



# Business Update

AWARD-WINNING MONTHLY PUBLICATION OF THE VISALIA CHAMBER OF COMMERCE



## UPCOMING EVENTS

- **JANUARY 18:**  
**Travel Presentation**  
America's Heritage  
Time: 12:00 pm  
Location: Visalia City Administration Building
- **JANUARY 23:**  
**Business After Hours Mixer**  
Time: 5:30 - 7:30 pm  
Location: Flame & Skewers
- **JANUARY 24:**  
**Stop Harassment Workshop**  
Time: 7:30 am  
Location: Lamp Litter Inn
- **JANUARY 25:**  
**Chamber Ambassador Monthly Meeting**  
Time: 8:00 am  
Location: Visalia First Assembly Church



- **AMERICA'S HERITAGE**  
June 7-16, 2018  
\* Slideshow presentation  
January 18, 2018, 12:00 pm  
City Administration Building
- **SOUTH PACIFIC WONDERS**  
August 21 - September 4, 2018
- **ISLANDS OF NEW ENGLAND**  
October 19-26, 2018  
\* Slideshow presentation  
February 21, 2018, 12:00 pm  
City Administration Building
- **NEW YORK CITY HOLIDAY**  
December 10-14, 2018
- **CHINA**  
April 5-13, 2019  
\* Slideshow presentation  
May 1, 2018, 6:00 pm  
Wyndham Hotel
- **OBERRAMERGAU**  
May 14-23, 2020  
\* Slideshow presentation  
February 28, 2018, 12:00 pm  
City Administration Building

Collette Vacations,  
Mayflower Tours, Cstline  
For more information, go to  
[www.visaliachamber.org/travel](http://www.visaliachamber.org/travel)

Visalia Chamber of Commerce  
222 N. Garden St., Suite 300  
Visalia, CA 93291  
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## Growing a New Partnership

By: Nilda Wissler,  
Visalia Chamber

The Visalia Chamber of Commerce is very excited about changes in our partnership with the City of Visalia. The City of Visalia and particularly the City Manager plays a key role in the success of local businesses. As the oldest and largest business advocacy organization in Tulare County, the Visalia Chamber depends on this partnership.

We would like to offer a heartfelt thank you to Mike Olmos, current City Manager and wish him a very happy retirement. Mike's leadership has benefitted Visalia and helped create a path for continued growth for the business community. Beginning in January 2018, Randy Groom will assume the role of City Manager and we look forward to building a strong relationship with him. We thought it would be nice to introduce him to Visalia businesses and residents. Here is a little bit of what we found out about Randy.

Education: Bachelor of Science – Business Administration, CSU Fresno

Originally From: Born in Denver, Colorado  
In Visalia Area Since: 1985

Family: Wife Shelly, Children Tyler (and Kelly and granddaughter Kaylee), Erin (and Bryce), and Holly

Proudest Accomplishments: My family is by far my proudest accomplishment – it is a joy for my wife and I to see our three children, now adults, happy and successful and creating their own families.

Biggest Professional Challenge: For nearly the entire time I have been in leadership positions in local government I have been faced with very tight financial times. Each organization is a bit different, but the overall themes are very similar. Increasing efficiency and tightening the budget belt have been constant goals, and we must be vigilant in both managing the funds the public entrusts to us and seeking new and secure funding streams to protect our programs.

Why are you excited about being Visalia's City Manager: Having been raised professionally by the City of Visalia, spending the first 18 years of my fulltime career here, it feels like coming home – like a natural closing of a long loop.

What do you think is the biggest issue facing Visalia? Gracefully transitioning from a small town with big city aspirations into what is now a big city with a small town feel. We are a big city now, and with that comes big city challenges along with the opportunities.

What do you love about Visalia? I love Visalia's history. I enjoy all of the amenities Visalia has to offer without the chaos of California's more metropolitan areas.

What will be your focus the 1st six months in this position? I have learned a rock-solid lesson in my moves to new organizations – take time to listen and learn. The worst thing a new leader can do is ignore the history and culture of an organization and start



Randy Groom, new Visalia City Manager

making hasty changes. Even when something seems in obvious need of change, there are often valid reasons why it has evolved in the manner it has. Seek first to understand before being understood.

Soap Box Moment – what do you want to tell people in Visalia: I'm just pleased to be coming back – looking forward very much to renewed friendships and professional relationships.

Top Three things on my bucket list: I don't have much of a bucket list. I have done a lot in my life, and I hope to do much more. There aren't many "must do's" on my list.

Who do you consider your primary mentor, and what has she/he taught you? Naming one would exclude too many. I have tried to draw positive experiences from a number of people that I have worked for and with. But in the end we are all just people – we all have our moments of brilliance and our stumbles and falls.

What is your leadership style? If I had to categorize it, I suppose it would be a Servant-Leader style. I am very approachable and easy to work with. I have worked in many different positions, and have always rolled up my sleeves and gotten dirty when that was needed.

What are you passionate about? Family – God – Country. It isn't just a motto.

What are some words you live by? Don't ever let fear turn you against your playful heart.

What are you reading & why? I love to read. Don't read as much now as I would like. But I've been listening to audiobooks while in the car. Just finished Origin by Dan Brown and now starting Dead Wake, a non-fiction work about the sinking of the Lusitania.

What is something most folks don't know about you? My friends and colleagues generally know, but many people wouldn't know that I am a wilderness search and rescue K9 handler. My dog Bandit and I serve on the Sierra Central team of a statewide volunteer organization. We train every week, mostly in the Sierras and neighboring foothills. I have to be certified in everything from wilderness emergency medicine and survival skills to navigation and rope skills.

## PRESIDENT'S CORNER

### The Giving Trees

One of my favorite books as a child was *The Giving Tree* by Shel Silverstein. I marveled at how much this tree loved this boy and how many different ways this tree gave. As a parent I draw obvious parallels, ones that leave me teary eyed thinking of the Giving Trees in my life and how I strive to be that tree for my children. Recently, I had the privilege of watching Visalia's Giving Trees.

