



President
Ms. Rachel Ancheta
City of Dixon

Vice President
Ms. Jen Leal
City of Auburn

Treasurer
Ms. Jen Lee
City of Rio Vista

Secretary
Ms. Tricia Cobey
City of Galt

NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND RISK MANAGEMENT COMMITTEE MEETING AGENDA

Date: Thursday, October 16, 2025

Time: 10:00 a.m.

Location: Rocklin Community Center
5480 5th St.
Rocklin, CA 95677

A - Action
I - Information

1 - Attached
2 - Hand Out
3 - Separate Cover
4 - Verbal

MISSION STATEMENT

The Northern California Cities Self Insurance Fund (NCCSIF) is an association of municipalities joined to protect member resources by stabilizing risk costs in a reliable, economical and beneficial manner while providing members with broad coverage and quality services in risk management and claims management.

A. CALL TO ORDER

B. INTRODUCTIONS

C. PUBLIC COMMENTS

This time is reserved for members of the public to address the Committee on matters pertaining to NCCSIF that are of interest to them.

pg. 4 **D. CONSENT CALENDAR**

A 1

All matters listed under the consent calendar are considered routine with no separate discussion necessary. Any member of the public or Risk Management Committee may request any item to be considered separately.

- pg. 5 1. Minutes of the Risk Management Committee Meeting - April 17, 2025
pg. 9 2. CJPRMA Annual Claims Experience Final Report 2025

pg. 20 **E. GENERAL RISK MANAGEMENT ISSUES**

I 4

This is an opportunity for a member to discuss a topic of interest or seek guidance and input from the group about a current issue, risk management topic or exposure the member is facing.



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F. COMMITTEE BUSINESS

- | | | | |
|--------|---|---|---|
| pg. 22 | 1. Trending Reports for Liability Claims – Sedgwick
<i>Members will receive an overview of liability claim statistics and trends.</i> | I | 1 |
| pg. 33 | 2. Sedgwick Risk Control Services Update
<i>Shane Baird from Sedgwick will present an overview of the risk control services provided for the current program year and provide direction on future regional trainings.</i> | I | 1 |
| pg. 46 | 3. Sedgwick FY 25/26 Risk Control Service Plan
<i>Shane Baird from Sedgwick will present an overview of the risk control service plan for FY 25/26.</i> | I | 1 |
| pg. 49 | 4. Strategic Planning Follow-Up – Risk Management Reserve Funding
<i>The Committee will consider and may recommend option(s) for funding and implementing risk management best practices for each member.</i> | A | 1 |
| pg. 54 | 5. Cash for Safety Awards Recognition 24/25
<i>Members will receive awards recognition from the 24/25 Cash for Safety program.</i> | I | I |
| pg. 55 | 6. Police Risk Management Committee Update
<i>Evan Washburn will provide the Committee with a summary of this year's Police Risk Management Committee Meetings.</i> | I | 1 |
| pg. 59 | 7. Training Resources
<i>Members will receive and review of the training resources available to members.</i> | I | 1 |
| pg. 81 | 8. Risk Management Training Calendar and Matrix
<i>Members will receive a suggested calendar of training activities throughout the year as well as a matrix of required and recommended employee trainings.</i> | I | 1 |

H. ADJOURNMENT

UPCOMING MEETINGS

Police Risk Management Committee Meeting – November 13, 2025

Board of Directors Meeting – December 11, 2025

Police Risk Management Committee Meeting – February 5, 2026



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Claims Committee Meeting – March 26, 2026
Executive Committee Meeting – March 26, 2026
Risk Management Committee Meeting – April 16, 2026
Board of Directors Meeting – April 16, 2026

Per Government Code 54954.2, persons requesting disability related modifications or accommodations, including auxiliary aids or services to participate in the meeting, are requested to contact Jenna Wirkner at Alliant Insurance Services at (916) 643-2714.

