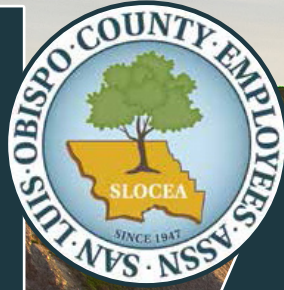


# THE COUNTY

# BLADE



VOLUME 38, NO. 4

APRIL 2023

**WORKING  
TOGETHER  
TO ACHIEVE  
OUR GOALS**



**THE 2023 SUMMER  
CHILDCARE  
REIMBURSEMENT  
PROGRAM IS HERE!**

**FACT-FINDING  
AND HOW WE  
GOT HERE**

**SLOCEA 2023  
ACADEMIC  
SCHOLARSHIP**

# 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.

### EXECUTIVE OFFICERS

Emily Landis  
**PRESIDENT**

Dept. of Social Services, Seat 1

VACANT  
**VICE PRESIDENT**  
Seat 2

Teresa Collins  
**SECRETARY/TREASURER**  
Superior Court, Seat 3

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Dept. of Social Services, Seat 5

VACANT  
Seat 6

Kelly Michel  
**Assessor, Seat 7**

Garrett Frice  
Dept. of Social Services, Seat 8

VACANT  
Seat 9

### B.U. #2 TRADES, CRAFTS & SERVICES UNIT

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Parks, Seat 10

VACANT  
Seat 11

### B.U. #5 SUPERVISORY UNIT

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### B.U. #13 CLERICAL UNIT

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Norma Domingo  
**Public Health, Seat 14**

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**Public Works, Seat 18**

Julia Richardson  
**Behavioral Health, Seat 19**

## THE COUNTY BLADE

### SLOCEA San Luis Obispo County Employees' Association

1035 Walnut  
San Luis Obispo, CA 93401

Phone 805-543-2021  
Fax: 805-543-4039

E-mail: [INFO@SLOCEA.ORG](mailto:INFO@SLOCEA.ORG)

[WWW.SLOCEA.ORG](http://WWW.SLOCEA.ORG)

### OFFICERS

Emily Landis  
**President**

Teresa Collins  
**Secretary/Treasurer**

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**Executive Director**

Theresa Schultz  
**Senior Labor  
Representative**

Brooke Daphne  
**Administrative Assistant**

MaryAnn Linhares  
**Bookkeeper**

Briana Dickey  
**Office Assistant**

The opinions expressed in **The County Blade** do not necessarily reflect the official opinion of the **San Luis Obispo County Employees' Association** unless so specified.

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

**The County Blade** is published digitally monthly, distributed to the SLOCEA membership through the website, email, and social media.



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

Cover Image: Coastline in San Luis Obispo County. Photo Credit: Art Wager

# Working Together To Achieve Our Goals

**Emily Landis, SLOCEA President**

I hope this edition of *The County Blade* finds all of our members and other readers safe and healthy, as spring finally arrives. Our entire state has been through an unusually difficult winter season, and I want to acknowledge and say thank you to all the County employees who worked through the winter storms to keep our communities safe. I was honored to serve at the Disaster Recovery Center and see many of our members in action, serving those most impacted by the storms.



With spring's arrival, I am excited for sunshine, wildflowers and my position as the newly elevated President of the Association. I would like to express my gratitude for past President, Erin Stich, for her years of leadership and commitment to our members.

The mission of SLOCEA is to advocate for fair compensation, safe working conditions, affordable healthcare, and a secure retirement for our members. This work is vital to advocate for and protect the rights of members. Having been on the Negotiation Team last year, I have seen first-hand the power and importance of working together to achieve these goals. I am honored to serve the membership in this position, and look forward to the great work that we will continue to do together!

of leadership and commitment to our members. She served on the Board of Directors for seven years, and has been a Steward for many years as well. Erin's dedication to SLOCEA was how I found myself volunteering for leadership within the Association, and I am grateful for her continued advocacy of unions and our membership.

The mission of SLOCEA is to advocate for fair compensation,



With spring's arrival, I am excited for sunshine, wildflowers and my position as the newly elevated President of the Association. I would like to express my gratitude for past President, Erin Stich, for her years of leadership and commitment to our members.



safe working conditions, affordable healthcare, and a secure retirement for our members. This work is vital to advocate for and protect the rights of members. Having been on the Negotiation Team last year, I have seen first-hand the power and importance of working together to achieve these goals. I am honored to serve the membership in this position, and look forward to the great work that we will continue to do together!

**The staff at SLOCEA wishes to thank Erin Stich for her seven years on the Board of Directors, 2 1/2 years of which she served as President. Erin has been a steadfast advocate for all SLOCEA members and a true believer in the power of unions. We wish her the very best in her future endeavors. We would also like to warmly welcome Emily Landis to her newly appointed position and we look forward to working with her.**

**T H A N K Y O U**

# Fact-Finding And How We Got Here

*This month we thought we'd do something a little different—a joint article written by Theresa Schultz and me. Theresa begins with the history of SLOCEA's struggle to get its proposed change to Civil Service Commission rules to fact-finding. I then address the present and summarize what took place at the fact-finding.*

*Although we don't know what the result will be, we believe that SLOCEA members should be made aware of what took place to get us here and what attempts we've made to get more equitable hearings for members.*

## PAST

By Theresa Schultz,  
Senior Labor Representative



In August 2021, County Human Resources (HR) and the Civil Service Commission (CSC) identified the need for Civil Service Rule changes. As had been done in the past when they find a need for rule changes, they notified the various County unions/associations requesting to meet and confer on the changes and solicited rule change proposals from the unions.

Between October 14, 2021, and January 21, 2022, four sessions were held with the union leaders, CSC representatives and staff from County HR, both in-person and remotely.

SLOCEA and the Sworn Deputy Sheriff's Association made several proposals to the County for CSC rule changes. One such proposal from SLOCEA would modify CSC rule 4 regarding grievance and appeal hearings before the Commission. SLOCEA proposed that in lieu of a hearing before the Commission, the rules would permit the grievant or appellant the option of a hearing before a mutually selected neutral arbitrator.

On January 21, 2022, the fourth

and final negotiation session for CSC rule changes, the County rejected SLOCEA's neutral arbitrator proposal and impasse was declared. Later that day SLOCEA formally requested mediation and communicated our intent to submit the dispute to a fact-finding panel if mediation fails.

Rich Anderson, a mutually selected mediator from the California State Mediation and Conciliation Service assisted in the April 21, 2022, mediation meeting between SLOCEA and the County. Unfortunately, mediation was unsuccessful when the parties failed at reaching agreement on the matter.

Shortly thereafter, SLOCEA requested that the parties' differences on the proposed CSC rule change dispute be submitted to a fact-finding panel pursuant to Meyers Miliias Brown Act (MMBA), Section 3505.4.

SLOCEA's request for a neutral

“ SLOCEA seeks to have a hearing officer who will provide a level playing field, judging each case on its merits rather than having a management review of management actions.

