active Seniors, Inc.
831-424-5055
ActiveSeniorsinc.org

Every Tuesday:

Ballroom Dancing with Moon Glow Jazz band

7-9pm • 100 Harvest St.
Non-Profit: Active Seniors, Inc.
831-424-5066
ActiveSeniorsinc.org

Every Wed and Fri:

Yoga & Pilates, all levels welcome

8:45-9:45am • 100 Harvest St.
Non-Profit: Active Seniors, Inc.
831-424-5066 • ActiveSeniorsinc.org

Every Tuesday:

Dance lesson with Sera Hirasuna

6-7pm • 100 Harvest St.
Non-Profit: Active Seniors, Inc.
831-424-5066 • ActiveSeniorsinc.org

Chamber Events



Alliance Career Training Solutions celebrated their 5-year anniversary with an open house.



XL Public House has re-opened under the new ownership of Gerry Chavez and Raul Figueroa.



Natividad Medical Group, a family medical practice, has expanded inside Natividad's main facility.



The Ted Taylor Vocational Center is the latest sparkling jewel at Rancho Cielo.



Salinas Self Storage, at the entrance to Salinas, got the Monterey and Salinas Chambers together to celebrate their expansion.



Bay Federal Credit Union knows how to throw a party. CEO Carrie Birkhofer assists AVP Salinas Branch Manager Manny Escarcega with the big scissors.

Live Longer, Better.

Blue Zones Project® is a 'we' project, meaning when individuals, worksites, restaurants, schools, and faith based organizations come together to make even small changes, together we're making an impact on our well-being, as well as helping our family, friends and community to thrive.



Register at MontereyCounty.BlueZonesProject.com to become Blue Zones Project Approved or call us at 831-800-7355

CURRENT BLUE ZONES PROJECT PARTICIPATING ORGANIZATIONS

2 Steps Ahead Performance Training
A & O Pharmacy
Active Seniors Inc.
Alisal Union School District
Alliance on Aging
Arts Council for Monterey County
Aspire Health Plan/Costal TPA
Big Sur Land Trust
Blue Zones Project Monterey County
California Water Service Co
Central California Alliance for Health
Central Coast YMCA
City of Salinas
Community Health Innovations
County of Monterey
Credit Consulting Services
Dorothy's Kitchen
Episcopal Diocese of El Camino Real
Farm Fresh Deli
Hartnell College
Hartnell College Adaptive PE Program
HeavyConnect
Kammann Elementary School
Kai Fit
Loma Vista Elementary School
Main Street Bakery
Meals on Wheels of the Salinas Valley
Mission Park Elementary School

Mission Trails ROP
Montage Health
Monterey County Health Department
Monterey County Office of Education
Monterey Park Elementary School
Natividad Elementary School
North Monterey County Unified School District
Northridge Mall
Ocean Mist Farms
Pacific Valley Bank
P.E.O. International-Salinas Chapter
Portobello's
Rancho Cielo
Retired Public Employees Association
Russ Wilcox State Farm Insurance
Sacred Heart School
Salinas Chinese Christian Church
Salinas Senior Center
Salinas Seventh Day Adventist Church
Salinas Valley Memorial Healthcare System
SMA Architects
Sun Street Centers
SVMHS Cafeteria
Taylor Farms
Ventana Wildlife Society
Villa Azteca
VNA



Law Changes for Employers in 2020

by Sharilyn Payne, Fenton & Keller



The California legislature has been very active this year. A total of 2,625 bills were introduced, 1,042 of those bills reached the Governor's desk, and the Governor signed 870 bills into law. Several of these new laws have a big impact on employers in the areas of hiring, employee claims, accommodations, policies, and wages.

One of the most significant bills of those signed into law is Assembly Bill (AB) 5, which gives employers much less leeway in classifying workers as independent contractors. Under AB 5, a business must classify a worker as an employee unless it can establish three factors: the worker (1) is free from the business's control and direction related to the performance of the work; (2) performs work outside the usual course of the business; and (3) is customarily engaged in an independently established trade, occupation, or business of the same nature as the work performed.

This 3-factor test applies to claims arising under the Industrial Welfare Commission wage orders and the California Labor and Unemployment Insurance Codes. There are some exceptions to this test for certain professions and industries, but under those exceptions, the business retaining the worker must still meet certain criteria to establish an independent contractor relationship.

Another major bill that was signed into law is AB 9. Under current law, the statute of limitations for filing a discrimination, harassment, or retaliation complaint with the Department of Fair Employment and Housing (DFEH) for a violation of the Fair Employment and Housing Act (FEHA) is one year. Effective January 1, 2020, the statute of limitations increases to three years.

