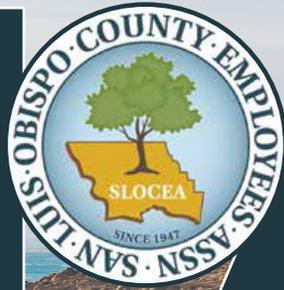


THE COUNTY

BLADE



VOLUME 37, NO. 12

DECEMBER, 2022

IT'S ALL ABOUT PRIORITIES



The SLOCEA Phone App Is Here!
SEE DETAILS INSIDE



END OF THE YEAR BENEFITS REMINDERS

ADDING TO SLOCEA'S LEADERSHIP

WRAPPING UP 2022 - HEADING INTO 2023

SLOCEA BOARD OF DIRECTORS

— SLOCEA MISSION STATEMENT —

The mission of the San Luis Obispo County Employees' Association is to advocate for fair compensation, safe working conditions, affordable healthcare, and a secure retirement for our members, who provide vital services to the public.

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THE COUNTY BLADE

SLOCEA San Luis Obispo County Employees' Association

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For advertising information, please call Tana Pigeon at 951-686-7575.

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**HAVE A QUESTION?
CALL SLOCEA
805-543-2021**

Cover Image: Moonstone Beach in Cambria.
Photo Credit: Benedek via iStock by Getty Images.

It's All About Priorities

Marilyn Rossa, *Executive Director*

With the holidays upon us, we often turn to what our priorities are. For many, it's family. For others, it's get-togethers with close friends.



For still others, it's solitude and much needed alone time. Priorities are just that: those things that are most important to us, those that take precedence, or are "prior" in our minds.

Priorities are evident in not only our personal lives but in our professional lives as well. And, lately, this concept has come front and center to me in my work with some members as they relate what has happened in their work lives.

EVALUATIONS

Employee Performance Evaluations are governed by Civil Service Rule 13. As we all know, evaluations are critical to the smooth running of each department as well as to the overall running of county services. Section 13.1 clearly identifies the purpose of evaluations:

"The objective of this system is to record the performance of employees during the evaluation period; assist supervisors and their employees in measuring progress toward work goals; identify employee development needs; and establish a basis for personnel decisions."

Worthy objectives, indeed. So, what happens when management fails to adhere to the rules that carry out the above objective? Employees suffer.

Performance evaluations for regular employees have a very clear timeline:

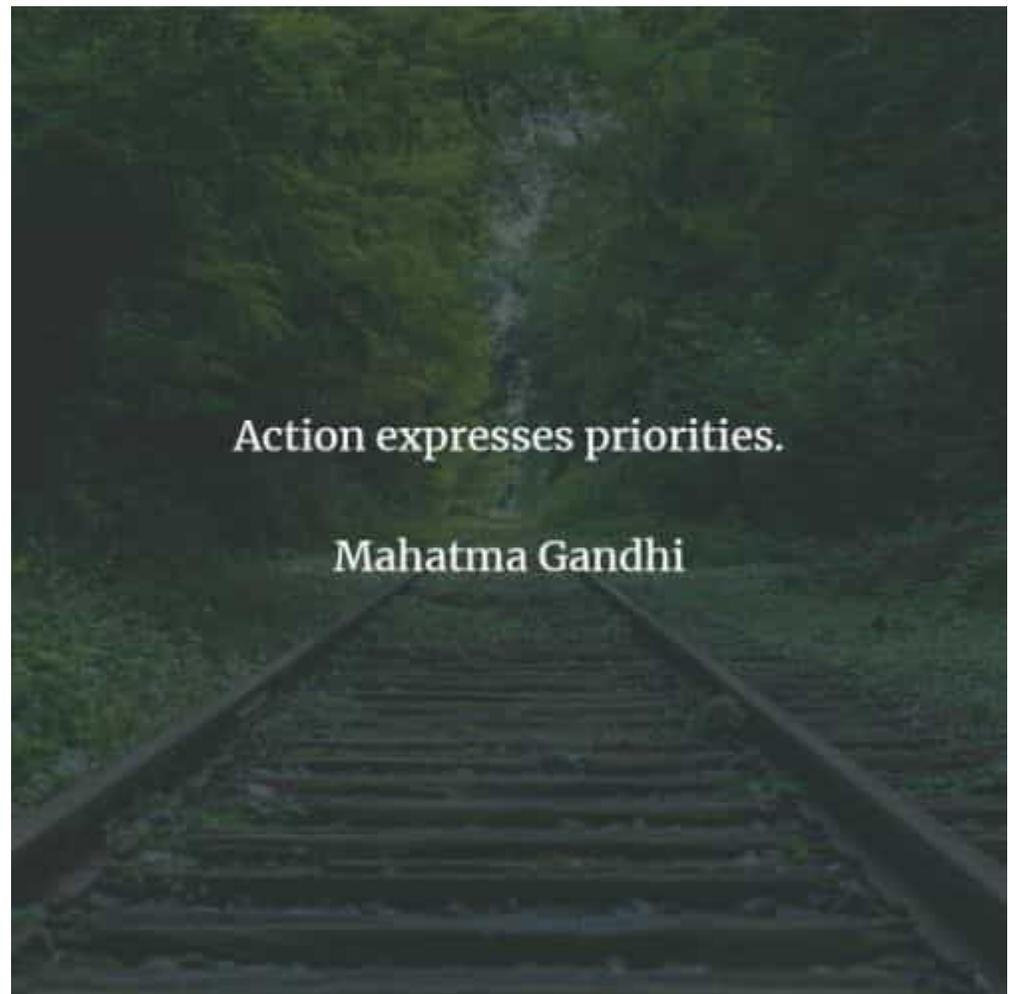
"Regular Evaluation: Employees who have achieved permanent status in their position shall receive a performance evaluation **on or before the individual employee's anniversary date.**"

So, if that is the case, why is it that the majority of members I have spoken to since I began have not had their evaluations completed in a timely manner. They are anywhere from months to years late. This morning a member related that her last evaluation was in 2015. These pervasive, late evaluations are in

“

Why is it that the majority of members I have spoken to since I began have not had their evaluations completed in a timely manner. They are anywhere from months to years late.

