



COMMUNICATOR 2018

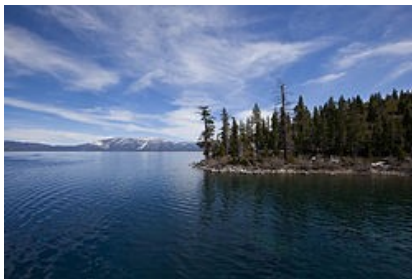
PRESIDENT'S MESSAGE



Happy New Year everyone. This again will be a very interesting year !!! From a bond measure to midterm elections, and a new Governor, it's all up and happening. My advice is to stay active, stay informed and stay involved.

One way to stay connected and keep current is to visit our website. Following CARPD's new status as a 501(c)6 the website is back up and running. You can find everything Conference related from the Awards of Distinction Application process to Electronic Registration forms at

www.carpd.net/Conference.



Below are a few highlights and reminders to come.

All hard copy forms regarding the upcoming conference have been sent out to the membership. The conference is set to take place in Lake Tahoe starting Wednesday, May 30th to Friday June 1st at the Lake Tahoe Resort Hotel. Due to our status change, members will be asked to adopt the updated/revised bylaws during our General Mem-

bership Meeting which will be held Thursday, May 31st at 9:00AM.

This year our Keynote speaker will be Mike Madrid from Grassroot-sLab. There will be many interesting breakout sessions, including one on the new Marijuana Law which went into effect the first of the year and an ADA Americans with Disabilities Act session and how it relates to Park and Recreation Districts.



Well, SB5 is going to the voters this June. Although it is not the Park bill we might have all envisioned there will be a percentage of money allocated to all of our member districts. There are also some possibilities for additional grant funds. Even with the title of the Bond, "California drought, water, parks, climate, coastal protection, and outdoor access act" the target of the bond was not parks. I guess we'll take the 5 % and keep on moving forward.

Hope to see every member district in Tahoe this year.

Stay involved!!!

President, Michael Limbaugh

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LEGISLATIVE UPDATE

On January 3rd, the California Legislature reconvened the second half of the two-year Session under a dark cloud. Allegations of a pervasive atmosphere of sexual harassment in the workplace at the Capitol led to the hiring of a special counsel and scheduling multiple hearings early in the month. Two Assembly members under investigation, Raul Bocanegra and Matthew Dababneh have resigned and a third legislator, Senator Tony Mendoza, has been voluntarily suspended. The speculation is that more Members may be implicated. A fourth member, Sebastian Ridley-Thomas, resigned from the Assembly for health reasons. The end result is the temporary loss of a 2/3 majority in both Houses for the Democrats and, perhaps, the beginning of a new enlightened era of behavior under the Dome. We shall see.

Within this altered environment the Senate selected, Toni Atkins of San Diego, to be their next leader effective on March 21st. The former Speaker of the Assembly will replace Kevin de León, co-author of [Senate Bill 5](#), the comprehensive water and park bond bill we labored so hard to enact last year.

SB 5 was signed on October 15, 2017, and now has been designated **Proposition 68** on the June 2018 Ballot. Known as the California Clean Water and Safe Parks Act, if it meets with the approval of the electorate, the measure will provide \$4 Billion to address various significant water, parks and natural resource needs of the State. Of particular note to CARPD members, Proposition 68 would provide \$285 Million for local parks with \$200 Million allocated for per capita grants for local park rehabilitation and improvement grants. Additionally, \$40 Million would be allocat-

ed to districts that have approved local park revenue measures; \$30 Million in competitive grants to regional districts and counties to enhance parks and \$15 Million in grants to cities serving a population of less than 200,000 and to counties serving less than 500,000. The bond includes many other potential sources of revenue for districts and should be analyzed in depth. For example, \$725 Million is allocated to “park poor neighborhoods.”