The Agenda packet will be posted on the NCCSIF website at www.nccsif.org. Documents and material relating to an open session agenda item that are provided to the NCCSIF Committee less than 72 hours prior to a regular meeting will be available for public inspection and copying at 2180 Harvard Street, Suite 380, Sacramento, CA 95815.

Access to some buildings and offices may require routine provisions of identification to building security. However, NCCSIF does not require any member of the public to register his or her name, or to provide other information, as a condition to attendance at any public meeting and will not inquire of building security concerning information so provided. See Government Code section 54953.3.



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**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
October 16, 2025**

Agenda Item D.

CONSENT CALENDAR

ACTION ITEM

ISSUE: The Risk Management Committee (RMC) reviews items on the Consent Calendar, and if any item requires clarification or discussion a member should ask that it be removed for separate action. The Committee should then consider action to approve the Consent Calendar excluding those items removed. Any items removed from the Consent Calendar will be placed on the agenda in an order determined by the Chair.

RECOMMENDATION: Review and approve the Consent Calendar.

FISCAL IMPACT: None

BACKGROUND: The Committee regularly places the minutes of previous meetings on the Consent Calendar for approval and any other routine items that generally do not require discussion.

ATTACHMENT(S):

1. Minutes of the Risk Management Committee Meeting - April 17, 2025
2. CJPRMA Annual Claims Experience Final Report 2025



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
RISK MANAGEMENT COMMITTEE MEETING MINUTES
ROCKLIN EVENT CENTER BALLROOM
APRIL 17, 2025**

COMMITTEE MEMBERS PRESENT

Christy White, City of Anderson
Brant Mesker, City of Corning
Jim Ramsey, City of Elk Grove
Jodi Molinari, City of Gridley
Kathy Magenheimer, City of Marysville
Crystal Peters, Town of Paradise
Paul Young, City of Red Bluff
Tameka Usher, City of Rocklin

Shelly Kittle, City of Colusa
Kim Stalie, City of Dixon
Tricia Cobey, City of Galt
Dalacie Blankenship, City of Jackson
Elizabeth Ehrenstrom, City of Oroville
Dave Warren, City of Placerville
Jennifer Schultz, City of Rio Vista
Marti Brown, City of Willows

COMMITTEE MEMBERS ABSENT

Jennifer Leal, City of Auburn
Veronica Rodriguez, City of Lincoln
Sheleen Loza, City of Yuba City

Allison Garcia, City of Folsom
Sean Grayson, City of Nevada City

CONSULTANTS & GUESTS

Marcus Beverly, Alliant Insurance Services
Evan Washburn, Alliant Insurance Services
Stacey Bean, LWP
Martin Pineda, City of Gridley
Natalie Tornincasa, City of Placerville

Jenna Wirkner, Alliant Insurance Services
Shane Baird, Sedgwick
Brian Davis, Sedgwick
Patricia Taverner, City of Gridley

A. CALL TO ORDER

Chair Elizabeth Ehrenstrom called the meeting to order at 10:01a.m.

B. ROLL CALL

Roll call was made, and a majority of the members were present constituting a quorum.

C. PUBLIC COMMENTS

There were no public comments.

D. CONSENT CALENDAR

1. Minutes of the Risk Management Committee Meeting – October 17, 2024

A motion was made to approve the Consent Calendar as posted.



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
RISK MANAGEMENT COMMITTEE MEETING MINUTES
ROCKLIN EVENT CENTER BALLROOM
APRIL 17, 2025**

MOTION: Dave Warren

SECOND: Jim Ramsey

**MOTION CARRIED
UNANIMOUSLY**

Ayes: White, Kittle, Mesker, Stalie, Ramsey, Cobey, Molinari, Blankenship, Magenheimer, Ehrenstrom, Peters, Warren, Young, Schultz, Usher, Brown

Nays: None

E. COMMITTEE BUSINESS

E.1. Trending Reports for Workers' Compensation Claims

Ms. Stacey Bean from LWP provided an overview of the trending reports for workers' compensation claims for the last five years, 2020-2025. Information only, no action taken.