”



FROM THE EXECUTIVE DIRECTOR

direct violation of the Civil Service Rules. Yet, management appears to accept them as institutional realities.

Sometimes, late evaluations have financial implications. As you know, the new MOU had a number of compensation increases; the November 4, 2022 paycheck was to include all pay increases. The MOU stated that there would be “Step 6 Advancement--for employees that have been at Step 5 for one year or more as of the October 16, 2022 pay period, **and with their most recent evaluation rated as overall satisfactory.**”

One particular member reported that his Step 6 increase was not included in his November 4 paycheck. His last evaluation was a year ago and was satisfactory. SLOCEA was careful in its MOU language, being aware of late evaluations, to say that the “most recent” eval could be used. The member’s last evaluation should have been used to implement his step increase in the November 4 paycheck since it was the most current. Instead, supervisors were instructed to hurry up and finish

those late evaluations. This particular member got another satisfactory evaluation on November 2. But, we were told that the November 2 evaluation was not processed in time for the November 4 paycheck. And, on November 18, we were told that the evaluation had still not been processed. Ultimately, as a result of this member’s late evaluation, through no fault of his own, he will have to wait until his December 2 paycheck—almost a month late—to receive his step increase.

This could have been avoided

“

This could have been avoided if managers had their priorities in order—the priority of paying the employee what was due at the time it was due.

”

if managers had their priorities in order—the priority of paying the employee what was due at the time it was due. The priority of knowing that the rank and file generally make less than their managers do and even if managers don’t mind waiting a month for an increase, the worker does mind. If employees are held to the letter of the Civil Service Rules, so, too, should managers be.

Saying the conciliatory, apologetic words do not put money in the member’s pocket. It’s action that does that. It’s priorities.

Call her! Marilyn Rossa, our new Executive Director, is now available to take your calls about any job concerns.

5:30 p.m. to 7:00 p.m. on Mondays through Thursdays.

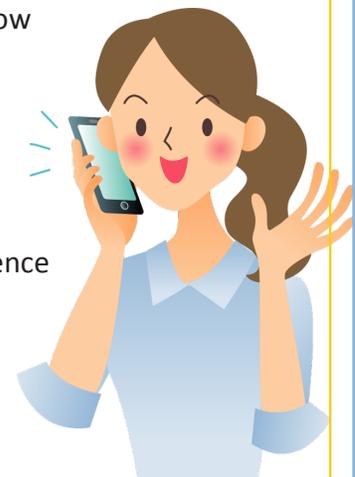
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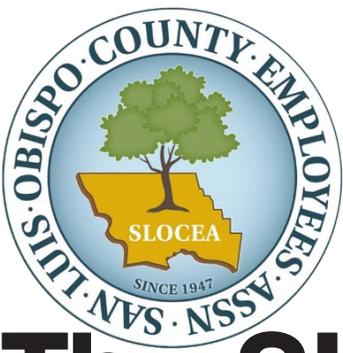
Call us! The SLOCEA office is now staffed for your convenience

7:00 a.m.—7:00 p.m., Monday through Thursday

8:00 a.m.—7:00 p.m. on Fridays.

805-543-2021





The SLOCEA Phone App is Here!

The SLOCEA Phone app is now available on the Apple and Google app stores! Scan the QR code below with your smart phone to find it on your device's app store!



You can also find the app on both app stores by searching for "SLOCEA."

For assistance, please contact the SLOCEA office at 805-543-2021



How to Download & Log In

- When logging in and creating a password, be sure to use the email that SLOCEA has on file for you.
- Once you are logged in, use the menu to navigate to the Member Resources page. This action will notify staff to verify your membership.
- Membership verification will be completed by staff in 1-2 business days.

Adding to SLOCEA's Leadership

Theresa Schultz,
Senior Labor Representative

This past month we have had several members step up into new leadership positions filling vacant seats on our Board of Directors as well as the Steward Committee. Three new Directors were recently appointed to the **SLOCEA Board of Directors.**



Garrett Frice is an Employment Resource Specialist for the Department of Social Services and has been employed with the County for two years. In March, Garrett was appointed to the Steward Committee and in a very short time has demonstrated his commitment to SLOCEA. Garrett decided to take the next step in the union's leadership by submitting a Letter of Interest to serve on the Board of Directors. At the November Board of Directors meeting, Garrett was appointed to the Board to fill Seat #8 for the Public Services bargaining unit. We look forward to benefiting from Garrett's enthusiasm and strong advocacy.

about the upcoming negotiations process and voiced his interest in serving on the Trades Negotiating Committee. Shortly thereafter Robert was elected to the Trades Negotiating Team and his knowledge of the collective bargaining process flourished! Robert attended our in-person General Membership meeting in October to learn more about the SLOCEA organization. Right after that he requested to serve on the Board of Directors and in November was appointed to the vacant At Large Seat #18. Welcome aboard Robert!



Kathleen Curtis-Ames is a Legal Clerk for the Sheriff's Department, stationed at the Coast Station in Los Osos and has worked for the County for more than 18 years. In 2018, Kathleen was appointed to the Steward Committee and served as a Strike Team Captain for Team #28. Known for jumping in to help where needed, Kathleen has been a long-standing and strong grass roots advocate for the Sheriff's Legal Clerks. In September we were seeking members to assist in counting ratification ballots and Kathleen was one of the first to volunteer. Knowing there was of a vacancy on the Board for the Clerical bargaining unit, Kathleen submitted a Letter of Interest and at the November Board meeting was appointment to fill Seat #13. We are so happy to have Kathleen on board.



