



September

COMMUNICATOR

2019



PRESIDENT'S MESSAGE

Wow, the summer just sped right by us. Fall and winter programs and activities are starting to book up and CARPD is excited to live up to its commitment to Educate, Advocate and Support its member Districts.

I'm also pleased to welcome four new recreation and park district professionals in to our ever-growing and evolving family. They are Kelley Parsons of Durham, Mike Blondino of Carmichael, Nicholas J. Chavez (interim) of Isla Vista and Corey Torres (interim) of Tehachapi Valley. This is fantastic and I can't wait to personally meet them and their representatives!

I also want to personally thank all of our members that filled out the conference survey. Your thoughts and comments were heard and it is my pleasure to announce that (by no surprise) our 2020 Awards Conference will once again be in beautiful South Lake Tahoe May 27th – 30th at the Lake Tahoe Resort and Hotel. Each year CARPD's Board of Director's brainstorm ideas for breakout session topics that would be of great interest and information to all our attendees. If you have any ideas or suggestions that would make our annual conference the best it could be, please contact our Executive Director Matthew Duarte at mduarte@capri-jpa.org. Your input is appreciated and very important to us.

One topic that was very popular at our last conference was the focus on district wide elections and what that meant to our at-large election process. The question that was brought up was not as much "What if?" but more on "When?" I understand that the recreation and park district level may not be as high a priority as city council or school board, but we still need to start the process of district division.

Another hot topic in the State of California is dealing with is toxic levels of green algae in its lakes and ponds. The Cordova Recreation and Park District is currently in the process of draining and cleaning out the large pond in front of our Hagan Community Park facility. This is very important not only for the preservation of our wildlife that frolic in these waters, but also for proper drainage of our irrigation system that feeds the pond. Even though dogs are not allowed to swim in our ponds, they frequently have a drink now and then. It's important to be proactive in these matters rather than wait for an incident to happen.

Safety is a top priority. It is imperative that all of our facilities and recreation equipment are safe for all of our patrons to enjoy without getting hurt. That's why the CARPD and CAPRI focus on making sure our Districts are compliant to all regulated safety procedures and that all their facilities and equipment are up to date. Safety Awards are issued to all districts that pass the safety inspection offered by CAPRI. CAPRI representatives will be visiting your district during the year to grade your properties and assess your risk management practices. Safety Awards will be presented at our Awards Conference in 2020. Congratulations to all Districts that were awarded in 2019!

Happy Fall everyone!



Rick Sloan, CARPD President

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Millennials in the Community



Valley-Wide Recreation and Park District has been a staple of our community since 1972. For decades, marketing our programs was successfully accomplished through “word of mouth.” But in this modern era, connecting with millennial community can prove difficult. Valley-Wide has found that although we may not offer many programs that cater specifically to millennials, we can still connect with them through various strategies.

A significant portion of our youth participants return at an older age to help educate and develop the next generation of “Valley-Wide kids.” This includes our employees as well. Many of Valley-Wide’s Millennial employees are former participants who come back to continue the next phase of their lives; thus, allowing our organization to reflect the culture of our community.

Players returning as volunteers and employees is particularly advantageous due to their familiarity with our culture, brand and structure. This allows our organization to maintain a strong and consistent identity across multiple generations.

Having these opportunities available isn’t enough, however. We utilize social media to connect with our local Millennials. Valley-Wide has committed to employing modern marketing tools and platforms to connect with a larger range of people. With Millennials being our number one demographic of followers, we tailor our messages to

them by providing relevant material and opportunities. We promote youth sports and provide web-based registration to those Millennials with children as well as coaching and volunteer opportunities to those who wish to give back. Some of the techniques we employ to efficiently connect with our Millennial followers include:

- Using locally trending hashtags to connect with our all relevant followers
- Adding links to posts in order to quickly and efficiently guide them to specific web pages (this also will increase website traffic)
- Keeping the text in our posts to a minimum (Facebook posts with 40-characters or less will connect with significantly more followers)

Through successful programs and engaging social media, Valley-Wide Recreation and Park District has kept our local Millennials engrained with our agency and its future. This involvement helps us provide quality experiences to the younger generations and incentivizes them to return in the future. Additionally, our social media allows us to specifically market our programs and opportunities to this next generation of recreation ambassadors.