” arbitrator was also proposed during the 2018 CSC rules changes negotiations but was rejected by the County and ultimately withdrawn by SLOCEA.

In addition to that, SLOCEA tabled the neutral arbitrator proposal during **three different** contract negotiations cycles for successor MOUs in December 2017, May 2019, and April 2022. In the 2017 and 2019 bargaining cycles SLOCEA withdrew the proposal in an attempt to get a favorable contract. At the bargaining table in August 2022, SLOCEA agreed to withdraw the neutral arbitrator proposal during contract negotiations and handle the matter at the upcoming fact-finding hearing scheduled for September 2022.

There were several scheduling conflicts that continued to push the

**CONTINUES ON NEXT PAGE**

fact-finding hearing further out into the year. Finally, the hearing was held on March 7, 2023, before arbitrator Tony Butka.

SLOCEA was represented by General Counsel Dennis Hayes with former Executive Director Pat McNamara as SLOCEA's witness and Erin Stich as SLOCEA's fact-finding panelist. A court reporter had two weeks to submit the transcript to the parties and the attorneys were provided two weeks to submit arguments and briefs to the fact-finder. Mr. Butka will then make a non-binding decision, and should the decision be favorable to SLOCEA, it will be routed to the BOS for consideration.

## PRESENT

**By Marilyn Rossa,**  
*Executive Director*



**O**n March 7, 2023, SLOCEA and the County engaged in fact-finding on a change in a rule of the Civil Service Commission ("CSC"). We were skillfully represented by SLOCEA's General Counsel, Dennis Hayes, from the firm of Hayes, Ortega & Sanchez, LLC. The excerpts below are taken from Mr. Hayes' presentation at the hearing. The hearing took place before Tony Butka, Public Employment Relations Board, State of California. Erin Stich was on the panel as SLOCEA's representative, and Mark McKibben was the County's.

SLOCEA's proposal for the rule change is as follows:

In negotiations over changes to the CSC Rules, SLOCEA proposed the establishment of an alternative appeal and grievance hearing option,

which would provide employees with the option to have their cases heard by an independent third-party neutral Hearing Officer mutually selected by the parties in lieu of a hearing before the Commission.

The below is a summary of SLOCEA's argument for the rule change as presented by SLOCEA Counsel Dennis Hayes:

- ◆ SLOCEA seeks to amend the CSC rules to give employees the option of having a hearing officer who possesses a demonstrated expertise in labor relations and broad experience in labor relations, collective bargaining, and dispute resolution.
- ◆ Hearing Officers on the PERB arbitration panel are *required* to have this knowledge and experience while County Commissions are not.
- ◆ The CSC is tasked with hearing contract interpretation grievances and discipline but do not have the expertise, knowledge, or training in these areas.
- ◆ SLOCEA seeks to have hearing officers who are neutral. Hearing officers on the PERB arbitration panel are neutral whereas the County Commission is not.
- ◆ County Commissioners are selected by the employer (County) as opposed to

selection by mutual agreement.

- ◆ County Commissioners have demonstrated bias in hearings through one-sided rulings on objections and evidence.
- ◆ SLOCEA seeks to have a hearing officer that does not appear to be biased by making campaign contributions to the Board of Supervisors who select them.
- ◆ The County attorney rules on objections and motions and writes the opinions.
- ◆ In effect, the County CSC attorney is the person who makes the decisions rather than a paper commission.
- ◆ SLOCEA seeks to have a hearing officer who will not threaten to increase discipline (as the Commission has done) and thereby chill the employees exercise of this important right.
- ◆ SLOCEA seeks to have a hearing officer who will provide a level playing field, judging each case on its merits rather than having a management review of management actions.

It will be several weeks before Mr. Butka makes his decision on the proposal, after receiving final briefs from each side's attorneys. We will be sure to inform SLOCEA members of the decision as soon as we receive it.

*In Solidarity,*  
*Marilyn Rossa*

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

5:30 p.m. to 7:00 p.m. on Monday through Thursday.

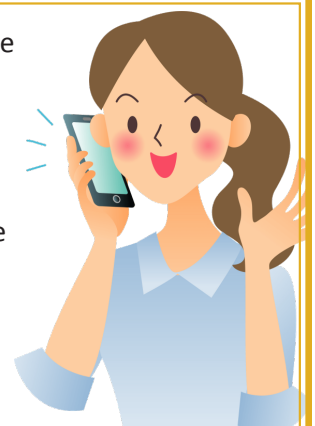
**805-242-6318**

**Call us!** The SLOCEA office is 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 2023 Summer Childcare Reimbursement Program is Here!

**Brooke Daphne,**  
*Administrative Assistant*

**A**s we approach the summer months, many parents across SLO County are starting to think about the childcare challenges that come with the season. With school out of session and the need to balance work and family life, it can be a stressful time for working parents. However, we have good news for you; SLOCEA is delighted to once again participate in the County's **Summer Childcare Reimbursement Program!** Designed to help ease the burden of childcare expenses incurred during the summer break, this program is available to all permanent County employees in the Public Services, Clerical, Supervisory, Trades, Crafts, & Services, and Confidential bargaining units.

The Summer Childcare Reimbursement Program is available to assist County employees with childcare expenses for children



Designed to help ease the burden of childcare expenses incurred during the summer break, this program is available to all permanent County employees in the Public Services, Clerical, Supervisory, Trades, Crafts, & Services, and Confidential bargaining units.

up to the age of 14 who are not yet attending high school. Eligible employees must have had an annual gross household income **below \$125,000 in 2022** to qualify. Applications are accepted from April 1, 2023, to June 30, 2023, and reimbursement is available for childcare expenses incurred during your child(ren's) designated summer break.

Once your application is approved, simply enroll your child in the program of your choosing\*, pay for the cost, and submit a *Childcare Claim Form* with your original receipt to the SLOCEA office to receive your predetermined reimbursement.

**Funds are distributed on a first come, first serve basis, so be sure to act fast!**

To view the full program guidelines and fill out your application form today, visit SLOCEA's web site, [www.slocea.org](http://www.slocea.org), and select "**Summer Childcare Reimbursement**" from the Membership Benefits menu.

We know how important it is to have access to reliable and affordable childcare during the summer months. That's why we encourage you to take advantage of this opportunity and apply for the Summer Childcare Reimbursement Program today!

If you have any questions or concerns regarding the program, please don't hesitate to reach out to Brooke Daphne at SLOCEA at 805-543-2021 or at [bdaphne@slocea.org](mailto:bdaphne@slocea.org). We wish you all a happy and fun-filled summer!

\* Subject to full program guidelines



# The 2023 Summer Childcare Reimbursement Program



Camp



Recreation



Daycare



Sports



LEARN  
MORE!

APPLICATION DEADLINE: JUNE 30

## How It Works

- Submit an application to the SLOCEA office **before June 30th**
- Select **your choice** of qualifying childcare program
- **Enroll your child** and pay the fees
- Submit a **Claim Form** with your **original receipt**
- **Receive reimbursement** for a portion of your costs!\*

\*Subject to full program guidelines.