OUR NEWEST STEWARD

Mitch Wallravin is the night shift Supervising Custodian for Public Works and has worked for the County for 5½ years. Mitch has several times reached out to SLOCEA seeking information for himself and coworkers during the pandemic and the most recent negotiations cycle. Sensing an interest in learning more about SLOCEA, we thought a Steward position was a great step for Mitch to take in educating him about the association and ways to serve our members. Mitch was quick to fulfill the requirements to become a Steward and was appointed to the Committee by the Board of Directors at the November meeting. We appreciate Mitch's organization and follow through and know he will be a great addition to the Steward Committee.



Robert St. Cyr is a Public Works Worker IV in Major Maintenance for the Transportation division of the Public Works Department and has worked for the County for 8½ years. In January, Robert contacted the SLOCEA office eager to learn more



**DID YOU
KNOW?**

SLOCEA'S CONFIDENTIALITY

As a SLOCEA member, you can communicate safely with us, knowing that all information will stay confidential. Whether you call our office or email us, SLOCEA will not act on your behalf or relay any information to your employer or others without your permission. Members can have confidence knowing that SLOCEA is a confidential place to seek advice and discuss concerns.



Planning to Retire?

Plan to join SLOCREA: SLO County Retired Employees' Association!

Miki Gillman,
SLOCREA
President



December's shout out goes to everyone at Pension Trust! They help us figure out the best time to retire and which plan to use (whether or not the Pension Trust income should be the same no matter which spouse survives the other, etc.) Thank you Pension Trust Staff!

CANCER DETECTION

I have to talk about cancer detection: We need to use all the tools in the toolbox. No one tool by itself is failsafe. Humans are fallible and so are the tools we create.

Translation: Please do your breast self-exams every month! I know a lot of breast cancer survivors who found their own lumps that way, including me. Lumps that were not found by mammograms, because no tool is perfect. Self-exams can be life-saving.

I know it's a challenge: You're looking for something you hope is not there, but you do want to find it if it is there. On top of that, you don't know for sure what it's supposed to feel like.

This is an area where statistics can be troublesome. Statistics seem to say that most lumps are found by mammogram. And lumps found by mammogram tend, statistically speaking, to be very small, whereas lumps found via self-exam tend to be bigger ~ perhaps the size of a garbanzo bean. But please consider this: If your mammograms have missed a lump until it's bigger, wouldn't you want to find it yourself before it gets even bigger? It's "both/and," not "either/or." An added bonus could be feeling empowered instead of victimized: "I found it myself."

The other thing to consider is that ultrasound is another tool we can use. Many of us now can routinely schedule a computer assisted ultrasound to be done immediately following a mammogram. This provides a much better method for early detection. Ultrasound gives a different picture. By



Upcoming SLOCREA Meetings

NEXT GENERAL MEETING

Tuesday Dec. 6, 2022
@ Madonna Inn—
Banquet Lunch

Cost: No Charge for Members; \$20.00 for Non-Members.

Violinist Brynn Albanese

Annual Election of Board of Directors

Meetings in 2023, including Board Meetings, will be announced later. We will have lunch meetings in March, May, July, October and December.

CONTINUES ON NEXT PAGE

FIND US ON THE WEB

Check out our website at www.slocrea.org. We have links to many organizations important to Seniors, people considering retiring, &/or people needing info for aging relatives. Also on our website we have a brochure containing a new member application. Please let us know of any other links you'd like to see on our website.

We are an all-volunteer organization for everyone who receives a pension from SLO County Pension Trust. Everyone. Including DROPpers! Yes, if you are in DROP, you are qualified right now to join SLOCREA! Divorced and widowed spouses are also qualified to join. We are pleased that many new retirees are indeed getting application forms from our website.

Remember: The 1st year of membership is free. After that you'll have the option of renewing for 3 years @ \$40.00 or renewing annually at \$15.00 a year.

SLOCREA President

having both at the same appointment, you are much less likely to get a call back (from “The Scheduler”) and you can have an extra edge of confidence in the results.

Whereas it has been true that the likelihood of a cancer diagnosis increases with age, please do not ever let anyone tell you you are “too young” to have cancer. Cancer can rear it’s ugly head at any age. Follow your instincts and act as your own advocate in pursuing diagnostics until you know what it is you have.

Also know that there is support in our community. The Nurse Navigator at Hearst Cancer Resource Center in San Luis Obispo or at the Cancer

Wellness Center in North County can help you decide what steps to take, even if you have not yet been diagnosed with cancer. These services are free.

MEDICARE SUPPLEMENT

Here’s some info about health insurance once you are Medicare eligible: You’ll want a Medicare supplement, such as Anthem Blue Cross or a whole host of other plans, similar to what the County offers active employees, but tailored for supplementing Medicare. Usually, the supplement completely covers your deductible and co-pays. At least that’s the kind I have. You will want to do

your homework about supplemental plans before your 65th birthday so you’ll know what your choices are and have time to decide which choice to make. Some years SLOCREA has had representatives of Hi-Cap speak at one of our meetings. You can call Hi-Cap directly for a private session with one of their super well-informed volunteers. And you can talk to Medicare directly or even a Social Security representative. It can be done on the phone. These services are free to use: our taxes support these agencies.

SLOCREA HOLIDAY MEETING

We changed the venue for our SLOCREA Holiday Meeting: We will meet at the Round Room at the Madonna Inn! It will be a sit down hot lunch banquet. It’s Tuesday December 6, 2022 @ 11:30 AM. Violinist Brynn Albanese will play for us for about half an hour. It’s free for members and costs \$20.00 for non-members. Seating is limited, so if you want to attend, please email me immediately at mikigillman@gmail.com.

Happy Holiday Wishes to Everyone!

The opinions expressed in this article are solely those of its author and are subject to change without notice. www.slocrea.org.

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SLOCEA

@Your_SLOCEA

Noelle Grasmick Retires

Briana Dickey, Office Assistant

The Board of Supervisors meeting filled up quickly on November 1, 2022. The room roared with giggles, laughs, and tears



all for a special lady who undoubtedly made an impact on the Department of Child Support Services. Noelle Grasmick has officially retired from the County of San Luis Obispo with over 30 years of service.