Earlier this month, I was honored to help auction off 14 large Christmas trees at the 37th Annual Christmas Tree Auction. As you know, the event provided a platform for 30 charities to raise much needed funds. I realized as I chatted with folks that while the excitement of the auction is apparent and they love hearing about the charities they are helping, the real stories of these Christmas trees aren't as obvious. And while all 14 trees have a story, one particular tree reminded me of my favorite book about a tree that gives and gives and gives. Its' story, like so many out there, reminds me that Visalia really is full of Giving Trees.

The Indian Women's Association's entire focus is helping their community. This year with a generous donation from Bank of the Sierra, they decided to design and decorate a Christmas tree with a peacock theme, paying homage to the national bird of India. This beautiful tree brought these women together and then gifted this tree to a new charity, My Father's House. My Father's House put the tree in the Christmas



Gail Zurek  
Visalia Chamber  
President & CEO



Tree Auction. Having the tree in the auction gave My Father's House a platform to share their mission while raising important and much needed funds. And while most would think the Giving would end there, it did not. The winning bidder of the beautifully decorated tree, designed by the Indian

Women's Association, donated by Bank of Sierra, leveraged for awareness and funds for My Father's House, used the tree for one last mission. The bidder donated the tree to Gloria's House. Bright and early Saturday morning following the Christmas Tree Auction, the tree was delivered to its final home providing joy not only to those at Gloria's House but also to those organizations and people who contributed. One tree, countless blessings.

This story repeats itself over and over in this community. I am continually impressed by those that use blessings to bless others. And while we are in the season of giving, my hope is that these stories inspire us as a community to continue throughout the year. My wish is that this spirit translates to helping local entrepreneurs create something great, coming to the aid of a neighbor before they ask, and that as a community we see and work towards the greater good. In this New Year, we at the Visalia Chamber are excited to partner with you to do these very things. Merry Christmas and Happy New Year. The best years in Visalia are ahead of us!

## VISALIA CHAMBER OF COMMERCE MISSION ICONS

- Business-Government
- Business Relations
- Promoting Community
- Strong Local Economy

VISALIA TIMES-DELTA • DECEMBER 30, 2017

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## Watch America's History Come to Life on a Ten Day Tour

Join the Chamber for a Slide Show Presentation - January 18, 2018 at 12:00 pm at City of Visalia Administration Building located at 220 N. Santa Fe. The Chamber invites you to learn about the group tour "America's Heritage" leaving June 7, 2018 and returning June 16, 2018. America's Heritage is a ten day tour including 15 meals, round trip airfare from Fresno, transportation to the Fresno Airport and hotel accommodations at 4 outstanding hotels. The cost of the tour is \$3,723 per person (double occupancy).

Watch as American history comes to life. Enjoy a guided tour of Washington, DC showcasing its numerous monuments and memorials. Experience Civil War history at Gettysburg. Be transported back in time with visits to Mount Vernon, Jamestown and Colonial Williamsburg.



The Tour begins in Buffalo, New York with a tour of Niagara Falls, including a boat ride on the Maid of the Mist and dinner at the historic 1923 Red Coach Inn. The next stop on the tour will be Lancaster Pennsylvania's Amish Country. After passing through the Finger Lakes region of New York and stopping at the Corning Museum of Glass, travelers will explore Amish country with a tour of Wheatland, the Federal home of President James Buchanan, and enjoy a locally guided tour of Lancaster's "Plain Lifestyle". From Lancaster, the tour will make its way to the Gettysburg National Military Park Museum and Visitor Center. A licensed guide will lead a tour with an in-depth look at the historic three-day battle that was a major turning point in the Civil War.



Next on the tour is Washington, DC for a day of sightseeing. While at the nation's Capital travelers will visit Arlington National Cemetery, the Vietnam and Lincoln Memorials and the National WWII Memorial. The day will end with an evening tour of the Washington, DC memorials and monuments bathed in lights including the US Capital and the White House. Continuing south, travelers will jump back in time as they visit Mount Vernon, Jamestown and Colonial Williamsburg. At Mt Vernon, travelers will explore George Washington's mansion filled with 18th century treasures and stroll the 45 acre estate. While in Jamestown, travelers will visit the recreated colonial fort and discover the world of Pocahontas in the Powhatan Indian Village. The last stop on the tour is Colonial Williamsburg the largest living history museum in the country. The night will end with a traditional Colonial tavern dinner.



### About this publication ...

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## GROUNDBREAKING • GRAND OPENING • RIBBON CUTTING • CEREMONIES



### Visalia Unified School District Health and Wellness Clinic

5344 W. Cypress Ave. #102 Visalia

## COMMUNITY LOYAL MEMBERS

*A thriving community starts here!*



### New

The Visalia Chamber of Commerce would like to welcome our newest members. We encourage individuals and businesses to support Chamber Member businesses.

- **LAVERS RANCH**  
(66) 301-8966  
Agricultural Services
- **SUNRUN**  
(559) 480-3277  
Solar Energy Products

- California Medical Imaging Associates
- Enterprise Rent-A-Car\*
- Equity Group, Inc.\*
- Executives Association of Tulare County\*
- Family Builders Foster Family Agency\*
- Golden State Cardiac & Thoracic Surgery, Inc
- Gubler & Abbott LLP
- Innovation Commercial Flooring, Inc
- Karen Gross / State Farm Insurance\*
- Lagomarsino Group
- Martin & Martin Properties LLC\*
- Orthopaedic Associates Medical Clinic, Inc
- Palm Occupational Medicine\*
- Principal Financial

- Rabobank-Main Street\*
- Realty Stars
- Soroptimist International Of Visalia
- St. Paul's School\*
- The UPS Store 6731
- Tulare County Health & Human Services Agency
- Tulare County Office of Education
- Valley Pacific Petroleum
- Wal-Mart Stores #1826\*
- Walmart Neighborhood Market\*
- Wyndham Visalia
- Zeeb Commercial Real Estate

### Renewing

The Visalia Chamber of Commerce thanks the following companies for renewing their commitment to the community of Visalia.