The Prop. 68 Campaign is already underway. We have been actively participating in Prop. 68 Coalition meetings. The Coalition has retained Rally Communications, a seasoned firm with a strong natural resource resume to manage the campaign. The Coalition has organized regional support committees to carry the message to the targeted public – those with a propensity to vote and those that traditionally support parks and green space. Endorsements are being added daily; the Coalition is producing promotional materials and will be conducting polling and focus groups soon. The overall campaign has a budget and a solid plan to win on the Ballot in June.

The other developments of note in Sacramento were the release of the Governor’s final State Budget early in the month and his Cap-and-Trade Expenditure Program last week. The Governor’s Climate Change Plan is designed to further reduce greenhouse gas emissions in several ways, including promoting zero emission vehicles, healthy and resil-

ient forests, climate smart agriculture and encouraging greater use of climate change technology solutions.

The Governor’s Budget proposes \$110 million from SB 5/Prop. 68 for multiple departments and conservancies to implement various climate resiliency projects, including \$18.6 million for the Natural Resources Agency to provide grants to local agencies to enhance and expand urban parks, mitigate urban heat islands, and develop non-motorized urban trails, and \$14.6 million for CAL FIRE to provide grants for the planting of trees in urban areas. In addition to these programs, the Cap and Trade Expenditure Plan includes the following program that integrates mitigation actions with resilience benefits:

- Transformative Climate Communities—\$25 million for the Strategic Growth Council to support neighborhood-level transformative projects that reduce GHG emissions, increase resilience, and provide local economic and health benefits to disadvantaged communities. This program provides funding for a combination of community-driven climate projects, such as transit-oriented development, water-energy efficiency installations, and urban greening, in a single neighborhood.

January 31st is the deadline for bills introduced last year to move to out of the house of origin and to the opposite house; February 16th is the bill introduction deadline for 2018. CARPD Legislative Committee members will roll up their sleeves and meet on February 22nd to review and develop positions on all the new bills of interest to the recreation and park community.

By: Russell W. Noack, Public Policy Advocates, LLC

2018 CARPD CONFERENCE



SPEAKERS

<u>Date</u>	<u>Speaker</u>	<u>Topic/Speaker</u>	<u>Time</u>
Thursday, May 31	Mike Madrid, Grassroots Lab	Keynote	10:30-11:30
	Russ Noack, PPA	Lunch: Legislative Update	12:15-1:15
	General Managers	Round Table	1:30-2:45
	Board of Directors	Round Table	1:30-2:45
	Tim Mahoney, DAC	ADA	3:00-4:15
	Tim Seufert, NBS	Revenue Tool Box	3:00-4:15
Friday, June 1	Bob May, Mainstream Unlimited	Crisis Preparedness	9:00-10:15
	Carolee Kilduff & Serena Sanders	Wrongful Termination	9:00-10:15
	Angelo, Kilday, & Kilduff Attorney's		
	Bob May, Mainstream Unlimited	Crisis Response and the Media	10:30-11:45
	Sean De Burgh, Cota Cole & Huber	Employment Law Update	10:30-11:45
	Eduardo Garcia	Lunch: SB 5 & AB18	12:15-1:15
	Kristine Kwong	Weed in the Workplace	1:30-2:45
	Sloane Dell'Orto, Streamline	Special District Website Requirements	1:30-2:45



ADDITIONAL INFORMATION

The 2018 California Association for Recreation and Park Districts (CARPD) conference is scheduled for Wednesday May 30th through Friday June 1st 2018 at the Lake Tahoe Resort Hotel.

The dates of the Conference changed slightly from last year, everything will move a day earlier and occur during the end of May. The Conference will start Wednesday and end on Friday.

Stay up to date by visiting [carpd.net](http://www.carpd.net) for everything Conference related!