Noelle attended Cal Poly where she majored in Family Studies and Minored in Psychology. Shortly after graduating, she accepted a job as Eligibility Worker in the Department of Social Services on January 29, 1990. In 1996, she transferred to the Department of Child Support Services as a Family Support Officer where she advanced to Child Support Specialist III.

Her colleagues stood at the podium and shared their stories about Noelle, it was clear she will be sorely missed. Repeatedly you heard statements such as dedicated, willingness to help others, and always smiling. Even John Peschong chimed in saying, "She's pretty damn cool."

During Noelle's career she was the Child Support liaison for all induction classes at Social Services. She also was a part of the Child Support Services court team, as well as lending a helping hand during the Veterans' Stand Down. This is a program available for veterans who are homeless or at risk of becoming homeless. This event provided haircuts, clothes, showers, medical attention, and other services to veterans from San



Luis Obispo County.

Noelle held a difficult job and was able to give a voice to those who can't speak for themselves. Her favorite part of her job though, was helping people who came into the CSS office and achieving a positive outcome for them. She also enjoyed the process of court.

But it is now her time to relax and enjoy some time off. She intends to

do so with a glass of wine in her hand and surrounded by her friends who have lovingly nicknamed themselves the 'Grover Beach Goddesses'. These friends have been supporting each other for over the past 15 years. Noelle is slowly stepping into the next chapter of her life by spending some time working on household repairs that have been put on the back burner, but she is hoping to get into big adventures starting in the new year and possibly working part-time at a winery.

At the end of the Board of Supervisors meeting, Noelle said that she recommends working for the county. In fact, her daughter Paige, has followed in her mother's footsteps and is working in the department as a Child Support Assistant.

We at SLOCEA would like to thank you, Noelle, for the support you have shown the association as well as congratulate you on the new chapter of your life. Enjoy and Cheers!

End Of The Year Benefits Reminders

Scout Bidleman,
Benefits Technician

The end of the year can be a busy time full of celebration and time spent with family. It is also an important time to prioritize your health. Taking action now will allow you to make the best of your benefits elections and plan for the new year.

SPEND YOUR FSA MONEY!

With only one month to go, don't forget to spend your FSA monies. You can rollover up to \$570 of your 2022 FSA into your 2023 FSA. All other unused funds are forfeited after 12/31/22.

If you still have funds to spend, consider making purchases at the FSA store. If you are wondering what expenses may be eligible to use your FSA, then you can review the FSA Eligibility List.

For other questions, you can reach out to the BCC customer service line at (800) 685-6100 or email them at customersupport@benxcel.com.

Remember, the final day to submit 2022 FSA expenses is March 15, 2023.

CONFIRM YOUR 2023 BENEFITS

Open Enrollment ended October 28th. During Open Enrollment, you had the opportunity to make changes to your benefits, which begin 01/01/2023. Take a moment to review your confirmation statement. You can access your confirmation statement any time through BenXcel.

Follow the steps below to review your 2023 benefits elections:

- Login to BenXcel via Single Sign-On or with your username/password at BenXcel.net



Save and/or print a copy of your Confirmation Statement in the top right-hand corner of your Confirmation Statement page for your personal records.

SCHEDULE YOUR DOCTOR VISITS

With the new year approaching, people are often thinking about their annual physicals or screenings. Appointments book quickly and it is not uncommon for an appointment to be booked months in advance.

Take a moment to look at your calendar and find time to schedule your annual physical exam or important preventative screenings. Schedule your dental cleanings and eye exam too!

If you are unable to get a physical or preventative screening scheduled in a timely manner, consider visiting the Employee Health Clinic. All County employees can access the Employee Health Clinic for medical care, including preventative screenings. All procedures completed at the clinic are free for employees on the Anthem PPO or EPO plans. Those on the HDHP will have a \$25 copay. County employees who waive County medical insurance may still utilize the clinic, but individual insurance copays and coinsurances will apply.

The clinic is located at 1485 Kansas Street in San Luis Obispo. The clinic is open Monday-Friday from 8:00am-5:00pm and is closed for lunch 12:00pm-1:00pm. Employees can schedule an appointment on the clinic website at www.slo.clinic or by calling the clinic at (805) 754-2037. Walk-in appointments are also accepted!

- Select the "BenAdmin" menu dropdown in the top left-hand corner of your profile.
- Select the "Confirmation Statement" button under Favorite Actions or click the "Confirmation Statement" link in the dropdown menu under the heading "My Benefits."

From your Confirmation Statement, verify:

- Mailing Address
- Demographic information for you and your dependents
- Plan elections
- Dependents covered on each plan are as you intended. If your dependent's name is not listed under the plan name, they are not covered

Markets Cheer Inflation Easing a Touch

KEVIN TEIXEIRA

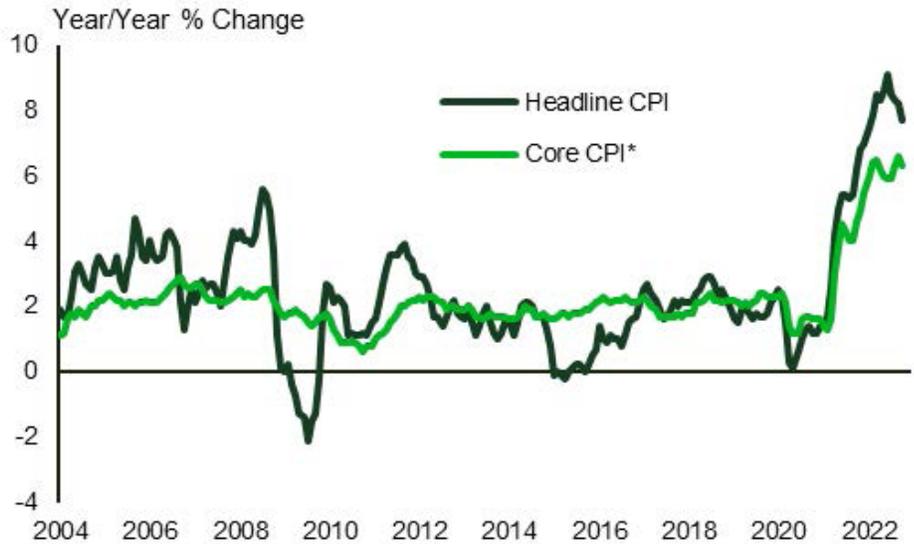


This article is provided by TD Ameritrade Institutional for the week of November 10, 2022. By Admir Kolaj, Economist.