- 4 Creeks, Inc\*
- Angel's Maid & Janitorial Service

\*Indicates membership in the Visalia Chamber 110% Club.

**FREE EVENT | OPEN TO PUBLIC**

# BU\*7

## ONE YEAR ANNIVERSARY CELEBRATION

**LAUNCH**

**DOORS OPEN AT 7AM**

<b>7:30AM-8AM:</b>	<b>GRIT LAUNCH</b>
<b>8AM-9AM:</b>	<b>COMBAT LAUNCH</b>
<b>9AM-10AM:</b>	<b>BODYPUMP LAUNCH</b>
<b>10AM-10:30AM:</b>	<b>F.I.T. FIGHT PREMIERE</b>
<b>10:30AM-11AM:</b>	<b>F.I.T. CAMP</b>
<b>11AM-11:30AM:</b>	<b>BOOTY BARRE</b>
<b>11:30AM-12NOON:</b>	<b>R.I.P.P.E.D. RUMBLE</b>
<b>12NOON-1PM:</b>	<b>ZUMBA CONCERT FINALE</b>

PLEASE JOIN US TO CELEBRATE OUR ONE YEAR ANNIVERSARY! YOU WON'T WANT TO MISS OUT ON THIS JAMMED PACKED DAY OF FUN AND FITNESS!

- BOUNCE HOUSE
- VENDORS
- TOURS
- NEW MEMBER SPECIAL
- NEW F.I.T. STYLES IN PROSHOP

PART OF A FAMILY. BE BRAVE. BE STRONG. WELCOMED. BE CHALLENGED. BE INSPIRED. BE HEALTHY. BE FUN. BE SATISFIED. BE YOU!

F.I.T. TRIBE ACADEMY

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On Nov. 29, four local non-profits received a total of \$65,000, the largest donation ever given out by the G for Kids Foundation, in a brief ceremony in the showroom of Nissan of Visalia on Ben Maddox Way. Don Groppetti, CEO of **Groppetti Automotive Family**, presented checks of \$25,000 to the Visalia Gindick Boys & Girls Club and **Visalia Emergency Aid Council**, \$10,000 to the Visalia-based Golden State YMCA and \$5,000 to the **Happy Trails Riding Academy** in Tulare.

**Read for Life** says Thank You! Four Creeks Shelter Buddies completed their five visits to the Animal Care Center to read aloud and help the dogs find their forever homes! So grateful for the support of **ProYouth** and the **Visalia Animal Care Center** to help make the program a success for the two- and four-legged participants!

**CASA of Tulare County** says THANK YOU to the 2 South Staff at **Kawah Delta Health Care District** -- together these generous



folks donated over \$500 in gift cards as well as sweaters and toys. Every gift counts when it comes to the care of a child who's in foster care during the holiday season. Your thoughtfulness towards the children we serve is meaningful and greatly appreciated -- thank you!

**Soroptimist International of Visalia VAWA** team had a great time Christmas shopping for the residents of **Karen's House**. Many agencies provide Christmas gifts for the children of domestic violence. Soroptimist of Visalia does things a little differently...we spend \$100 for each woman living at the shelter hoping to bring a little joy this holiday season! Karen's House Emergency Domestic Violence Shelter Confidential Location Call for assistance : 559-732- 5941 24-Hour Domestic Violence Hotline: 559-732- 5941 or 800-448- 2044.

Congratulations to Colby Wells, he is celebrating 20 years of service with the **Southern California Gas Company**.



Soroptimist International of Visalia shops for a good cause.

**BOARD SPOTLIGHT**

**Bruce Nicotero**

Bruce Nicotero is the General Manager at JOANN Stores, LLC. He has been a Chamber Board member for less than one year, previously on the Board from 2002 to 2005 and Chairman of the Board 2004-2005.



Nicotero

**Why is it important to be a Chamber member?**

The Chamber is a convenient and affordable means to get your business name out in the community through many events, such as Business After Hours, Oktoberfest, and the many publications they produce. Also, the Chamber acts as our advocate to local and State government on behalf of all businesses large or small.

**What brought you to Visalia?**

The opportunity to open the distribution center for JOANN in 2000 was the main reason, but also the small town appeal and Visalia being such a great place to live was also very attractive to me after living for years in Southern California.

**What is your favorite thing about your job/company?**

Having the autonomy given to me by JOANN to lead a great group of team members and being able to provide full time jobs for over 300 people is very satisfying.

**What is your favorite charity or local cause?**

I have been a member of Rotary for 16 years and have seen all the good things that have been done by the Visalia Rotary Community Foundation. I am proud to be a part of this organization that provides such a great service to this community.

**What is your best advice for young professionals?**

I will share some advice once given to me when I was much younger and that is to spend 10% of your time on your next career move. Basically, don't sit still for too long waiting for that next promotion from your current employer. If it's not happening: "Take charge of your career", and promote yourself.

**VISALIA UNIFIED SCHOOL DISTRICT Planning for Growth**



One of the things that may surprise folks is that when school opens in August we are already starting to plan for the following year. Among the most challenging things that we face from a planning perspective is enrollment growth, and by mid-year we are deep into decision making regarding anticipated changes in enrollment. When considering growth, it is important to note that growth is a good thing for schools. Growing enrollment means that programs that serve kids can grow. It means that staff teams at schools and in departments may stay together and continue to do good work together. It means that we can bring new people into our organization to serve kids and schools, and new people mean new perspectives and skills that can help us improve. Although the birth rate has declined in California for the past eight years, in Visalia we have seen a growth in population that is reflected in increased enrollment. Since 2013 we have seen an average increase in district enrollment of just over 300 students per year. We believe that this growth is the result of families moving to Visalia for employment and for improved quality of life.