Millennials in our community have also become the bridge between our older generations, creating an opportunity for them to become more involved in developing programming for all of our age groups.



Written by: Communication Specialist, Calen Daniel
Valley-Wide Recreation and Park District

California Extends Compliance Deadline for Training

During the legislative year, CARPD actively advocates on behalf of Recreation and Park Districts throughout the State. Part of that advocacy includes tracking legislation that is not only relevant to our industry specifically, but also relevant to our Districts' roles as employers. Earlier this year, we let you know about SB 1343, which established new sexual harassment prevention training requirements for organizations with five or more employees. That bill required employers provide:

- Two hours of sexual harassment training to supervisors (and Board Members);
- One hour of training to non-supervisory employees within six months of hire or promotion; and
- One hour of training to temporary and seasonal employees within 30 days of hire or 100 hours worked, whichever is earlier.

In addition to in-person training provided at the CARPD Conference, Districts have been able to fulfill these new requirements online through Target Solutions available through CAPRI.

However, delays by the DFEH in preparing the necessary training materials and confusion about the scope of the law caused the legislature to take a second look at these new regulations. As a result, Governor Newsom recently signed SB 778, which is **effective immediately** and intended to provide clarification to California's sexual-harassment prevention training requirements contained in Government Code section 12950.1.

First, SB 778 **extends the deadline** for most employers to comply with the new training requirements from Jan. 1, 2020 to Jan. 1, 2021. Second, the bill specifically provides that employers who conducted legally sufficient training in 2019 will not be required to provide further refresher training until two years thereafter. Furthermore, the bill specifies that employers must provide this training once every two years.



Cal/OSHA Emergency Regulation — Wildfire Smoke

California has suffered through devastating wildfires that have impacted many all over the State. With the wildfire season upon us once again, the California Occupational Safety and Health Standards Board (Cal/OSHA) has developed a set of rules to protect outdoor workers from the harmful effects of wildfire smoke. On July 29, the emergency regulation went into effect and will be in place at least through January 28, 2020. These regulations remain under review, but it is important to stay informed.

Generally, employers must monitor the Air Quality Index (AQI) at the worksite and take certain steps to identify and reduce exposures for workers exposed to wildfire smoke when the AQI reaches a certain threshold. Under the emergency regulations, employers must take the following steps to protect workers:

- Monitor the AQI at your worksites for fine particulate matter (PM 2.5). If the AQI for PM 2.5 is greater than **150** and you “reasonably anticipate” that employees will be exposed to wildfire smoke, you must reduce exposure to the smoke;
- If feasible, you may reduce exposure by relocating employees to enclosed buildings with filtered air or to another outdoor location where the AQI for PM 2.5 is 150 or lower. If it is not feasible to reduce smoke exposure by relocation, you **must** provide respirators (such as N95s) for voluntary use, and encourage their use.

For more on this regulation and protecting the health of employees, please check out the Department of Industrial Relations [recent news release](#) and the [Cal/OSHA website](#). For real-time air quality information, go to the [AirNow website](#). To access additional air quality data, go to the [query tool posted by the California Air Resources Board](#). If you have any other questions, please feel free to contact Matthew Duarte at CAPRI.

The Importance of Return-to-Work

When workers are injured on the job, it is the recommendation of CAPRI to bring them back to work in a modified capacity utilizing the doctor-issued work restrictions. For those of you who are new to our organization, CAPRI has been partnered with NPA Return-to-Work Services since 2010 and offers its members the OUR System Return-to-Work (RTW) Program.

How the OUR System[®] and NPA Can Help You

The OUR System is a formalized and proactive RTW program. NPA's daily involvement helps our members navigate the RTW process and act as a resource.

- NPA has developed Temporary modified work assignments (Bridge Assignments) in advance. Each Bridge Assignment was developed in concert with NPA's expertise and valuable input from various Recreation and Parks Districts.
- These Bridge Assignments are designed with the flexibility to address all injured body parts as well as different levels of physical capacities.
- Dedicated RTW specialists "do the leg work" such as interfacing with doctors and claims examiners while helping supervisors navigate the RTW process.
- Documentation of all RTW efforts allows for easy data access and customized reports.
- Meticulous records of injured worker accommodations help with ADA/FEHA compliance.