The midterm elections took center stage for much of the week, although markets were most encouraged by good news on the inflation front on Thursday. Republicans look to have won control of the House, capturing an estimated 208 seats thus far (vs. 185 for Democrats), while the Senate remains too close to call. We may need to wait until Georgia’s runoff election on December 6th, to know the final result, depending on races in Arizona and Nevada. *[Editor’s Note: This article was written on Nov. 10, before final election results were in.]*

Either way, Washington is looking more divided than it was a week ago, and the chance that new major policy measures get the three required checkmarks – House, Senate and White House – have diminished. Indeed, large scale fiscal spending measures and major tax changes seem unlikely over the next two years. In this vein, the midterms should not have a major impact on economic growth. There are, however, risks that come with a divided Congress. One concerning aspect is the potential for a lack of agreement to fund government programs in the near-to-medium term, which could lead to a government shutdown, or debt-ceiling standoff, which raises the (unlikely) risk of a

Chart 1: Inflation Eased a Touch in October, but Remained Near Multidecade Highs



*Excludes food and energy. Source: BLS, TD Economics.

“

All in all, inflation has eased a bit, in part because of the pullback in core goods prices.

”

default on debt or leave other bills unpaid. These issues, which have the potential to significantly disrupt financial markets, as they’ve done in the past, are added risks for a slowing economy in the year ahead.

Inflation was likely top of mind for many voters as they headed to the polls, as it has been taking a sizable bite out of consumers’ wallets this

year. The Consumer Price Index (CPI) showed that inflation eased in October, for both headline and core CPI, with the latter decelerating to 6.3% year-on-year (y/y) from 6.6% in the month prior (Chart 1). In month-over-month (m/m) terms, core CPI decelerated meaningfully to 0.3% in October from 0.6% previously.

CONTINUES ON NEXT PAGE

Core goods prices declined 0.4% (m/m) amidst a pullback in several categories such as appliances, apparel and used car prices. Price growth across core services (0.5%) also moderated from last month's gain of 0.8%, driven by a notable pullback in health care services (-0.6%). However, shelter costs (0.8%) remained a meaningful contributor.

All in all, inflation has eased a bit, in part because of the pullback in core goods prices. However, it remains well above the Fed's comfort zone, and (without wanting to sound like a broken record) we're likely to see continued gains in the shelter component over the near term (see here). So, we're not out of the woods just yet.

As Fed Chair Powell noted recently, the Fed has reached a point where it will dial back the pace of rate hikes, but there's quite a bit more to be done in raising rates. Underpinning this hawkish tilt is the broad resilience in the labor market. Job openings for instance, have eased a bit, but remain plentiful – a message echoed by the NFIB small business survey (Chart 2). Still, cracks continue to form in some corners of the economy, case in point the tech sector. Layoffs at Meta and Redfin (online real estate broker) amounting to 13% of their workforces added to the string of cuts announced in the tech space this year. Meanwhile, the higher interest

Chart 2: Small Business Job Openings Remain Plentiful, Large Share Plan on Raising Comp.



Source: NFIB, TD Economics.

environment is expected to continue weighing on the housing market, with weak prints likely to follow in next week's housing starts and existing home sales reports. Bringing inflation down comes at a cost.

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FEEL FREE TO VISIT OUR COMPANY WEBSITE AT

www.teixeiracapital.com to view more information about our company.

I LOOK FORWARD TO HEARING FROM YOU TODAY. THANK YOU.

1041 MILL STREET, SUITE 205, SAN LUIS OBISPO, CA 93401
805.698.3520

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**Do we have
your
Special
Emergency
Grant
form on file?**



As a benefit of Association membership, every SLOCEA member may enroll in the Association's Special Emergency Grant Program.

The program currently pays a **\$2,200 cash grant**, upon the death of the member, to the member's designated recipient.

To enroll, please fill out the form on the next page.

Email, drop in the mail, or fax it to us.

SLOCEA
info@slocea.org

Phone: 805-543-2021
Fax: 805-543-4039
1035 Walnut St.



San Luis Obispo County Employees' Association

Special Emergency Grant Program

Enrollment and Recipient Designation Form

As a benefit of Association membership, every SLOCEA member in good standing may enroll in the Association's **Special Emergency Grant Program**. The program currently pays a **\$2,200** cash grant, upon the death of the member, to the member's designated recipient ("Grant Designee"). Although this is not an insurance program, the "Grant Designee" is similar to a beneficiary for a life insurance policy. **Enrollment in the Special Emergency Grant Program is cost free** to SLOCEA members. To enroll, please complete and return this form to the Association office via any of the following methods:

- Mail to 1035 Walnut Street, San Luis Obispo 93401
- Fax to 805-543-4039
- Email to info@slocea.org

If you have any questions, please contact us at 805-543-2021

IMPORTANT:

This section **MUST** be completed and returned

To enroll in the Association's **Special Emergency Grant Program**, this form must be completed by the member and returned to the Association. Please fill in all the information requested and sign the form as indicated below.