## Eligibility Requirements

- Open to County employees in **Bargaining Units 01, 02, 05, 11, & 13**
- **Must be a permanent employee** working a minimum of 20 hours/week
- Children **under 14** enrolled in a qualifying program
- 2022 gross annual family income **below \$125,000**

Full program guidelines can be found on SLOCEA's website, [SLOCEA.org](http://SLOCEA.org)  
..or scan the QR code!



Questions? Call today!

805-543-2021 | [bdaphne@slocea.org](mailto:bdaphne@slocea.org)

[SLOCEA.org](http://SLOCEA.org)

# Laugh it up! April Is National Humor Month

**Briana Dickey,**  
*Office Assistant*



It is no coincidence that this month begins with April Fool's Day, a day in which jokesters play practical jokes, pranks, and hoaxes on the unaware.

National Humor Month was created in 1976 by Larry Wilde who was the Director of the Carmel Institute of Humor. He stated, "The idea of laughing and the use of humor as a tool to lift ailing spirits is growing. Scientific research now indicates that the curative power of laughter and its ability to relieve debilitating stress and burnout may indeed be one of the great medical discoveries of our times." This year, 2023, marks the 46<sup>th</sup> year of National Humor Month.

I'm sure you have heard the claim, "laughter is the best medicine." Research has shown that laughter can provide the benefit of a mini workout - increasing your heart rate, breathing rate, oxygen consumption, and calories burned all while laughing. Laughter also reduces stress. When one laughs, it reduces the levels of cortisol (the hormone produced when stressed). Laughter also reduces pain. When we laugh, we produce endorphins, the hormone that naturally provides pain relief.

## **OTHER RANDOM FACTS ABOUT LAUGHING:**

- The average adult laughs 17 times a day, and children laugh as much as 100 times a day!
- The study of laughter is called gelotology.



- Your muscles can relax for up to 45 minutes with a large chuckle.

National Humor Month is a time to remind ourselves to not take it all so seriously, to laugh much more and

in the end, we will be better able to deal with it all. Without laughter, life wouldn't be any fun! So go giggle your heart out! Spread silly jokes! Clown around! And embrace a good old Dad Joke!



Why did a rubber duck cross the road? To see the rubber chicken!

I have a joke about pizza, but it's too cheesy.

Why should you always knock on a refrigerator door before opening it? In case there's a salad dressing.

What do you call cheese that isn't yours? Nacho Cheese.

Did you hear the rumor about butter?

Well, I'm not going to spread it.

What do you call a bear with no teeth? A gummy bear.

Where do you learn to make a banana split? Sundae school.

Why couldn't the bicycle stand by itself? It was two tired.

Mountains aren't just funny. They're hill areas.



# 2023 Summer Childcare Program

Applications will be accepted beginning April 1, 2023.

Scout Bidleman,  
*Benefits Technician*

## PROGRAM DETAILS

The Summer Childcare Program is a reimbursement program designed to assist County employees with summer childcare expenses for school aged children. Reimbursements are available with an approved, local childcare provider of your choosing. Some commonly used providers include: the Boys and Girls Club and YMCA. Family members providing babysitting services are not eligible for reimbursement through this program.

## HOW DOES IT WORK?

To utilize this program, you must first apply by submitting an application. Applications will be accepted from April 1, 2023 through June 30, 2023. After your application has been submitted and accepted, you can apply for reimbursement. The reimbursement period is from June 8, 2023 through August 31, 2023. Depending on funds, the reimbursement period may be extended on a month-by-month basis beyond August 2023; however, it will not exceed December 31, 2023.

## ELIGIBILITY INFORMATION

This program is available to permanent employees, working 20 or more hours per week in the following Bargaining Units:

- BU 01: Public Services
- BU 02: Traders, Crafts, and Services Unit
- BU 05: Supervisory Unit
- BU 11: Confidential
- BU 13: Clerical Unit

Reimbursement is for costs of childcare for children under age 14, enrolled in a qualifying program. Your gross family income will need to be verified by providing your 2022 tax return and W-2. Visit our [webpage](#) for more details.

## HOW TO APPLY

This program is administered by SLOCEA. Applications must be submitted between April 1 and June 30. Your application must be approved before you can submit a reimbursement claim. Please visit our [Summer Childcare website](#) for the application and reimbursement forms.

## CONTACT INFORMATION

If you have any questions about this program, please contact SLOCEA at (805) 543-2021 or email [bdaphane@slocea.org](mailto:bdaphane@slocea.org).



# SLOCEA Academic Scholarship

Is there a certificate or degree required for you to take that next step forward in your career with the County? Do you have an immediate member of your family that will be enrolling in school this Fall? Have you considered applying for the SLOCEA academic scholarship? You should! Don't let the financial burden stop you from achieving your goals. In an effort to assist new and continuing students with their academic planning and success, SLOCEA will be awarding up to \$5,000 in academic scholarships. The SLOCEA Board of Directors will award scholarships to applicants demonstrating the best overall performance in academic achievement, community service, and school activities.

## Scholarship Guidelines:

A student may not receive more than one SLOCEA Sponsored Academic Scholarship Award in any one academic year. **Scholarships are limited to two awards per eligible applicant for the duration of membership of the qualifying SLOCEA member.** All scholarships awarded will be payable to the student's scholarship fund set up at the school of their choice.

## Academic scholarships will be based on:

- Academic Achievement
- Community Service
- School Activities (clubs, sports teams, student government, leadership, etc.) Continuing and/or returning students will be given separate consideration in this category.

## Minimum Requirements:

- Open to SLOCEA members and their immediate family.
- Must be a citizen of the United States or a permanent legal resident.
- Must enroll in a program as a regular student seeking a degree or certificate.
- First-time freshman and continuing students must have a minimum cumulative GPA of 3.0 or higher. The SLOCEA Scholarship Review Committee will recognize academic performance and determine ranking based on, but not limited to, the grade point average results.

## Application Process:

Submit to SLOCEA's business office **no later than April 30, 2023** with the following items:

- Application Form: available at SLOCEA's business office or can be downloaded from SLOCEA's web site at [www.slocea.org](http://www.slocea.org) on the home page and the "Benefits" page.
- One-page essay describing your community service and academic/vocational goal.
- Copy of High School or College transcripts (Academic transcripts showing general education pattern from all previous high school or college(s) you have attended).
- Two letters of reference addressed to "Scholarship Committee," from a teacher, community service leader and/or person from work, field or major.