**Todd Oto, Ed.D.**  
Superintendent, Visalia Unified School District

southeast Visalia is also a focus for residential development. And our schools reflect the growth in both of these areas: we have schools in the northwest and southeast that are full.

We have two options for schools that are at capacity but still have students to serve in their neighborhoods: shift or build. There are two ways to shift students: one is to enroll students at another school (hopefully near the original school) and the other is to change school boundaries to accommodate growth. Both of these are difficult processes under the best of circumstances. Building also takes two forms: placing temporary classrooms on a campus or building new schools. Temporary classrooms are a common first response to growth because they are expedient. The downside to temporary classrooms is that they put great pressure on the infrastructure of a school: restrooms, cafeteria space, playground area, and so forth. Building a new school does require some boundary work, but is the best response to sustained growth. A new school is a permanent solution that allows a district to maintain balanced enrollment across schools and community. Additionally, building a new school is the only logical way that a school district may be proactive and anticipate growth.

One of the sources of information that we have for planning is the City of Visalia. We have a strong relationship with City staff and meet with them monthly. One of the ongoing topics of conversation across our two staffs is growth. Because the City charts development, we have a sense for where increased enrollment at individual schools will occur. We have seen in recent years ongoing growth in northwest Visalia, but a new pattern in development shows that

One of the rules of thumb that we share with the City is that there should be an elementary school for every square mile in Visalia. It follows that middle and high schools be situated to form efficient school feeder groups. This reflects a shared value of the concept of the neighborhood school among the City and the District, and that concept grows from our desire to be as family-friendly as we can be.

**VUSD Supports Career Themed Activities**

By: **Jim Sullivan**,  
Visalia Unified School District



Visalia Unified School District and local industries have partnered to create an advisory committee called Visalia Partners in Education (VPIE). Visalia Partners in Education (VPIE) supports the partnership that includes Visalia Unified School District (VUSD), the Visalia Chamber of Commerce, the City of Visalia and Visalia businesses and organizations. VPIE advocates for education and promotes initiatives that support Career Technical Education (CTE) and VUSD's Linked Learning academies.

The committee helps to develop and maintain strong, relevant Career Technical Education programs that prepare students for the 21st century workforce. The key to CTE and Linked Learning academy programs is the combination of technical and academic knowledge. With the support of VPIE, Visalia Unified continually works to expand CTE programs and Linked Learning academies.

Linked Learning academies at VUSD give high school students the opportunity to choose from ten career-themed academies. Linked Learning academies are implemented district wide through the four Visalia high schools, and the academies have over 1,237 students enrolled. Students experience career-themed courses, work-based learning, and various student support structures to create a true college- and career-ready experience.

With the support of VPIE and local industries, all 10th grade students in the Linked Learning academies participate in a leadership conference in the fall and job shadows throughout the spring. Juniors in the Linked Learning academies are presented with internship opportunities. Both experiences provide students with professional development and skills to enter the workforce.

In addition to supporting the Linked Learning academies, our local industry partners support our Career Technical Educational pathways in the high schools. CTE pathways are programs of study that involve a multiyear sequence of courses that integrate academics with technical and occupational knowledge. This educational opportunity provides students with a pathway to postsecondary education and careers. CTE pathways available through VUSD include Automotive Repair, Ag Mechanics, Welding, Medical Assisting, Nursing Assistant, Animal Science, Ornamental Horticultural, Forestry, Media Arts, Woodworking, Food Service, Business Management, Child Development, Ag Construction and Agri-science.

Visalia Unified School District continues to expand work-based experiences and is always looking for industry professionals to be involved with our programs. Visalia Partners in Education provides students the opportunity for job shadowing, internships, and professional mentoring. If you would like to provide mentorships or participate in our Visalia Partners in Education, please contact Visalia Unified School District at (559) 730-7510.

**California Water Service's Visalia District Donates \$14,000 To Brighten Holidays For Needy**



This Thanksgiving and holiday season, California Water Service (Cal Water) partnered with charitable organizations in the utility's Visalia District to help support needy families through monetary donations to local non-profits.

Through its Operation Gobble program, Cal Water donated a total of \$12,500 to the Bethlehem Center and the Visalia Emergency Aid Council. The utility also donated \$1,500 to help supply deployed National Guard Armory family members with Thanksgiving dinners.

"We work hard to be a good neighbor and provide donations throughout the year, but Operation Gobble provides us with a chance to assist families that are struggling during the holiday season," said District Manager Tammy Kelly. "By partnering with local organizations, we can more effectively reach and impact those who need assistance in our communities."

According to Kelly, Operation Gobble donations come from the utility's philanthropic giving program, not from water rates.

Cal Water serves about 43,100 service connections in Visalia and about 2 million people through 480,300 service connections in California. The utility has provided water service in the area since 1926. Additional information may be obtained online at [www.calwater.com](http://www.calwater.com).

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## Online Investment Platform Now Available at LPL Financial

Trish Arnold, LPL Financial Advisor located in Visalia, CA now offers an advisor-enhanced digital platform designed to enhance the investor experience. The online investment platform was designed as an innovative option for clients seeking a technology-enabled investment solution combined with the opportunity to have a relationship with a financial advisor.

"We continually enhance our offerings to meet the evolving needs and desires of our clients," said Trish Arnold, LPL Financial Advisor. "This platform can deliver on investors' increasing expectations for a digital service experience without losing the personal relationship between client advisor that can lead to better outcomes. We look forward to being able to support clients seeking objective financial advice in innovative ways to help them work toward their financial goals."

Through an online portal, clients can open new accounts, view their portfolio and make updates to their personal information as their lives change. The platform creates personalized investment strategies based on individual goals, time horizon and risk preferences. An advisor provides oversight and can offer guidance and planning resources to clients as their financial needs and goals evolve.

"There is an increasing demand for financial advice, with investors seeking ways to meet their near-term and long-term financial goals," said Arnold. "Whether they're just getting started with investing or simply prefer a digital experience, our goal of providing this digital platform is to expand the range of options available to help our clients work toward their financial goals."