PLEASE PROVIDE ALL INFORMATION

Member's Name:	Member's SS#
Member's Address:	Member's Phone #:
Member's City / Zip:	Member's Date of Birth:

Grant Designee (Person designated by member to receive the <i>Special Emergency Grant</i> payment in the event of the member's death):	Relationship to Member:
Grant Designee Phone:	Grant Designee Email Address (optional):
Member's Signature	Date of Signature

Note: The San Luis Obispo County Employees' Association's **Special Emergency Grant Program** is not an insurance program. This program is self-funded by the Association and is intended as a benefit of Association membership. The **Special Emergency Grant Program** was adopted by the Association Board of Directors and is administered through the Association's Member Benefit Committee. The Association Board of Directors retains the right to amend, modify, abolish, or replace the Special Emergency Grant Program at any time and without prior notice. **For more information, please contact SLOCEA Staff at (805) 543-2021.**

Wrapping up 2022 - Heading into 2023

Brian Floyd

Another year is coming to a close, which means it's time to reflect back, then look ahead.

In the elections this year, things went well for SLOCEA. Two of the three candidates the Association endorsed for the San Luis Obispo County Board of Supervisors won their elections outright.

In June, appointed County Supervisor Dawn Ortiz-Legg was elected by the voters of the 3rd District to complete the two years remaining on the term of late County Supervisor Adam Hill.

At the same time in the 4th District, Jimmy Paulding pulled off a smashing upset when he knocked incumbent County Supervisor Lynn Compton out of office. A recount by Compton's supporters proved futile.

The contest for 2nd District had four candidates and Supervisor

“

In the elections this year, things went well for SLOCEA. Two of the three candidates the Association endorsed for the San Luis Obispo County Board of Supervisors won their elections outright.

”

Bruce Gibson won a plurality of votes in June. However, since he did not win a majority, he and his closet challenger, Bruce Jones, went into a runoff election in November.

Despite early returns showing Gibson with a solid lead, as the late ballots were counted that race turned into a nail biter. At the time I'm writing these words it remains too close to call. The final vote tally will likely be released a day or so

after this is published.

At the national level, the pundit predicted Republican Red Wave did not quite materialize. In fact, the 2022 midterm elections proved to be a mixed bag for both parties.

Democrats have narrowly held their majority in the United States Senate. Republicans have narrowly taken control of the House of

CONTINUES ON NEXT PAGE

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POLITICAL ACTION

Representatives.

Republicans did extremely well in many state legislative races, and gubernatorial contests in the key states of Florida, Ohio, and Iowa. Democrats had a net gain of two governorships and took complete control of Michigan state government.

At the federal level, clearly divided government is what lies ahead for America. In the past this has produced both acrimony and gridlock, as well as bipartisanship and accomplishment. Given the vile tone of Washington, expectations should not be held high for the latter.

But what should we be looking toward at the state level in California?

According to California's Legislative Analyst's Office, a gigantic budget deficit. In November, the LAO released its annual Fiscal Outlook stating, "we anticipate the state will have a \$24 billion budget problem to solve in the upcoming fiscal year and operating deficits declining from \$17 billion to \$8 billion over the multi-year period."

That's not good news.

Unlike the federal government, California must balance its budget. This is traditionally done by increasing taxes, reducing spending, or a combination of both. Given California's current tax rates on income, sales, and property, there is little room for Governor Newsom and the State Legislature to maneuver with taxation.

That means the 2023 state budget deliberations will likely center around



“ That means the 2023 state budget deliberations will likely center around spending reductions. And when the politicians in Sacramento start making cuts, its usually the cities, the counties, and the school districts that pay the heaviest price for the state to balance its budget. ”

spending reductions. And when the politicians in Sacramento start making cuts, its usually the cities, the counties, and the school districts that pay the heaviest price for the state to balance its budget.

Therefore, it will be imperative for the County of San Luis Obispo and its labor organizations, such as

SLOCEA, to defend their territory and funding sources from the long knives that historically have come at them during state budget crunches.

Brian Floyd is an author, historian, and political strategist who frequently contributes to the Blade.

YOUR RIGHT TO REPRESENTATION

- If you are called into a meeting with management, you have the **RIGHT** to know the subject of the meeting.
- If you **reasonably believe** the meeting could lead to discipline, you have the **RIGHT** to representation by SLOCEA. You must ask for that **RIGHT**. Management does **NOT** have to offer it to you.
- You have the **RIGHT** to consultation with your SLOCEA representative before the meeting.
- When in doubt, call your SLOCEA representative at **(805) 543-2021**.

**SLOCEA • 1035 Walnut St., SLO 93401
www.slocea.org • (805) 543-2021**



SLOCEA Exclusive Member Discounts

Go to
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Labor Representation Report

For the period October 16, 2022 – November 15, 2022

MEETINGS AND BUSINESS

- Held a General Membership meeting
- Held a Board of Directors meeting
- Held a Steward Committee meeting
- Attended Board of Supervisors meeting
- Attended Civil Service Commission meeting
- Launched SLOCEA's Mobile Application
- Mailed out non-member recruitment flyers
- Appointed three new Directors to the SLOCEA Board
- Appointed a SLOCEA member to the Steward Committee
- Filed an Unfair Labor Practice

charge with the Public Employment Relations Board

- Consulted with SLOCEA's General Counsel on various labor matters

MEET AND CONFER

- Held a Joint Labor Management meeting with the County
- Met and conferred with the County on the Psychiatric Health Facility outsourcing
- Signed a side letter agreement with the Superior Court on 2023 Pension Contributions
- Conferred with the Los Osos CSD on updating the performance evaluation
- Conferred with the County on classification (job spec) revisions

MEMBER REPRESENTATION REPORT

- 148 Member consults on various matters
- 7 New cases opened
- 3 Cases resolved and closed
- 22 Cases currently active

Held multiple meetings with members and management on various matters including

- Formal disciplinary actions
- Performance evaluations
- Temporary ADA accommodations
- Step 6 pay issues
- County errors with step placement
- Interpersonal working relationship matters
- MOU implementation

DON'T MISS THESE MEETINGS!