## Applications and requirements may be submitted by:

- USPS mail to: SLOCEA Scholarship Committee, 1035 Walnut Street, San Luis Obispo, CA 93401.
- Drop off to: SLOCEA Office during business hours: Monday-Thursdays 7am-7pm, Friday 8am-7pm.
- Email: [bdickey@slocea.org](mailto:bdickey@slocea.org)

SLOCEA must receive your application no later than **5:00 p.m. on April 30, 2023.**



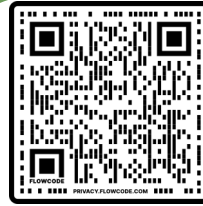
# ACADEMIC SCHOLARSHIP 2023

## ABOUT THE SCHOLARSHIP

- SLOCEA awards up to \$5,000 in scholarships to new and returning students
- Scholarships are based on academic achievement, community service, and extracurricular activities
- Open to SLOCEA members and their immediate family

## ELIGIBILITY CRITERIA

- Must be a US citizen or permanent legal resident
- Must enroll in a program as a regular student seeking a degree or certificate
- Must have a minimum GPA of 3.0



**APPLY  
TODAY!**

Scan for guidelines and application!

## APPLICATION PROCESS

1. Applications are available on SLOCEA's website under "Membership Benefits"
2. Write a one-page essay describing your community service and academic/vocational goals
3. Obtain a copy of High School transcripts
4. Obtain two letters of reference addressed to "Scholarship Committee"
5. Submit application to SLOCEA via:
  - USPS at 1035 Walnut St. SLO 93401
  - Drop off at the SLOCEA office
  - email to [bdickey@slocea.org](mailto:bdickey@slocea.org)

**DEADLINE - APRIL 30th**



805-543-2021



[info@slocea.org](mailto:info@slocea.org)



[SLOCEA.org](http://SLOCEA.org)

# Planning to Retire?

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

**Brian Reynolds,**  
*SLOCREA Board  
Of Directors  
Member*



**H**ello to all employees of San Luis

Obispo County! My name is Brian Reynolds, former County Library Director, and a member of the Board of Directors of SLOCREA. I have been asked to write a couple of articles for the Blade.

Be honest with yourselves: Many of you would like to be retired, just as we are! Retirement is wonderful and I heartily recommend it. We are all so fortunate to have worked for a great organization (County of SLO) and to be able to retire in this marvelous area.

When I first joined SLOCREA, I

wondered about its purpose and activities. Many years later, I am happy to report that it is an active organization, with a professional orientation to supporting SLO County retirees on many levels. Some examples include: advocacy, fellowship, and informative speakers.

As you are probably aware, we meet about six times per year, sometimes via Zoom and sometimes in person. At our recent in-person lunch last December, we enjoyed good food, excellent fellowship, and live music. Our next live meeting will be at the Madonna Inn at Noon, May 2. At that meeting, we will hear from Carl Nelson, Executive Director of the Pension Trust (PT). Carl will let us know the latest news about our

**CONTINUES ON NEXT PAGE**



### Upcoming SLOCREA Meetings

#### NEXT GENERAL MEETING

Tuesday May 2, 2023, at Noon at the Madonna Inn Round Room.

Carl Nelson will give his annual update on Pension Trust.

It will be an in-person lunch. Cost is \$20 per member and \$25 per non-member.

Board meeting follows after.

### FIND US ON THE WEB

Check out our website at [www.slocree.org](http://www.slocree.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.

Also on our website we have a brochure containing a new member application. 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.

Our offer of automatic first year free membership for new retirees who express interest in SLOCREA is continuing to be quite successful. All we need from a new retiree (or DROPper) is your contact information: Name, address, telephone number, and email address. We also want to know from which department you are retiring. It's that simple.

After your 1st year of membership you can renew at the \$15.00 per year rate or renew at the \$40.00 for 3 years rate. Your choice.

pensions and PT's investments. As always, it will be an interesting and informative program. The SLOCREA Board of Directors will have a brief meeting afterwards, and everyone is welcome to attend that also. We hope to see you there!

I thought I would share some thoughts about retirement which might be of interest to you. One of the first milestones you will encounter is signing-up for your pensions. Many of us have several: Pension Trust, PERS, and Social Security. I found PT to be very helpful, even Social Security. PERS, not so much. At the moment right for you, Medicare will become an option. Enrolling in Medicare can be complex, so please do the necessary research. There are resources to help you make a decision that is right for you.



At the moment right for you, Medicare will become an option.

Enrolling in Medicare can be complex, so please do the necessary research.



To me, one of the best aspects of retirement is a flexible schedule. Normally, I don't make commitments unless I want to...when I was working, it was more often, "have to." Afternoon naps are a favorite activity, as is taking our Collie dog

to El Chorro Dog Park. I also have more time for my hobbies, a lot of which are around music: singing with the Vocal Arts Ensemble, and studying jazz piano. I also am an active Rotarian and record interviews for KCBX.

A word of caution: Our County is home to many, many non-profits. I have heard they number over 1,000. All of them are worthy and need active officers and members. Get and stay involved as a non-profit volunteer, but choose your commitments carefully. As a retiree, you are or will be a much sought-after asset!

Finally, we at SLOCREA are here to serve you...We are ever vigilant about retiree benefits. Stay tuned for some "breaking news," as the pundits say!

*See you next month,  
Brian Reynolds*

## YOUR RIGHT TO REPRESENTATION

- If you are called in to 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**

805-543-2021 • [www.slocea.org](http://www.slocea.org)  
1035 Walnut St., San Luis Obispo, 93401

**Did you know we're  
on social media?  
Follow us here!**



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[SLOCEA](#)



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# The 2023 Economy

**Carl Nelson,**

*Executive Director San Luis Obispo County Pension Trust (SLOCPT)*

**N**ormally in this column we write about topics specific to the Pension Trust and your Retirement Plan. But some of the interesting things we get to see while managing the \$1.6 billion in investments for the SLOCPT are the economic commentaries from a lot of great sources. We thought we might share a few snippets of what we have been seeing lately on the topic of the economy in 2023. And banks – can't forget the banks – we'll touch on those as well.



## WHAT IS A RECESSION?

An economic recession is a period of declining economic activity. There is not a single measure of when recessions start and end, but they are generally last 6 months or more and have declining GDP and increasing unemployment. Recessions have ranged from the 1929-1933 Great Depression to the mere two months of the 2020 Covid recession.

## IS THE US ECONOMY HEADED FOR A RECESSION IN 2023 OR 2024?

The US is not in a recession at the moment, GDP is still growing, and unemployment is at near-record lows of around 3.6%. Many, but not all, economists are apprehensive about a mild and short recession starting in 2023-2024 as a result of increasing interest rates to fight inflation. The underlying strength in the US

“

The underlying strength in the US economy is good so it is unlikely that the next recession will look anything like the Global Financial Crisis Recession of 2007-2009.

”

economy is good so it is unlikely that the next recession will look anything like the Global Financial Crisis Recession of 2007-2009.

## WHO IS THE “FED” AND WHY DID THEY JUST MAKE IT MORE EXPENSIVE FOR ME TO BUY A HOUSE?

The Federal Reserve – the “Fed” – is the Central Bank of the US charged with regulating monetary conditions and interest rates. The Fed has the dual mandate of stable prices and low unemployment.