Why Return-to-Work Is Important

RTW is important for 5 key reasons; Time loss from work is reduced and associated costs, injured worker heals more quickly, financial hardship on the worker is mitigated, productivity, and it's the law.

Time loss due to injuries is reduced: By returning an injured worker to work you greatly reduce your Temporary Disability payments, which on average will cost 3 times as much money than if you paid their regular wage which they receive while accommodating their restrictions.

Injured workers heal faster when returned to work: Studies have shown, and it is widely accepted that when an injured worker returns to work in a modified capacity they heal faster. It also mitigates secondary issues associated with not working; overall physical deconditioning, potential for substance abuse, depression, etc. These can all lead to a slower recovery time thus costing more money and wellbeing of your employee.

The potential financial hardship of the worker is mitigated: A typical Temporary Disability payment is about 2/3 that of normal wages. If they are back at work, they will receive their full pay while working modified duty. Additionally, it costs the employer roughly 3 times the regular wages to leave a worker at home.

The employer and department benefit from the productivity of the injured yet *working* employee. This person may not be able to perform their usual duties, but they can certainly help. This not only gives the worker the sense they are needed, but it gives the employer some productivity they would otherwise not get if the worker was left at home. Additionally, it helps alleviate some of the extra work the rest of your staff needs to perform while the injured worker is recovering.

It's the law. By not making a good faith effort to accommodate injured workers you are exposing yourself to a potential lawsuit under ADA/FEHA. We always recommend speaking with your council regarding this issue as we are not lawyers.



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Legislative Update

The California State Legislature has reconvened after enjoying their annual Summer Break. The five-week dash to adjournment began on August 12th and will conclude on September 13th.

During the first week back, Assembly Member Eduardo Garcia substantially amended his [Assembly Bill 352](#) to enact the Wildfire Prevention, Safe Drinking Water, Drought Preparation and Flood Protection Bond Act of 2020. If enacted and approved by the voters, the bill would authorize \$3.9 Billion in General Obligation Bonds. AB 352 contains many features in common with the recently adopted Proposition 68, but the author has been quick to point out that it is not anywhere close to being in final form. Stakeholder meetings will commence in the Fall to prepare the measure for legislative hearings early in 2020. CARPD will be active in working to construct a bond measure that promotes funding opportunities for recreation and park districts.

Additionally, Assembly Member Kevin Mullin has circulated legislative language that contains a natural resources bond, but he has not amended it into a bill yet.

Finally, [Senate Bill 45](#) by Ben Allen, another bond measure, remains alive in the Senate. The second part of the two-year legislative Session appears to be shaping up to be an active year for park bond legislation.

[Assembly Constitutional Amendment No. 1](#) (ACA 1) authored by Cecilia Aguiar-Curry is a proposal to be placed on the 2020 Ballot to reduce the vote threshold for local government tax investments in affordable housing and attending infrastructure improvements from 2/3rds vote to 55%. Although supported by a strong coalition of local government groups including the CARPD, ACA 1 failed to garner the 2/3rds vote necessary to move the bill off the Assembly Floor when it was taken up on August 19th. ACA 1, which would track with the voting threshold for local school construction bond measures, failed to pass despite receiving 44 “Aye votes” (54 votes were needed to pass) and only 20 “No votes”.

ACA 1 was strongly opposed by anti-tax organizations including the California Taxpayers Association and the Howard Jarvis Taxpayers Association joined by some business organizations. These groups argued that ACA 1 was a frontal attack on Proposition 13 by weakening taxpayer protections through lowering the vote threshold. They argued that the vote threshold applies to all voters while only property owners pay for it. They pointed to the billions of dollars of new debt stemming from local school bonds approved under the 55% threshold.

In light of the “anti-tax” opposition, many new Democratic members chose to lay off the bill (neither voting “Aye” nor “No”) to avoid being categorized as “tax and spend” legislators on this crucial vote. It should be noted that ACA 1 was granted “reconsideration,” which means it is eligible to be taken up again later in the Session.