SLOCEA Board of Directors Meeting

December- No meeting

Wednesday, January 18th, 2023 @ 5:45 p.m. Location: SLOCEA office at 1035 Walnut Street SLO.

SLO County Board of Supervisors Meetings

All meetings are conducted in person at the BOS Chambers. Watch online by going to the County's home page and clicking "Watch Live Video".

Tuesday, December 6th, 2022 @ 9:00 AM

Tuesday, December 13th, 2022 @ 9:00 AM

SLOCREA Meetings

Monday December 6th, 2022 – General Meeting
Holiday lunch at Madonna Inn - Banquet Lunch Cost:
No charge for members; \$20 for non-members

SLO County Pension Trust Board Of Trustees Meeting

December- non-meeting month



ASSOCIATION COMMITTEES

SLOCEA Board of Directors

- Executive Committee
- Personnel Committee
- Finance Committee
- Bylaws Committee
- Members Benefit Committee
- Academic Scholarship Committee
- Summer Childcare Committee
- SLOCEA Political Action Committee (SLO PAC)
- Steward Committee
- Awards Review Committee
- Communications Committee
- * County Healthcare Committee:
Four Bargaining Unit Delegates

Steward Roster

Working together to build a UNITED, INFORMED and INVOLVED membership!

The purpose of the Steward Program is to promote open channels of communication between employees and SLOCEA.

The presence of active and effective Stewards at work-site locations increases member participation, helps to educate and

inform the membership and creates a united coalition working to foster improved benefits for its members.

Listed by Department

ASSESSOR

Kelly Michel

BU 01 - San Luis Obispo
Appraiser I

BEHAVIORAL HEALTH

Joe Ferra

BU 01 - SLO Health
Campus
Behavioral Health Clinician III

Robert Ortega

BU 01 - Atascadero
Behavioral Health Worker III

CHILD SUPPORT SERVICES

Lori Roberts

BU 01 - San Luis Obispo
Child Support Specialist II

COUNTY COUNSEL

Renee Cooper

BU 13 - San Luis Obispo
Administrative Assistant III

DISTRICT ATTORNEY

Erin Stich

BU 13 - San Luis Obispo
Administrative Assistant III

LIBRARY

Michael Badalamenti

BU 05 - San Luis Obispo
Senior Library Associate

PARKS

Kevin Sulitz

BU 02 - Salinas District
Park Ranger I

PUBLIC WORKS

Jim Emley

BU 02 - San Luis Obispo
Custodian

Leann Siebert

BU 02 - Santa Margarita
Water Systems Worker I

Mitch Wallravin

BU 05 - San Luis Obispo
Supervising Custodian

SHERIFF-CORONER

Kathleen Curtis-Ames

BU 13 - Los Osos
Sub-Station
Legal Clerk

SOCIAL SERVICES

Garrett Frice

BU 01 - Atascadero
Employment Resource
Specialist II

Emily Landis

BU 01 - San Luis Obispo
Program Review Specialist

Nate Larsen

BU 01 - San Luis Obispo
Employment Resource
Specialist IV

Michelle Lowe

BU 05 - Atascadero
Employment Services
Supervisor

Mark McCullough

BU 01 - Nipomo
Employment Resource
Specialist III

SUPERIOR COURT

Teresa Collins

BU 19 - San Luis Obispo
Courtroom Operations
Supervisor

HAPPY BIRTHDAY TO YOU DECEMBER BIRTHDAYS!

First Name	Last Name	Birthday	First Name	Last Name	Birthday	First Name	Last Name	Birthday
Ashley	Luna	12/01	Noelle	Grasmick	12/12	Marion	Dornig	12/23
Devin	Rossi	12/01	Bradley	Farr	12/13	Annette	Rushing	12/24
Amelia	Rutiz	12/02	Brandi	Lykes	12/13	Eric	Guy	12/24
Angela	McCormick	12/02	Brandon	Covarrubias	12/13	Kelly	Wilson	12/24
Brian	Murillo	12/02	Madeleine	Wittenberg	12/13	Aemon	Kolasienski	12/25
Laura	Otrando	12/02	Rico	Rose	12/13	Elizabeth	Moreno	12/25
Martha	Patterson	12/02	Emily	Walters	12/14	Nicholas	Collins	12/25
Russell	Francis	12/02	Jarrett	Bussacco	12/14	Rosaura	Duenes	12/25
Steven	Kinsey	12/02	Jennifer	Monge	12/14	Stacy	Milne	12/25
Ashleigh	Oxford	12/03	Laurel	Harris	12/14	Danilyn	Quezada	12/26
Frances	Sidhu	12/03	Lorraine	Clark	12/14	Gina	McKernon-Cindrich	12/26
Alec	Veley	12/04	Daniel	Mann	12/15	Monica	Benson	12/26
Beatriz	Hurtado	12/04	Jennifer	Cavazos	12/15	Nathaniel	Pall	12/26
Melissa	Lintner	12/04	Ryan	Wemple	12/15	Timothy	Siler	12/26
Noemi	Cortez	12/04	Sandra	Hernandez	12/15	Tina	Robertson	12/26
Vanessa	Larson	12/04	Hannah	Mitchell	12/16	Andrea	Whiteford	12/27
Carrie	Zuur	12/05	Lee	Ritcheson	12/16	Kelsey	Hurst	12/27
Donald	Moore	12/05	Patrick	Simas	12/16	Martha	Diaz	12/27
Vitalia	Western	12/05	Shaila	Richards	12/16	Allison	Mount	12/28
Javier	Godinez	12/06	Wilfred	Brooks	12/16	Cassandra	DeSpain	12/28
Susan	Eckes	12/06	Erika	Granado	12/17	David	Eto	12/28
Taryn	Jamison	12/06	Holly	Clark	12/17	Holly	Phipps	12/28
Veronica	Ortiz	12/06	Joshua	Layman	12/17	Holly	Rickard	12/28
Juan	Plascencia Lizaola	12/07	Anneliese	Kindem	12/18	Seth	Colebrook	12/28
Katya	Goodman	12/07	Elvia	Mansera	12/18	Adrienne	Dazo	12/29
Rebecca	Drake	12/07	Katherine	Griffith	12/18	Alyssa	Coronado	12/29
Rebecca	Lugo	12/07	Lee	Thompson	12/18	Jonathan	McKelvie	12/29
Dawn	Gardner	12/08	Lillian	Jensen	12/18	Nicole	Turner	12/29
Elizabeth	Schmidt	12/08	Ramona	Goodman	12/18	Ronald	Chilcott	12/29
Gloria	Lopez	12/08	Lucia	Martinez	12/19	Sonia	Hurtado	12/29
Johnny	Carmain	12/08	Michael	Schacherer	12/19	Vanessa	Allen	12/29
Lindsay	Siddons	12/08	Stephanie	Oliva	12/19	Alexis	Thompson	12/30
Ashley	Romero	12/09	U Jeromy	Caldera	12/19	Angela	Spannbauer	12/30
Barry	Fehlman	12/09	Wendi	Wells	12/19	Currie	Bailey-Carmon	12/30
Deanna	Franklin	12/09	Diane	Standley	12/20	Jennifer	Knox	12/30
Jessica	Macrae	12/09	Dulce	Ramirez	12/20	Kelly	Chester	12/30
Amber	Dockery	12/10	Inez	Gonzales	12/20	Leslie	Weaver	12/30
Harry	Holden	12/10	Juan	Wade	12/20	Cheyenne	Soto	12/31
Jakob	Carrion	12/10	Katherine	Flores	12/20	Lauren	Biles	12/31
Jessica	Moreno	12/10	Rogelio	Ayon	12/20	Lorena	Garcia-Alfaro	12/31
Sheri	Thompson	12/10	Jacob	Talbert	12/21	William	Rojas	12/31
Frances	Banaga	12/11	James	Hopper	12/21			
Heather	Griffin	12/11	Jane	Boone-Brechwald	12/21			
Lupe	Tapia Villasenor	12/11	Jeanette	Garcia	12/21			
Neri	Diaz	12/11	Sean	Galloway	12/21			
Allison	Brandum	12/12	Shawnita	Onwuma	12/21			
Betty	Sandoval	12/12	Vanessa	Castellanos	12/21			
Jessica	Mondragon	12/12	Brian	McLean	12/22			
			Dorothy	McConnaughay	12/23			