A little inflation around 3% or less is good for the economy. When inflation is higher than it should be the Fed works to cool-off economic activity to lower inflation. The Fed's main tool to fight inflation is to increase short-term interest rates to make it more expensive for individuals and businesses to borrow money which in turn means they spend less. This lowers demand for goods and services and hopefully lowers the inflation rate. This is why the Fed has rapidly increased short term interest rates from 0% to near 5% in the last year. This in turn increases the interest rate on longer-term borrowings – including the rates on mortgage loans.

A 30-year fixed rate mortgage was as low as 2.75% at the end of 2020. As of today, it is likely to have a 6.50% or higher rate. This means that

borrowers who could have qualified to get a mortgage on a certain size of loan two years ago, will not qualify for a loan at today's mortgage rates. A 30 year loan on a \$500,000 amount financed in late 2020 might have had a payment of about \$2,100/month. That same loan now might have a payment over \$3,100/month. Ouch!

## WILL INFLATION SUBSIDE?

Inflation on a year-over-year change measure had reached about 9% in 2022, but has moderated to the low 6% range of late. Economists and the bond markets expect inflation to decline further to under 3% by late 2024. This in turn gives the Fed reasons to eventually lower interest rates, but don't hold your breath for that just yet...

## WHAT IS THE JOBS SITUATION?

With unemployment at only 3.6%, many more open jobs than job-seekers, and healthy growth in new jobs, the jobs market remains strong. For some time, the US has had a shortage of employees which simplistic commentators ascribe to “no one wants to work anymore”. Actually, the labor force participation rate of prime-working-age adults (ages 25-54) has bounced back to its pre-pandemic level above 80%.

**CONTINUES ON NEXT PAGE**

However, the over-age-54 labor force is still below its pre-pandemic level as many aging Baby-Boomers took 2020-2022 as a good time to retire.

**WHY ARE CONSUMERS SO CONFUSING?**

Perceptions of economic conditions frequently are more pessimistic than individuals’ actual circumstances. As most consumers feel comfortable in their personal financial position they have tended to spend more (fueling inflation) and save less (reflecting less insecurity). Unlike 2000-2008, households now are not generally over-extended on debt so can weather downturns better. Surveys of consumer opinions declined precipitously in mid-2022, yet personal spending levels on goods and services stayed strong. This disconnect between consumer perceptions and their actual behavior (worried, but still spending a lot) is a significant puzzle to economists.

**WHAT COULD GO WRONG?**

Many economists forecast a “soft-landing” for the US economy with GDP growth still positive (but slowing), inflation moderating and unemployment increasing only small amounts. It is also possible to have a “hard-landing” for the economy if consumers buckle under higher interest rates and significantly slow their spending.

Of course, there are always shocks that can happen to hurt the economy. Geopolitical shocks such as a wider war in Europe could damage economies worldwide. Political dysfunction in the US could lead to unintentional government debt defaults, harmful austerity and a worldwide major recession or depression. Always something to worry about...

**WHAT IN THE WORLD IS HAPPENING TO BANKS?**

**WHAT DID SILICON VALLEY BANK DO WRONG?**

On March 10<sup>th</sup> the US was suddenly worried about bank failures. A bank failure through a “bank run” is like the 1946 movie “It’s a Wonderful Life”. There, the character played by Jimmy Stewart, through sheer force of being the nicest darn guy in town, persuades his bank depositors to hang on and see the bank through its crisis – at Christmas time, of course.

Silicon Valley Bank (SVB) was the 16<sup>th</sup> largest bank in the US and had a high-risk bank strategy. SVB had mostly large business depositors who are quick to pull their deposits if they fear problems. This is unlike individual depositors whose first \$250k of deposits are insured by the FDIC so individuals are far less likely to bail out of a bank. SVB had high quality loans, mostly to tech sector companies, and a large portfolio of safe government bonds. But because interest rates have rapidly risen, the market value of SVB’s bonds fell – a lot. This created fears of SVB being insolvent, so depositors bailed out at the speed of the internet.

California bank regulators seized SVB mid-morning on March 10<sup>th</sup> (usually they wait until the bank closes on a Friday) and the FDIC took charge. To calm growing fears

of bank insolvency the Fed, the US Treasury and the FDIC decided to insure not just the normal \$250k of balances per customer, but their total deposits above that amount as well. It’s not a “bank bail-out” because the SVB assets should eventually cover all deposits and the SVB management were all fired. So, it’s not a significant cost to taxpayers.

**DOES THE SVB AND OTHER BANK FAILURES IMPACT ME?**

Nope! Unless some of you keep more than \$250,000 in your bank or credit union, you are well-protected. The Federal Deposit Insurance Corporation insures bank deposits up to \$250k and the National Credit Union Association insures the same for credit union depositors. That’s why the FDIC and the NCUA were created – to protect individuals so they don’t feel they have to line up at the saving association in Bedford Falls at Christmas 1946 to ask Jimmy Stewart for their deposits.

---

**Carl Nelson, CFA**  
*Executive Director and Chief Investment Officer*  
 San Luis Obispo County Pension Trust  
 805/781-5465  
 www.SLOCPT.org

**SLOCEA**  
**Exclusive Member Discounts**

Go to  
[slocea.benefithub.com/app/discounts/home](https://slocea.benefithub.com/app/discounts/home)










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# 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.



# Biden Nominates Californian For Labor Secretary

Brian Floyd

President Joe Biden has received the first resignation from his cabinet.

Labor Secretary Marty Walsh has left the administration to become the executive director of the National Hockey League's Players Association.

To replace Walsh, the President has nominated Julie Su, Walsh's Deputy Secretary at the Department of Labor.

Announcing her nomination on February 28, President Biden said, "It is my honor to nominate Julie Su to be our country's next Secretary of Labor. Julie has spent her life fighting to make sure that everyone has a fair shot, that no community is overlooked, and that no worker is left behind."

Biden continued, "Over several decades, Julie has led the largest state labor department in the nation, cracked down on wage theft, fought to protect trafficked workers, increased the minimum wage, created good-paying, high-quality jobs, and established and enforced workplace safety standards."

That largest state labor department the President mentioned was here in California. Julie Su served as the Secretary of California's Labor and Workforce Development Agency for Governor Gavin Newsom.

While Democrats technically have a one-vote majority in the Senate, Su's confirmation might be a coin flip, as that majority is made up of 49 Republicans, 48 Democrats, and 3 Independents who caucus with the Democrats.

And the issue in the Senate isn't necessarily with any of the three

“

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”

Democrat-leaning Independents. It's with two avowed Democrats: Joe Manchin of West Virginia and Jon Tester of Montana.

Both of those states voted overwhelmingly for Donald Trump in both 2016 and 2020. To win re-election next year, both Manchin and Tester need to demonstrate their independence if not some conservative tendencies for the voters in their respective home states.

The argument being made against Julie Su by Republicans dates to her time as an appointed official in California. Specifically, 2020 and how her department handled unemployment claims during the pandemic.

The State of California paid out \$114 billion in unemployment claims during the pandemic. \$11 billion – almost 10% of all pandemic unemployment monies – went to fraudulent claims.