Trish Arnold is supported by LPL Financial, a leader in the retail financial advice market and the nation's largest independent broker-dealer, providing resources, tools and technology that support advisors in the delivery of personal, objective financial advice.

For more information about the technology solution, visit: <http://www.lplguidedwealth.com/advisor/TrishArnold> or contact 559-625-4005



## SHRM of Tulare/Kings County Announces the 2018 Legal Update Event

Join the SHRM T/K Legislative Director, Faith Lisle Driscoll, as she reviews the new laws, regulations and judicial opinions affecting California employers in 2018. This training session will include:

- Prohibition on asking for applicant prior salary
- New guidelines for immigration enforcement
- Protections for victims of domestic violence & sexual assault
- Parental leave for smaller employers, and
- Prohibition on asking for applicant criminal convictions.

Attendees will be provided with practical tips for applying the changes in the workplace and communicating them through employee handbook revisions. Bring your notepad and questions to get the most out of this session!

**Tuesday, January 9, 2018**

Registration: 8:30 - 9:00 AM

Presentation: 9:00 - 12:00 PM

\*Brunch will be provided

The Visalia Marriott

300 S. Court St.

Visalia

## Kaweah Delta begins expansion projects to bring community more

VISALIA – To help meet the needs of the growing community and better serve patients, Kaweah Delta has begun work on several projects that will bring more doctors, nurses and space to Kaweah Delta Medical Center.

Construction has begun on the much anticipated, two-year project to modernize, expand and improve Kaweah Delta's Emergency Department and on a project to complete the fifth and sixth floors of the Acequia Wing. The Emergency Department expansion will nearly double the number of patient beds, the size of the waiting area, and provide a new fast track area. The new fast track area will allow staff to more quickly screen patients and determine the level of their illness or injury to provide them the precise level of care they need.

## HEALTHCARE NOTE

# Celebrating a Healthy Partnership



It has already been two years since Visalia Medical Clinic and Kaweah Delta Health Care District collaborated to form the Kaweah Delta



**Rick Strid**  
CEO  
Visalia Medical Clinic

Medical Foundation.

Medical foundations are becoming common across the nation because they offer several key benefits, and VMC's patients are recipients of these benefits.

■ Being part of the Kaweah Delta Medical Foundation gives us access to highly trained physicians, which is critically important given the national physician shortage. Thanks to Kaweah Delta's Graduate Medical Education Program, we have the ability to work with and recruit physicians who have come to know and appreciate our community. Specialists, in particular, are difficult to recruit to our area, and being part of the Foundation is helping us to attract excellent physicians.

■ Today's physicians are often looking to be part of a Foundation. They want to focus on practicing medicine and caring for patients, not worrying about billing, insurance and paperwork.

■ Thanks to the affiliation with Kaweah Delta, VMC enjoys the benefits of enhanced economies of scale on anything from printing

to medical technology, and we can avoid costly and wasteful duplication of services.

■ Economies of scale also benefit our employees. The affiliation allows for enhanced insurance coverage and a variety of benefits that a smaller organization cannot afford to offer.

■ Being part of a Foundation allows for VMC to have a medical director who serves as the point person that ensures quality care, documentation and compliance with complex federal regulations. This allows our providers to do what they do best – help keep our patients healthy – rather than be distracted by regulations.

The Foundation has been a positive change for Visalia, because we need to increase the number of physicians in order to keep up with our region's growth. Our patients benefit by having quality providers ready to help them Be Well. And our employees take pride in knowing that VMC is committed to being on the forefront of changes in our industry.

For more information regarding the Kaweah Delta Medical Foundation, visit [www.kaweahmedicalfoundation.org](http://www.kaweahmedicalfoundation.org) or call 738-7500.

Thank you for trusting us with your health.

## CITY UPDATE

# New Technology for the Visalia Police Department

Both in my work as a businessman and in my position as Mayor, I'm pleased to see firsthand the great rapport our Police Department and business community have. This is evident in how both PD and businesses work together on issues facing our City, and thanks to new technology within our Visalia Police Department, PD will soon possess tools that benefit businesses and residents alike.

Recently, the City Council voted to accept the U.S. Department of Justice's Body-Worn Camera (BWC) Policy and Implementation Grant of \$153,000. The grant will help bring a body-worn camera program to PD, and the Department intends to enter into a five-year contract with a vendor who can provide the most efficient BWC package for our officers. Reviewed by the Measure N Oversight Committee and approved by the City Council, funding of the BWC program will be supported by the Measure N fund balance for Fiscal Year 17/18.

2018 brings more advanced technology in the form of a new



**Warren Gubler**  
Mayor, City of Visalia

Laser Scan Station. The Leica PS30 3D Laser Scan Station will be used to measure crime and traffic collision scenes, providing PD with a degree of accuracy and sophistication not previously possible. With this advanced technology, officers working a crime or traffic collision can collect massive amounts of data faster and more efficiently than ever before. Ultimately, this will reduce the number of personnel and hours committed to a scene, as well as reduce the time for scene and road closures, helping to reduce associated hazards and traffic congestion.

Our Visalia Police Department works day in and day out to serve Visalia. With these new tools, and all of our continued support, our officers continue their long legacy of providing an exceptional level of service to our city.

For more information on the Visalia Police Department, visit [www.visalia.city](http://www.visalia.city). To contact Mayor Gubler directly, email [warren.gubler@visalia.city](mailto:warren.gubler@visalia.city).

# Sexually Assaulted Employee Can Recover Damages From Employer Under FEHA, In Addition To Worker's Compensation Recovery, For Sexual Harassment By A Non-Employee Trespasser



A Professional Corporation

In *M.F. v. Pacific Pearl Hotel*

*Management LLC*, a California

Court of Appeal ruled that Worker's

Compensation benefits may

not be the exclusive remedy

for an employee who was

sexually assaulted by a non-employee trespasser if the employee can make out a claim that the employer violated California's Fair Employment and Housing Act (FEHA) by not taking reasonable steps to prevent the attack.