[Senate Bill 13](#) by Bob Wieckowski is an accessory dwelling unit (“ADU”) bill that the CARPD is actively opposing in concert with other local government and special district associations. The focus of the bill has been narrowed, but it still would prohibit imposing development impact fees on ADUs smaller than 750 square feet and limits fees on larger ADUs. Promoting growth while limiting these fees will negatively affect providing for public safety, parks and other fundamental services. SB 13 will be taken up by the Assembly Appropriations Committee on August 29th.

A number of positive financial measures for recreation and park districts continue to move through the legislative process. [Assembly Bill 1111](#) by Laura Friedman is the important bill seeking to establish an Office of Outdoor Recreation in the Governor’s Office. The Office would be dedicated to supporting the outdoor recreation economy and working to promote equitable access to outdoor areas of the state by the public. The bill is patterned on successful programs in other Western States and will allow for private contributions from businesses wishing to support the activities of the Office.

[Assembly Bill 209](#) by Monique Limón and [Assembly Bill 556](#) by Wendy Carrillo are two complimentary bills to provide grant funding to allow underserved and disadvantaged citizens to participate in outdoor environmental educational programs at parks and to secure transportation services to bring them to the parks. These two measures, along with AB 1111, have moved to the Senate Appropriations Committee and will be acted upon on August 29th.

The last three weeks of the Legislative Session promises to be a busy time for the CARPD advocacy team.

New Professionals in the Industry!



Durham Recreation and Park District welcomes Ms. Kelley Parsons as their new District Manager. Kelley graduated from the University of California San Diego State with her BA in Communications. Her professional background is in senior management where she worked for a non-profit providing supportive employment for adults with developmental disabilities for 12 years.

When Kelly was asked about what drew her to Parks and Recreation she responded, "I wanted to get plugged back into the community that I grew up in and help increase what Durham Recreation had to offer. I love sports, community events and engagement and meeting with the local community." Contact Kelley at kelly@durhamrec.com.

Carmichael Recreation and Park District welcomes Mr. Mike Blondino as their new District Administrator. Mike has worked in the park and recreation profession since he was 16 years old. The first 20 years of his professional career have been in recreation and the next 10 years as a Parks Manager. Mike studied recreation administration at Cal State Hayward, is a certified playground inspector and brings landscaping management experience to his new role as District Administrator. Contact Mike at mblondino@carmichaelpark.com.



When Mike was asked about what drew him to Parks and Recreation he responded, "I grew up in the summer and afterschool recreation, along with youth sports programs offered by the City of Redwood City....very much enjoying all the experiences. My father coached Little League baseball for 40 years and my grandfather worked for Parks/Public Works for the City & County of San Francisco. So with all of that....this profession was a natural fit, as I wanted to provide the same experiences to others that they did before me."



Isla Vista Recreation and Parks District welcomes Mr. Nicolas J. Chavez as Interim District Manager. Nicolas has 15 years of experience in the Parks and Recreation municipal field including the City of Pomona, City of Claremont, City of Ontario, and City of Santa Maria. Nicolas is a graduate from California State University, L.A. with a Bachelor's degree in Political Science and Government. Contact Nicolas atnchavez@ivparks.org.

When Nicolas was asked about what drew him to Parks and Recreation he responded, "I strongly believe Parks build strong and sustainable communities, and for that main reason I want to do all I can to continue to build and expand communities using recreation and parks as a platform."

Tehachapi Valley Recreation and Park District (TVRPD) welcomes Mr. Corey Torres as Interim District Manager. Corey has been with the District for 4 years and most recently served as Recreation Supervisor. After completing his B.S in Recreation Administration from Fresno State he reached out to the District about internship opportunities. He has since completed his Masters in Public Administration online from CSU Northridge. Contact Corey at c.torres@tvrpd.org



When Corey was asked about what drew him to Parks and Recreation he responded, "TVRPD did, actually. This district is where I got my first job in high school as a youth basketball official. I love serving the community I grew up in and being a part of an organization whose mission is to improve the lives of our youth, families, and seniors."

Welcome!