Julie Su had not denied this fraud. She previously stated, "There is no sugarcoating the reality. California did not have sufficient security measures in place to prevent this

level of fraud, and criminals took advantage of the situation."

If confirmed by the U.S. Senate, Julie Su will be the first Asian American to serve as a secretary in the Biden Cabinet.

Su is a child of immigrants and was born in Wisconsin. She earned a Bachelor of Arts Degree from Stanford University and her Juris Doctorate from Harvard Law School. She worked as a Litigation Director for Advancing Justice L.A.

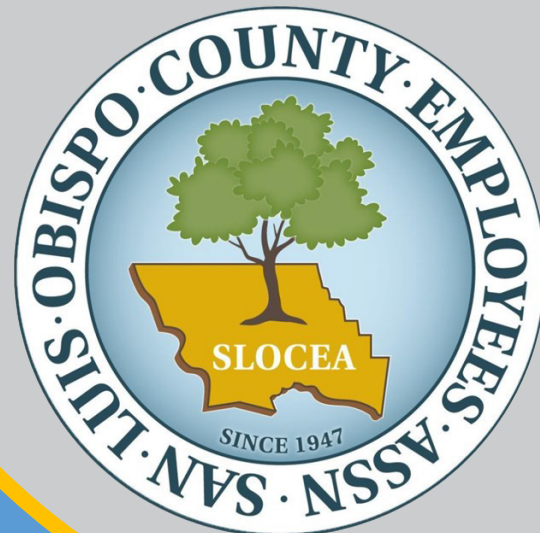
Julie Su joined Governor Gavin Newsom's administration at the Secretary of Labor and Workforce Development Agency. In 2021 she became the U.S. Deputy Labor Secretary.

Will Julie Su move up and become the next Secretary of the United States Department of Labor? That all depends upon 51 votes in the United States Senate.

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

**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](mailto: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.**

# Lifelines Extended, But Uncertainty Remains

**KEVIN TEIXEIRA**



*This article is provided by TD Ameritrade Institutional for the week of March 17, 2023. By Thomas Feltmate, Director & Senior Economist*

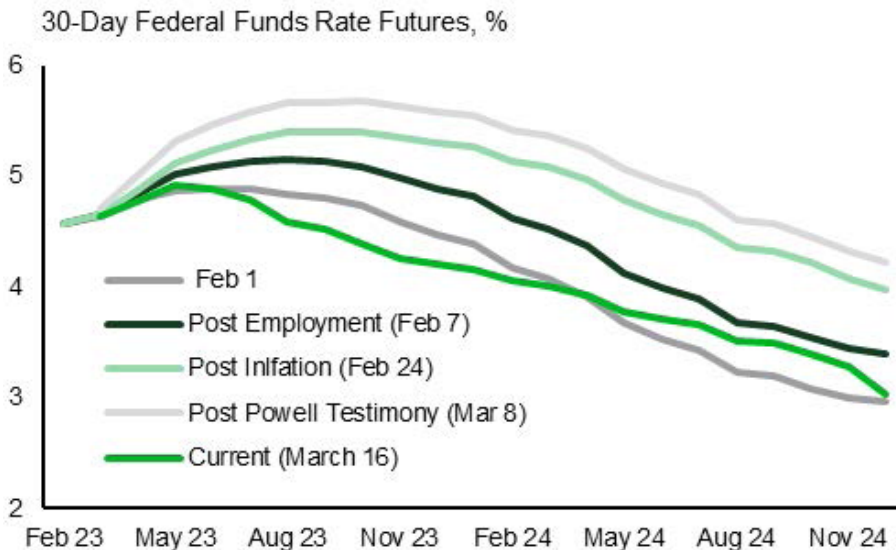
**C**an a policymaker’s walk while chewing gum? We’ll soon find out. The Federal Reserve’s attempt at reining in multidecade inflation without causing a recession was always thought to be a lofty goal. However, last week’s failure of both SVB and Signature Bank followed by the subsequent deposit run at First Republic has added a new layer of complexity.

In an effort to allay depositor fears and reassure financial markets, the FDIC, Federal Reserve, and U.S. Treasury implemented a rescue plan over the weekend. Deposit insurance for all deposits over \$250k was extended, while a Bank Term Funding Program was also established, allowing all depository institutions to borrow at the Fed at a low rate using standard collateral. Moreover, the collateral could be valued at par rather than “marked to market” as is the case with other Fed liquidity facilities.

Not only will this increase the amount of capital that troubled banks can access, but it will also prevent institutions from having to sell assets at significant losses, which should help to shore up confidence and stem the tide on further deposit outflows.

While sound in theory, investors remained skeptical that the risk

**Chart 1: Fed Funds Futures Have Narrowed Since the Collapse of SVP & Signature Bank**



Source: Bloomberg, TD Economics.

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The Federal Reserve’s attempt at reining in multidecade inflation without causing a recession was always thought to be a lofty goal.

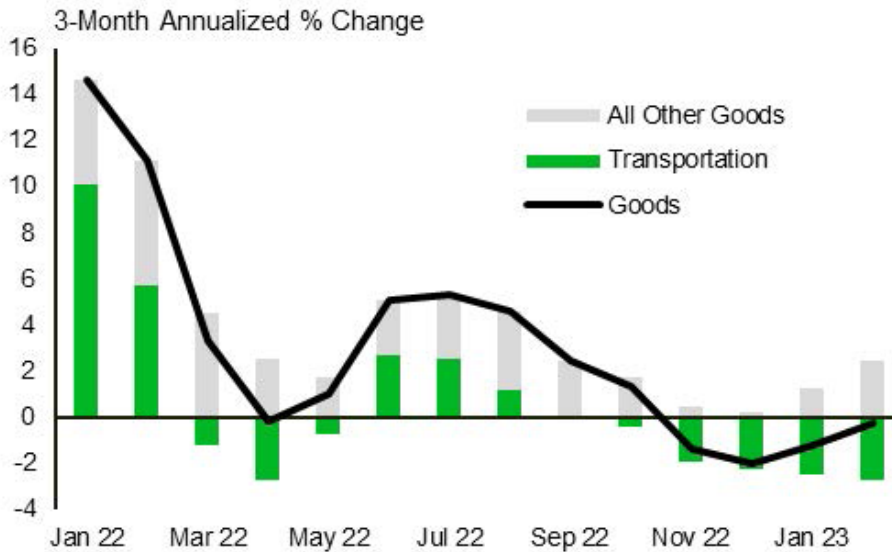
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remained contained to just a handful of regional banks. And this skepticism was only reinforced when news came that Credit Suisse may also be experiencing similar liquidity issues. Market sentiment soured mid-week but was quick to recover following news that First Republic had secured a rescue package and that the Swiss Central Bank would provide a liquidity backstop for Credit Suisse. After a

volatile week, the S&P 500 finished 2% higher, while the 10-year yield fell 25bps landing at 3.45%. Investors also significantly recalibrated expectations on the future path of the fed funds rate, with a 25bps hike at next week’s announcement only 75% priced and rate cuts again priced for later this year (Chart 1).