In this case, a hotel housekeeper ("M.F.") was raped by a trespasser on hotel property while the housekeeper was cleaning a room. The employee alleged that while she was cleaning rooms, the engineering manager saw a drunken trespasser walking around one of the buildings holding a beer. He noticed the trespasser three separate times in the same building but never told him to leave and never notified housekeeping management or the police. The trespasser then approached one housekeeper, made sexually harassing comments and offered money in exchange for sexual favors. A maintenance worker overheard the trespasser and helped the housekeeper convince the trespasser to leave the room. The trespasser then approached a second housekeeper in the same manner. That housekeeper closed the door on the trespasser and reported the incident to housekeeping management using the hotel room phone. The Housekeeping manager broadcast the trespasser's activities and location to other Housekeeping managers using a walkie-talkie. The Housekeeping manager then checked the building where the first incident occurred, but not where the second incident occurred. M.F.'s supervisor was assigned to that building, but he only checked the first floor. The trespasser was on the second floor and he then went to the room that M.F. was cleaning, locked her in the room and brutally raped her for two hours, causing severe injuries to M.F.

M.F. sued the hotel for violation of the FEHA, alleging that (1) she was raped while working on the employer's premises by a drunk nonemployee trespasser; (2) the employer knew or should have known the trespasser was on the employer's premises for about an hour before the rape occurred; and (3) the employer knew or should have known that, while on the employer's premises, the trespasser had aggressively propositioned at least one other housekeeping employee for sexual favors. The hotel argued that M.F. could not make out a claim under FEHA because she did not allege that the hotel knew that the trespasser posed a risk of sexual harassment before he entered onto the property. The trial court agreed with the hotel and dismissed the case for failure to state a claim under the FEHA. M.F. appealed.



**Patrick Moody**  
Barsamian & Moody

The Court of Appeal ruled that the hotel's duty under FEHA to take reasonable steps to protect the plaintiff from sexual harassment by the trespasser arose when its agents were aware that the trespasser was on the property and had made aggressive sexual advances toward other housekeepers on duty. The court explained that once an employer is informed that sexual harassment has occurred, it must take "adequate remedial measures," including immediate corrective action to end the current

harassment and to deter future harassment:

The employer's obligation to take prompt corrective action requires (1) that temporary steps be taken to deal with the situation while the employer determines whether the complaint is justified and (2) that permanent remedial steps be implemented by the employer to prevent future harassment.

If an employer knows a particular person's abusive conduct places employees at unreasonable risk of sexual harassment, the employer cannot escape responsibility to protect a likely future employee victim merely because the person has not previously abused that particular employee.

Regarding harassment of an employee by a non-employee, the court explained that the FEHA was drafted broadly enough to cover the facts of this case: "[FEHA] provides for liability whenever an employer (1) knows or should know of sexual harassment by a nonemployee and (2) fails to take immediate and appropriate remedial action (3) within its control." The Court of Appeal ordered the trial court to allow M.F.'s case to proceed against the hotel.

### What This Means for Employers:

This case is a reminder to all employers of the importance of taking immediate steps to stop and prevent further sexual harassment of any person, by any person, on its premises, as soon as the employer or its agents or supervisors, are notified of the harassment. Furthermore, all employees should be trained to immediately report the presence of any unauthorized persons on the employer's property and employers should treat and respond to all reports of sexual harassment with the highest possible urgency. Contact Barsamian & Moody to have your company's sexual harassment prevention policy reviewed, updated or drafted.

*The goal of this article is to provide employers with current labor and employment law information. The contents should neither be interpreted as, nor construed as legal advice or opinion. The reader should consult with Barsamian & Moody at (559) 248-2360 or toll-free at (888) 322-2573, for individual responses to questions or concerns regarding any given situation.*

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LEADERSHIP VISALIA

# County and City Governance: Why? What? How?

By Zach Green  
Zach Green Films, Leadership Visalia Student



**Why?** The day began at 8:00 AM, December 1st in the Tulare County Board of Supervisors' Chamber with our class witnessing the most extreme and outrageous

acts of civic disobedience we had ever seen. Government employees got into wild brawls, townspeople evaded income taxes, and one man even suggested turning to arson to solve the budget problem. Our group couldn't help but chuckle at the chaos.

Turning off the "Parks and Rec" YouTube compilation video, Denise England, our first speaker smiled, "We all laugh at this... but a lot of what we do at the county is managing expectations." England, the Water Resource Program Director, continued by saying that many people are unaware of what the county is responsible for, in comparison to the city and state governments.

The day session, led by Andy Di Meo (Visalia Unified School District) and Bryce Martinho (Visalia Ceramic Tile), was purposefully designed to illuminate those differences. The theme of this session was local governance, framed around three major questions: *Why? What? and How?*

England went on to outline the broader role of county government in our lives, which includes infrastructure, sewers, roads and many other services to the unincorporated parts of Tulare County. However, there are some county services that our cities rely on, including Detention Services and the Health and the Human Services Department. We learned that many of the programs that the county implements come from state mandates, and therefore, a large part of their budget comes from the state as well.



**What?** The class then made its way downtown to Visalia's City Hall. There, we heard from Leslie Caviglia, the Assistant City Manager, about the role that city employees play in informing and implementing the decisions of our elected City Council.

Visalia Mayor Warren Gubler joined in the fun, leading us through an old council meeting which actually took place in the summer of 2015, when the issue at hand was whether chickens and pygmy goats should be allowed in residential backyards. The ensuing mock meeting demonstrated how our City Council works: from its formal meeting structure, to listening to residents and research, to making the final decision.

"We probably did make it clear to the audience that we were only voting on the chicken issue that night," Gubler recalled with a grin, "but we did have a lot of discussion about pygmy goats. During public comment people can say whatever they want." Unfortunately for chicken and pygmy goat enthusiasts, the ordinance ultimately lost the final vote 3-to-2, and neither animal is allowed in residentially-zoned backyards within Visalia city limits.