Senate Bill (SB) 142 expands lactation accommodation requirements for employees who wish to express breast milk during the work day. This new law applies to

all employers. It requires the employer to provide a lactation room close to the employee's work area, shielded from view and free from intrusion, safe, clean, and free of toxic or hazardous materials, containing seating, a surface to place a breast pump and other personal items, and having access to electricity or alternative power devices. The employer must provide access to a sink with running water and a refrigerator or other cooling device suitable for the employee to store breast milk close to the employee's workspace. Employers must also have a written lactation accommodation policy. There are special provisions for agricultural employers, and employers with fewer than 50 employees may apply for an exemption from these requirements if they can show that compliance would result in significant difficulty or expense; however, such employers must still make a reasonable effort to provide a place for an employee to express milk in private.

Additionally, the minimum wage is going up again effective January 1, 2020 pursuant to SB 3, which Governor Brown signed into law in 2016. For employers with 25 or fewer employees, it will be \$12.00 per hour, and for employers with 26 or more employees, it will be \$13.00 per hour. The minimum threshold salary for exempt salaried employees (which is the equivalent of two times the minimum wage) will go up to \$49,920.00 for employers with 25 or fewer employees, and \$54,080.00 for employers with 26 or more employees.

The above are just some of the new laws affecting employers. To see the text of these bills, you can go to <https://leginfo.ca.gov>. ■

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.

Member News

MBCP Announces Energy Funds

MBCP is excited to announce our largest energy program fund to date - \$7 million available to our community to offset costs associated with building new EV charging stations.



Build customer loyalty and increase property value: The California Electric Vehicle Infrastructure Project is launching new incentives for commercial and multi-unit properties throughout Monterey, San Benito and Santa Cruz counties.

Beginning October 30, funds will be available to eligible applicants on a first-come, first-served basis. We encourage all interested parties to get engaged sooner than later.

Please visit mbcp.org/ev-charging-stations to learn more.

Genevro Leads at Union Bank

Union Bank announced Elaine Genevro as Head of Branch Banking, overseeing a network of more than 350 branches throughout California, Oregon, and Washington.

Genevro has more than 35 years of experience in the financial services industry, most recently as the bank's Regional President for Northern California and the Pacific Northwest for the last four years. She joined Union Bank predecessor Monterey Bay Bank in 2003 and served as that bank's Director of Retail Banking and President of Portola Investments.

In 2018, she was named by the San Francisco Business Times as a "Forever Influential Women of the Bay Area." The same publication previously named her one of the "Most Influential Women in the Bay Area Business" for four consecutive years.



Elaine Genevro

Hampton Inn Upgrades

Hampton Inn & Suites has exciting upgrades that will make your stay more comfortable. The breakfast room was refreshed and will make your morning meal delightful. You will be able to open your room door by scanning a digital key on your phone, and if you forget any of your necessities



at home, there is a treat shop on the premises. Hampton Inn and Suites is also proud to announce that all Hilton Hotels have partnered with "Clean the World", which is a non-profit that will collect used shampoo and conditioner bottles, so they do not end up in landfills.

Upcoming Events

December 2019,
January & February
2020

- Dec 11** | Ribbon Cutting: Courtyard by Marriott and Residence Inn by Marriott
12-2pm • 17225 El Rancho Way
- Dec 14** | Children's Shopping Tour
7am-2pm • 796 Northridge Mall
- Dec 18** | Young Professionals Group Meeting
12-1pm • Chamber Office
- Dec 19** | Ribbon Cutting:
Salinas Valley Memorial Healthcare System
2:30-3:30pm
450 E. Romie Lane (Main Entrance)
- Dec 19** | Holiday Mixer at BJ's Restaurant
5:30-7pm • 1730 N Main St.
- Jan 8** | Connect at Lunch: Villa Azteca
12-1pm • 157 Main St
- Jan 23** | Ribbon Cutting:
Keller Williams Salinas Valley
4-5pm • 1368-B S. Main
- Jan 27** | Ambassador Committee Meeting
12-1pm • Chamber Office
- Jan 31** | Young Professionals Group Meeting
12-1pm • Chamber Office
- Feb 5** | Connect at Lunch: Perfectly Pressed Juice
12-1pm • 961 West Alisal St.

Holiday Mixer

Join us for fun and friends.

BJ's Restaurant
1730 N. Main St.

Thursday December 19
5:30-7pm

Free for members.
Prospective member?
You get one freebie.



Featured Non-Profit



Meet the Board



Rodney Meeks Tom Meyer



Connect at Lunch

*Make new friends with us
in a relaxed environment.*

157 Main St., Salinas
January 8th
12-1pm



*Prix fixe menu, must register at
www.SalinasChamber.com

Meet the Board:



Kalah Bumba

Brandon Patterson



Perfectly Pressed Juice Bar
961 W. Alisal St., Salinas
February 5th
12-1pm



NEW NAME. SAME FACES. MORE CONVENIENCE.

Welcome to the bank you already love.
Rabobank is now **Mechanics Bank**. The same great service, even more options.

Learn more at: **RabobankAmerica.com/More**