**CONTINUES ON NEXT PAGE**

**Chart 2: Recent Declines in Goods Prices Concentrated in Transportation**



Source: Bureau of Labor Statistics, TD Economics.

Only time will tell if this sharp repricing is overdone, but at the moment, the Fed appears stuck between a rock and a hard place. It is clear that the rapid adjustment in interest rates over the past year has pinched a nerve within a sub-segment of the banking sector. But on the other hand, the recent flow of economic data suggests more tightening is still required to cool the economy and return price stability.

This was evident in February's reading of CPI, where core inflation accelerated on the month – rising by 0.5% m/m – pushing the 3-month annualized change to a four-month high of 5.2%. Considerable breadth was seen across the cyclical component of services, which is closely tied to discretionary spending. And while goods prices were flat on the month, that was largely due to another sizeable decline in used vehicle prices, offsetting an acceleration across most other goods categories (Chart 2). Outside of inflation, retail sales (-0.4% m/m) softened in February but that was only after an outsized gain in January, while housing starts ended

a 5-month slide and surged 10% m/m to 1.45M.

The data is definitely telling the FOMC to hike, but the financial stability concerns also cannot be ignored. Provided risks remain contained, we expect the Fed to push ahead with another 25bps hike next week.

**DISCLAIMER**

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**EMAIL ME TODAY**

at [kevin@teixeiracapital.com](mailto:kevin@teixeiracapital.com) to request your complimentary meeting.

**FEEL FREE TO VISIT OUR COMPANY WEBSITE AT**

[www.teixeiracapital.com](http://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

### Upcoming Courses

[Microsoft Planner Essentials](#) | April 18 | 9:00AM-12:00PM | Live-Virtual  
[Microsoft Forms Essentials](#) | April 18 | 1:00PM-4:00PM | Live-Virtual  
[Outlook Essentials Tips & Tricks](#) | April 20 | 9:00AM-12:00PM | Live-Virtual  
[Outlook Essentials Tips & Tricks](#) | April 20 | 1:00PM-4:00PM | Live-Virtual  
[CPR](#) | May 4 | 9:00AM-1:00PM | SLO CPR  
[CPR](#) | May 4 | 1:00PM-5:00PM | SLO CPR  
[AB 1825](#) | May 9 | 10:00AM-12:00PM | In-Person BOS Chambers

### See What Your Peers Are Saying About Trainings!

"Just wanted to take a moment to let you know that I really enjoyed learning from Derek Crawford's in his Outlook Essentials class. Such a valuable class that I wish I would have taken much sooner in my career with the county."

"So grateful to the county for investing in supervisors by providing this opportunity and I look forward to applying what I learned and continuing to challenge myself and grow."

"The course was excellent and reinforced how supervisors can impact the culture and services that we deliver."

"I loved networking with my peers. I enjoyed discussing how to utilize people's strengths within teams to enhance productivity and job satisfaction."

"The training has given me insight on effective communication with staff/coworkers and in difficult situations."

### Promotional Opportunities

To see a list of open recruitments with the county, [click here!](#)



# Labor Representation Report

For the period February 16 – March 15, 2023

## MEETINGS AND BUSINESS

- Held a SLOCEA Board of Directors meeting
- Participated in the County's in-person New Employee Orientation
- Held Member Benefit Committee meeting
- Held Academic Scholarship Committee meeting
- Held Summer Childcare Reimbursement Program Committee meeting
- Completed Steward Training for a newly appointed Steward
- Held One-Note training for SLOCEA Directors
- Participated in factfinding hearing over CSC Rule changes
- Met with County over PERB charge
- Consulted with SLOCEA's General Counsel on various labor matters

## MEET AND CONFER

- Notified by County over the outsourcing of the Drinking Driver Program
- Notified by County over the proposed Columbus Day holiday change
- Met and conferred with the Los Osos Community Services District regarding a salary survey

## MEMBER REPRESENTATION REPORT

- 89 consults on various matters
- 3 new cases opened
- 11 cases resolved and closed
- 22 cases currently active

### Consulted and/or met on various matters including:

- Participated in a CSC pre-hearing for an appeal
- Worked on a settlement agreement for an appeal of termination

- Filed a grievance over a promotional recruitment
- Submitted a Skelly response for a termination
- Assisted 3 members with ADA accommodation matters
- Assisted multiple members with matters over work related interpersonal relationships
- Assisted members regarding step placement and overpayment matters
- Consulted with members on various matters including:
  - Performance evaluation
  - Informal discipline
  - Probationary rejection
  - Step placement
  - Storm related matters
  - Licensure
  - Sick leave usage
  - Telecommuting
  - Travel reimbursement

## DON'T MISS THESE MEETINGS!



### SLOCEA Board of Directors Meeting

Wednesday, April 19th @ 5:45 p.m. In person meeting held at the 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, April 4, 2023 @ 9:00 AM  
Tuesday, April 18, 2023 @ 9:00 AM

### SLOCREA Meetings

April is a non-meeting month.  
Tuesday May 2, 2023, at the Madonna Inn Round Room.

### SLO County Pension Trust Board Of Trustees Meeting

April is a 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
- Member Appreciation Event
- 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