The 'meeting' was adjourned and the Visalia Finance Manager, Rene Nagel, explained how the city functions economically. She highlighted the financial predicament all cities are facing as consumers increasingly spend money online and unwittingly hand their sales-tax money to outside cities and counties. Local leaders will have to adjust to these changes to balance our city budget, a large portion of which pays for Public Safety - primarily Fire and Police.



**How?** To better understand how city funds are converted to actions, our final stop was a tour of the new Visalia Emergency Communication Center (nicknamed "the VECC") to look closer at our Fire and Police Departments.

Fire Chief Doug McBee explained how the new building was designed to withstand floods, major earthquakes, and power outages, in order to maintain communications in an emergency situation. Expanding on the role of fire personnel in Visalia was Battalion Chief Darrin Hughes and Fire Marshal Kurtis Brown, who discussed the plans in place to manage potential emergencies.

The day concluded with a presentation from Police Chief Jason Salazar. When asked a question about the current public perception of police, he answered, "We're constantly dealing with the media interjection on law enforcement... [it] shapes what a lot of people think about what we do... But we have a lot of community support in Visalia. We feel blessed to be part of this community."

Leadership Visalia students now have a better idea of how Tulare County and the City of Visalia are governed, and how the City operates one of its largest divisions: public safety. We also know where to go if we ever want to petition for a review of the backyard chicken ordinance.

**Interesting Numbers:**

Tulare County Budget:	\$1.1 Bil
City of Visalia Budget:	\$196.6 Mil

## Visalia Chamber Seeks Board Member Nominations

The Visalia Chamber Board Nominating Committee is asking the membership to submit names of individuals that should be considered by the committee to join the Board of Directors, July 1, 2018.

All recommended individuals must be part of a Chamber Member business in good standing. Recommendations will be accepted thru Wednesday, February 7th.

Please send all recommendations to Sue Summers at sue@visaliachamber.org with the subject heading "Board of Director Recommendation"

## Central Valley Community Bank Investment Services Announces Partnership With Raymond James Financial, Inc.

James M. Ford, President and Chief Executive Officer of Central Valley Community Bancorp, the parent company of Central Valley Community Bank (Bank), is pleased to announce the partnership with Raymond James Financial, Inc. effective November 2017 to provide investment services for Central Valley Investment Services (CVIS), a division of Central Valley Community Bank.

Central Valley Community Bank has been providing investment solutions since 1996 and in 2015, formed Central Valley Investment Services to expand the team of advisors dedicated to each client's investment success throughout the Bank's growing footprint. The CVIS team consists of four experienced financial advisors: Jerry Lawless serving Fresno County can be reached directly at (559) 297-6179; Tim Welch serving Fresno and Madera Counties can be reached at (559) 323-3407; Robert Faust serving Merced, Stanislaus, San Joaquin, and Sacramento Counties can be reached at (209) 644-7806; and Arthur Velasco serving Tulare County can be reached at (559) 625-7368.

"We are proud to partner with Raymond James as our two organizations share a like-minded commitment to provide the highest standards of client service and innovative financial solutions for our valued clients," said James M. Ford, President and CEO of Central Valley Community Bancorp and Central Valley Community Bank. "Our investment services team will benefit by having access to the extensive tools offered by Raymond James, which will further enhance their ability to help our clients achieve their financial goals." *Central Valley Community Bank - Page 2*



## Indoor Yard Sale at the Visalia Convention Center

Come to the Visalia Convention Center Gigantic Indoor Yard Sale, January 6th, 2018. We brought the traditional outdoor yard sale inside. There will be a variety of sellers and vendors selling anything from gently used items to brand new, never used items! Come and enjoy an indoor sale with heating and plenty of free parking!

Doors to shop at the Indoor Yard Sale will open at 8am on January 6th, 2018 and close at 2pm. Admission will be \$3.00 per person and \$5.00 for two people. Come out to the Indoor Yard Sale and pick up some great bargains. Food and drinks will be available for purchase.

Tickets to attend the yard sale can be purchased at the Visalia Convention Center at the event on Saturday, January 6.

For up to date event information please check our Facebook page at www.facebook.com/visaliaconventioncenter.

# Getting Ready for Tax Season!

By Chrissy Buma-Crawford  
Owner, Christina Buma, Bookkeeping and Tax Services



Tax season is just around the corner. While Congress is debating changes to our tax codes, spending a bit of time on your taxes now can help when April rolls around. Here are a few tips to help you get prepared.

Organization is the key. Be prepared with the proper documents that you will need to file your return. If you're not sure where to start, take a look at last years return. This will show you what forms still apply and then you can move forward from there with help from your tax preparer.

With that being said, choosing a tax preparer now can be crucial to a smooth filing later. If you don't plan on doing your taxes yourself, finding the right preparer will greatly benefit you.

Now that Winter is upon us, it's time to enjoy the colder weather, pumpkin spice lattes and taxes? That's right. Tax season is just

Definitely think about making an appointment with them now versus after tax season kicks into high gear so that you're not scrambling to find a qualified trustworthy tax preparer.

When discussing your tax situation, make sure to account for any life changes. For example, getting married or divorced and changes in dependents. Typically, your tax preparer will provide you with a tax organizer to read through and answer questions. Make sure that you bring to their attention anything you might think is relevant to your taxes.

Once the ground work has been laid out, then discussing a tax-savings plan might be necessary, such as making a contribution to a retirement account, or donating to a charity. If times permits, there are multiple other moves to make which will be best to be discussed with your tax preparer.

Tax time can be a stressful time for individuals and business owners, however if you prepare now, you can rest assured that your tax filing will go smoothly as possible and on time.