CONDENSED SCHEDULE

Wednesday	May 30th	3:00pm	CARPD Board Mtg.
Wednesday	May 30th	4:00pm / 4:30pm / 6:00pm	Registration / Hotel Check In / Presidents Reception
Thursday AM	May 31st	8:00am / 9:00am / 10:30am	Breakfast / General Membership Mtg. / Conference Begins
Thursday PM	May 31st	6:00pm	Sponsors Reception
Friday AM	June 1st	8:00am / Noon / 2:45pm	Breakfast / Lunch / Afternoon Break
Friday PM	June 1st	5:00pm / 5:30pm	Social Hour / Awards Banquet

AB 168 - JOB APPLICANTS SALARY HISTORY

As of January 1, 2018, a new law went into effect prohibiting ALL employers from relying on a job applicants salary history in determining whether to offer employment and what salary to offer an applicant.

The new law creates Labor Code Section 432.3. Again, this law applies to ALL employers regardless of size. The new law prohibits ALL employers from asking about salary history whether orally, on the written application or through an agent.

The new law also requires employers to provide the "salary scale" for the position upon reasonable request by the job applicant.

There are a few exceptions to LC 432.3: 1) A prospective employer can consider an applicants pay history in determining salary to offer the applicant IF the applicant voluntarily offers their salary history without prompting. Even if an applicant voluntarily offers their salary history does not allow the employer to ask additional question

about salary history or benefits; 2) Public employers may use salary history IF the salary history is available under federal or state law

So for Recreation and Park Districts to comply with LC 432.3, they must
1) Remove questions on applications asking for salary history and
2) Train your interviewers, recruiters and others in the hiring process about the law and the requirements.

**Patrick Cabulagan,
Administrator, CAPRI**

CAPRI INSURANCE PREMIUM UPDATE

Many of our Recreation and Park District's are starting or are fully into the budgeting process. Here is the conservative outlook on the insurance marketplace and what District's can expect in rate increases for CAPRI.

Workers' Compensation. This appears to be a good year for Workers' Compensation coverage. We are expecting a flat to slight DECREASE in premium from our excess carrier, CSAC Excess Insurance Authority. This is due to the better than expected loss experience at the excess levels. It appears CAPRI's layer of WC coverage (\$0 to \$350,000) will increase slightly - 4-7%. Our past two years of claims have been favorable; however, our prior year claims have developed adversely. **Overall, we are looking at 0-5% increases in WC charges NOT including your Experience Modification Factors or increases in payroll.** If your Ex Mod Factor (losses over the last 3 years) increased from last year, then you might see a higher increase. If you have a decrease in your Ex Mod Factor, then your premium could be less than the projected 0-5% premium increase. Also, if you have an increase in payroll compared to last year then you may see an increase in premiums. For those of you in the State's WC fund, you may want to consider obtaining a quote from CAPRI for your WC coverage. We have been able to save many of our Districts 20-40% savings compared to State WC rates. Give us a call to get your WC Ex Mods.

Liability Coverage. The Excess Coverage, which is currently provided by CSAC Excess Insurance Authority, likely will see a 10-15% increases in premium to CAPRI as result of some catastrophic losses in the excess layers. The CAPRI layer of coverage (\$0 to \$1,000,000) will likely see a 5%-10% increase in premium because of low returns on investment and as a result of a number of large claims from Districts in the \$0 to \$1,000,000 layer. **Overall, CAPRI is expecting 5-15% increase in Liability; however, if you have losses in the last 5 years or your payroll increased compared to last year, you may see a higher increase.**

Property Coverage. This looks as though last year will be one of the worst years in catastrophic losses for the insurance industry. With all the hurricanes, California wildfires, worldwide earthquakes and flooding, excess property insurers are predicting 10-15% increases in property premiums. The CAPRI layer (\$0 - \$150,000) is looking at 0-5% increases in premium due to an increase in losses in our layer. We have had a few bad winters which have resulted in many claims along with a number of fire losses, which will result in a slight increase in premium. **Overall, we are expecting a 10-15% increase in property premiums.** This does not include overall increases in values or additions to your property schedule which should be taken into consideration. These are conservative estimates and will have a more accurate estimate of premium by March or April.

Patrick Cabulagan, Administrator, CAPRI