If your birth date is not listed above it is because we do not have it in our database. Please help us keep our records up to date by contacting us at 805-543-2021.

WELCOME NEW MEMBERS

Name	Department	Name	Department
Jonathan Briggs	Agricultural Commissioner	Michael Pero	Planning & Building
Vincent Peinado	Agricultural Commissioner	Shannon Brown	Public Works
Devin Rossi	Assessor	Jorge Delgado	Public Works
Madeleine Wittenberg	District Attorney	Kristi Cedillos	Sherriff-Coroner Office
Kristen Hoag	District Attorney	Christopher Li	Sherriff-Coroner Office
Erica Andrade	Health Agency	Darla Budge	Social Services
Lori Cromer	Health Agency	Somer Maas	Social Services
Jean Scott	Health Agency	Rebekah Underwood	Social Services
Garo Galiano	Information Tech. Dept.	Tracey Goldsbary	Social Services
Julia Franco	Library	Alberta Grzincic	Social Services

Service Anniversaries

The following county, courts and locsd employees will reach a significant service anniversary during the month of DECEMBER. We list those employees who have reached their 5th, 10th, 15th and higher years of employment. These anniversaries represent the hire date of our members, not time in service accumulation.
Congratulations to these employees for their years of service!

DECEMBER ANNIVERSARIES

First Name	Last Name	Dept.	Years Of Service	First Name	Last Name	Dept.	Years Of Service
Max	Keller	Public Works ISF	41	Amy	Howell	Superior Court	20
Dan	Linhares	Public Works ISF	37	Liberty	Amundson	Public Health Dept.	19
Joe	Moreno	Public Works ISF	37	Margarita	Ibarra	Dept. of Social Services	19
Tamara	Kleemann	Agricultural Commissioner	36	Sonia	Hurtado	Community Parks	19
Faith	Zenker	Public Works ISF	32	Harun	Forester	Planning Dept.	18
Susana	Castaneda	Behavioral Health	29	Maria	Ruiz	Dept. of Social Services	17
Kelly	Walsh	Planning Dept.	28	Martha	Diaz	Dept. of Social Services	17
Michael	Tabares	Public Works ISF	28	Casey	Roos	Behavioral Health	16
Nicola	Love	Dept. of Social Services	28	Jill	Anderson	Behavioral Health	16
Anna-Marie	Hernandez	Superior Court	25	Kelly	McManus-Soto	District Attorney	16
Colin	Quennell	Behavioral Health	25	Melissa	Wilson	Dept. of Social Services	16
Heidi	Harrison	County Child Supp. Serv.	25	Robin	Mason	Human Resources	15
Kristin	Bahner	Behavioral Health	25	Brendan	Clark	Public Works ISF	5
Todd	Vargues	Dept. of Social Services	24	Christina	Mendes	Public Health Dept.	5
William	Wilkerson	Community Parks	21	Elizabeth	Voshal	Planning Dept.	5

YOUR CONTRIBUTIONS ARE WELCOME!

Would you like to submit a feature article, commemoration, or member recognition article for publication in the County Blade? The County Blade welcomes contributions from members!

Guidelines

- Articles must be in MS Word format.
- 600 words or less.
- Content must comply with SLOCEA's editorial policy as determined by the Editorial Committee. Submission of an article is no guarantee of publication.

Email to: info@slocea.org

Mail or hand deliver to: The County Blade, 1035 Walnut Street, San Luis Obispo, CA 93401

Print deadline is the second Friday of every month for the following month edition.