#### Chelsea Hendron

BU 01 - San Luis Obispo  
Geographic Information  
Systems Analyst I

#### 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 III

### 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 HEALTH

#### Norma Domingo

BU 13 - San Luis Obispo  
Accounting Technician

### 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 - Oceano Sub-Station  
Legal Clerk

### SOCIAL SERVICES

#### Garrett Frice

BU 01 - Atascadero  
Employment Resource  
Specialist III

#### 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 APRIL BIRTHDAYS!

First Name	Last Name	Birthday	First Name	Last Name	Birthday	First Name	Last Name	Birthday
Gloria	Amaya	04/01	Arya	Jones	04/12	Carol	Gilmer	04/22
Michelle	Zulim-Clark	04/01	Sharon	Siebert	04/13	Mary Anne	Van Cleve	04/22
April	Madden	04/01	Alberta	Grzincic	04/13	Stephen	Neer	04/22
Rosana	Esparza	04/01	Eric	Zatt	04/13	Erica	Mora	04/22
Shannon	Brown	04/01	Araceli	Solorio	04/13	Melissa	Niver	04/22
Kathleen	Martinelli	04/03	Shawn	Monk	04/13	Cuauhtemoc	Flores	04/22
Sondra	Stamboolian	04/03	Michael	Blakely	04/13	Jakelyn	Llamas Meza	04/22
Haidy	Dykhouse	04/03	Randy	Reddell	04/14	Linda	Gendron	04/23
Genny	Torres	04/03	Faith	Zenker	04/14	Paul	Hoffman	04/23
Christine	Childs	04/04	Amy	Allen	04/14	Donald	Davis	04/23
Joshua	Rovenstine	04/04	Chloe	Brown	04/14	Brian	Whetsler	04/23
Daniel	Lopez	04/04	Mary	Marzano	04/14	George	Sakkas	04/23
Margherita	Lebsack	04/06	Kameron	Atnip	04/14	Gina	Herbst	04/24
Pamela	Moore	04/06	Jason	Boardman	04/15	Mathew	Ptacek	04/24
David	Manriquez	04/06	Brandon	Silver	04/15	Farren	Francisco	04/24
Jennifer	Castaneda	04/06	Micah	Benevedo	04/15	Kathleen	Welles	04/25
Ryan	Monie	04/06	Julie	Stevens	04/16	Sydney	Leonard	04/25
Pablo	Espinoza	04/06	Esmeralda	Garcia	04/16	Kevin	Sulitz	04/26
Corissa	Burnett	04/06	Marta	Jandreau	04/16	Melissa	Hill	04/26
Jose	Lozano	04/06	Conor	Smith	04/16	Brandon	Robinson	04/26
James	Griley	04/07	Karen	Riley	04/17	Shannon	Quake	04/26
Jordan	Garbayo	04/08	Nicole	Harrison	04/17	Michelle	Brown-Silva	04/26
Valerie	Amador	04/08	Jessica	Hall	04/18	Ana	Solis	04/27
Vincent	Leedham	04/08	Michael	Ceniseroz	04/19	Nancy	Trujillo	04/28
Mitchell	Wallravin	04/08	John	Soderlund	04/19	Bradley	Cash	04/28
Megan	Frauenheim	04/08	Marlys	Santamarina	04/19	Keith	Williams	04/28
Susan	McCullar	04/09	Teri	Hallett	04/19	Lara	Laity	04/29
Matthew	Mohle	04/09	Erin	Roberts	04/02	Elizabeth	Dembosz	04/29
Juliana	Malavecí	04/09	Mark	Ayler	04/02	Alice	Lorenz-Wilcox	04/30
CeRae	Speidel	04/10	Emily	Landis	04/02	Lisa	Donnahoo	04/30
Jennifer	Taranto	04/10	Paulina	Flores Jimenez	04/02	Carolyn	Andersen	04/30
Cameron	Schaeffer	04/10	Michael	Pero	04/02			
Lane	Sutherland	04/10	Metta	Stiletto	04/20			
Journey	Borum	04/10	Staci	DeWitt	04/20			
Sandra	Smythe Carlson	04/11	Kerstin	Hewitt	04/20			
Pamela	Hood	04/11	Samantha	Fleming	04/20			
Jonathan	Quake	04/11	Cody	Brindley	04/20			
Aubree	Kinkade	04/11	Channing	Scudder	04/21			
Marlon	Gonzalez	04/11	Gricel	Mendoza	04/21			
Antonia	Barrera	04/12	Laine	Bauer	04/21			

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
Michael McHaney	Auditor-Controller	Emily Evans	Library
Brennon Story	Central Service Department	Gail Daniels	Public Works
Tanner Engstrom	Central Service Department	Jesus Montanez	Public Works
Alexxus Payne	County Counsel	Joseph Ruberto	Public Works
Abbey Gluffrida	Health Agency	Joshua Skiffington	Public Works
Annettee Sheely	Health Agency	Kevin Cardenas Yanez	Public Works
Darla Dobrinin	Health Agency	Micheal Unks	Public Works
Eneida Vega	Health Agency	Misa Hayashi	Public Works
Jessica Ybarra	Health Agency	Jessica Silva-Vera	Sheriff-Coroner Office
Katelyn Yarnold	Health Agency	Rodrigo Rodriguez	Social Services
Lauren Booke	Health Agency	Ty Fuentes	Social Services
Robert Anderson	Health Agency	Jocelyne Gonzalez Perez	Social Services

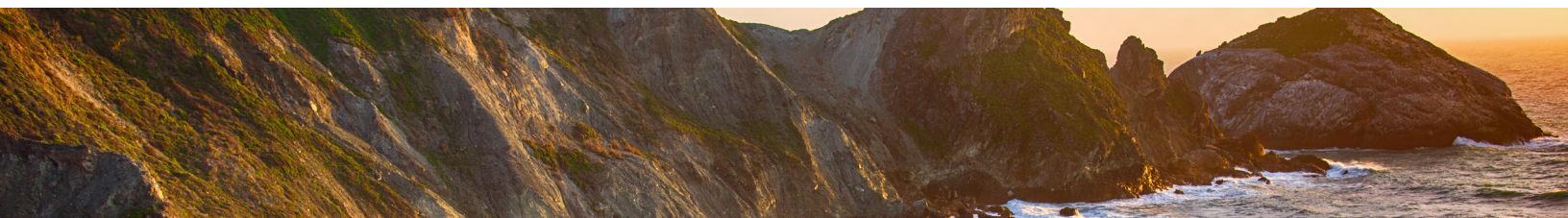
# Service Anniversaries

The following county, courts and locsd employees will reach a significant service anniversary during the month of APRIL. 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!**

## APRIL ANNIVERSARIES

First Name	Last Name	Dept.	Years Of Service	First Name	Last Name	Dept.	Years Of Service
August	Retzer	Sheriff-Coroner	38	Morgan	Brockman	Golf Courses	18
Craig	Kesler	Public Works ISF	36	Samantha	Fleming	Dept. of Social Services	18
Maria	Guerrero	Dept. of Social Services	29	Vanessa	Lopez	Dept. of Social Services	18
Nancy	Sutherland	District Attorney	27	Keith	Williams	Dept. of Social Services	17
Elizabeth	McKenzie	Library	25	Laura	Ramage	Agricultural Commissioner	17
Elvia	Torres	Dept. of Social Services	25	Cristina	Cantu	Public Health Dept.	16
Karen	Locker	Sheriff-Coroner	25	James	Griley	Public Works ISF	16
Shirley	Jones	Public Works ISF	24	Lorene	Roberts	SLO Cty. Child Supp. Ser.	16
Theresa	Nash	Dept. of Social Services	24	Monica	Butler	Behavioral Health	16
Stacy	Willis	Dept. of Social Services	23	Christina	Soenksen	Sheriff-Coroner	15
Michael	Johnson	Public Works ISF	22	Thomas	Werner	Dept. of Social Services	15
Adam	Bordan	Public Works ISF	21	Christina	Wheeler	Dept. of Social Services	10
Brandon	Silver	Dept. of Social Services	21	Rex	Stennett	Facilities Management	10
Claudia	Perez	Library	21	Rhonda	Lovelady	Behavioral Health	10
Gar	Peters	Dept. of Social Services	21	Adare	Toral	Behavioral Health	5
Juan	Daguio	Facilities Management	21	Alexandra	Hernandez	Behavioral Health	5
Kristin	Edler	Public Health Dept.	21	Colin	Prins	Dept. of Social Services	5
Leslie	Weaver	Library	20	Julio	Vazquez	Public Works ISF	5
John	Oles	Golf Courses	19	Michael	Denton	Facilities Management	5
Katherine	Wolf	Agricultural Comm.	19	Vincent	Leedham	Regional Parks	5
James	Moore	Agricultural Comm.	18				



## 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](mailto: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.*