SAVE the DATE

LEADERSHIP VISALIA

**GOLF TOURNAMENT**

MARCH 22, 2018

VALLEY OAKS GOLF COURSE

8:00AM SHOTGUN START

GREAT RAFFLE PRIZES

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## Job Fair Set in Visalia Industrial Park

The Visalia Economic Development Corporation (VEDC) will host a job fair from 8 a.m. to 11 a.m. on Tuesday, Jan. 9, at Fresno Pacific University, 245 N. Plaza Dr.

Participating employers are the County of Tulare, Hilti, VWR, Fresno Pacific University, VF, Electric Motor Shop, Visalia Ceramic Tile, Seals Construction, Jostens, the Visalia Marriott, USA Staffing and California Water.

This is the second job fair coordinated by the VEDC, noted Chairman Carlos Garcia. The first was held in April and was a success, so the organization has committed to two job fairs per year – winter and spring.

Membership in the VEDC is required in order to participate as an employer. For information, contact Nancy Lockwood, Executive Director, at 733-3737 or nlockwood@thelockwoodagency.net.

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Central Valley Business Forms

CLIP & SAVE

### CALENDAR - JANUARY 2018

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5	6
7	8 City Council Meeting 7:00 pm, City Hall	9 Chamber Government Affairs Committee Meeting 7:15 am, Buckman-Mitchell Office	10	11	12	13
14	15	16	17	18 Travel Presentation 12:00 pm, City Administration Building	19	20
21	22 City Council Meeting 7:00 pm, City Hall	23 Business After Hours 5:30 pm, Flame & Skewers	24 Stop Harassment Workshop 7:30 am, Lamp Litter Inn	25 Ambassador Breakfast 8:00 am, Visalia First Assembly	26	27
28	29	30	31			

## Industry Experts Provide Knowledge and Advice To EMERGE Class Members and the Public

By: Nilda Wissler, Visalia Chamber



Entrepreneurship and small business development are vital to the success of economic development in Visalia and Tulare County. We believe that entrepreneurs and small business owners are crucial for a thriving community and economy. Owing and operating a business can be challenging. It requires dedication, patience, a variety of skills, and of course, money. The Visalia Chamber wants to support the dreams of those individuals who want to be entrepreneurs and small business owners, this desire is what lead to the creation of the EMERGE program.

EMERGE is a six month intensive entrepreneurship academy. The Visalia Chamber has worked to create a comprehensive course that will teach individuals the basic skills necessary to have a successful business. Although it is highly recommended to enroll in the full six month course, many do not have the time or resources to do so. For this reason the Chamber has made it possible for individuals to enroll in individual class sessions based on topics of interest and need.

Eight of the EmERGE program classes will include presentations from industry experts who will share valuable advice and real life experiences with class participants. Experts have been chosen because of their industry knowledge and success. Industry experts will present workshop style presentations and provide resources and information that will help small businesses to be successful.

Each class session costs \$50.00 and will include a resource packet. Following is the list of class sessions and topics:

- February 7th: Legal Entities & Small Business Law, 7:00 - 8:30 pm
- February 21st: Human Resources & Small Business Insurance, 6:30 - 8:30 pm
- March 7th: Marketing/Branding and Public Relations, 7:00 - 8:30 pm
- March 21st: Financial Literacy, Setting Up the Books, 7:00 - 8:30 pm
- April 11th: Taxes, and Tax Rebates, 7:30 - 8:30 pm
- April 25th: Zoning/Ordinances/Permits, 7:15 - 8:30 pm
- May 9th: Sales Training, 7:00 - 8:30 pm
- June 13th: Manufacturing/Distribution 6:30 - 7:30 pm

All classes will be held at the College of Sequoias Visalia campus. To register please contact Nicola Wissler at the Visalia Chamber of Commerce nicola@visaliachamber.org or 559-734-5876 or go to <http://visaliachamber-dev.chambermaster.com/events/calendar/>.



Labor Law Compliance Series  
Visalia Chamber of Commerce, Pacific Employers & United Way



## Want to Help You STOP Harassment

California Assembly Bill 1825 (AB 1825) requires California employers with 50 or more employees to provide all personnel who have "Supervisory Authority" a minimum of two hours of Sexual Harassment Prevention Training every two years. Training must include strategies for prevention and discuss remedies for victims of unlawful harassment.

Lamp Litter Inn • 3300 W. Mineral King Ave. • Visalia  
2018 Schedule 7:30 a.m. - 10:00 a.m.

Jan. 24th April 24th July 25th Oct 24th

Circle which date you will be attending

Registration & Breakfast 7:30 - 8:00 a.m., Seminar 8 - 10 a.m.

The Visalia Chamber of Commerce & United Way in cooperation with Pacific Employers, will present the state mandated Supervisors' Sexual Harassment Prevention Training Seminar & Workshop with full breakfast.

This morning training program will include information and practical guidance regarding federal and state sexual harassment laws, harassment prevention and correction as well as remedies available to victims. The training is "interactive," and includes opportunities for discussion, role-playing and a question and answer session led by a qualified trainer as required by AB 1825. While all employers with 50 or more employees (including temps and independent contractors) are mandated to provide supervisor training, **all employers** need to consider this requirement as the new mandate for all supervisors, **no matter how many employees you have.**

**Registration:**  
\$40 Members\*  
\$50 Non-Members  
NON-REFUNDABLE IF NOT CANCELED OR TRANSFERRED AT LEAST 3 BUSINESS DAYS PRIOR TO SEMINAR.  
**Includes:** Full Breakfast, Training Seminar, Certificate, Forms & Guides.  
\*Must be a member of the Visalia Chamber of Commerce, Pacific Employers or a partner with United Way

### RESERVATIONS REQUIRED

Mail registration to 222 N Garden St, STE 300., Visalia, CA 93291 or  
fax registration to 559-734-7479.

Date of seminar: \_\_\_\_\_  
Name: \_\_\_\_\_  
Business Name: \_\_\_\_\_  
Phone: \_\_\_\_\_ E-mail: \_\_\_\_\_  
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