E.2. NCCSIF FY 24/25 Program Year Risk Control Services Update

Mr. Shane Baird provided the FY 24/25 Program Year Risk Control Services Update. To date there have been 105 service requests from NCCSIF members. These requests include training, program development, phone/email consultations, and physical inspections. Training (45) and ergonomic evaluations (42) have been the most requested out those 105 service requests. Mr. Baird and members prioritized focused risk assessments and follow-up, trainings, policy development/review, physical inspections, ergonomic evaluations, phone email consultations and risk management assessment scorecards.

E.3. Proposed Risk Control Service Plan for the 2025/2026 Program Year

Mr. Shane Baird discussed the proposed risk control service plan for the 2025/2026 Program Year. The contract provides workers' compensation claims loss analysis, focused risk assessments, member services, safety communication/resource development, training coordination, EAP and management training, safety recognition program and additional services and resources.

Members discussed the risk management assessment scorecard. Mr. Beverly said we have worked on the focused risk assessment for the last 5 years, but the full assessment has many other topics. Members who have completed the focused areas are encouraged to expand to others.

A motion was made to approve the FY 25/26 Risk Control Service Plan.

MOTION: Dalacie Blankenship

SECOND: Kim Stalie

**MOTION CARRIED
UNANIMOUSLY**

Ayes: White, Kittle, Mesker, Stalie, Ramsey, Cobey, Molinari, Blankenship, Magenheimer, Ehrenstrom, Peters, Warren, Young, Schultz, Usher, Brown

Nays: None



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
RISK MANAGEMENT COMMITTEE MEETING MINUTES
ROCKLIN EVENT CENTER BALLROOM
APRIL 17, 2025**

E.4. Safety Award

Mr. Shane Baird discussed the Cash for Safety Award Program. We received 18 submissions this year from 10 different members. Mr. Shane Baird discussed the 18 submissions. Members received a voting scorecard to vote for the top 3 submissions.

A motion was made to recommend to the Board of Directors for 1st place City of Yuba City, 2nd place City of Placerville and 3rd place City Folsom.

MOTION: Marti Brown

SECOND: Tricia Cobey

**MOTION CARRIED
UNANIMOUSLY**

Ayes: White, Kittle, Mesker, Stalie, Ramsey, Cobey, Molinari, Blankenship, Magenheimer, Ehrenstrom, Peters, Warren, Young, Schultz, Usher, Brown

Nays: None

E.5. Risk Management Training Calendar FY 25/26

Ms. Wirkner discussed the risk management training calendar for FY 25/26.

A motion was made to approve the risk management training calendar for FY 25/26.

MOTION: Dave Warren

SECOND: Dalacie Blankenship

**MOTION CARRIED
UNANIMOUSLY**

Ayes: White, Kittle, Mesker, Stalie, Ramsey, Cobey, Molinari, Blankenship, Magenheimer, Ehrenstrom, Peters, Warren, Young, Schultz, Usher, Brown

Nays: None

E.6.a. Police Risk Management Committee Update

Ms. Evan Washburn discussed the Police Risk Management Committee Update.

Information only, no action taken.

E.6.b. PRMC Grant Fund Usage Report and Request

Ms. Evan Washburn discussed the PRMC Grant Fund Usage Report and Request.

A motion was made to approve the PRMC Grant Fund for FY 25/26.

MOTION: Marti Brown

SECOND: Tricia Cobey

**MOTION CARRIED
UNANIMOUSLY**

Ayes: White, Kittle, Mesker, Stalie, Ramsey, Cobey, Molinari, Blankenship, Magenheimer, Ehrenstrom, Peters, Warren, Young, Schultz, Usher, Brown

Nays: None



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
RISK MANAGEMENT COMMITTEE MEETING MINUTES
ROCKLIN EVENT CENTER BALLROOM
APRIL 17, 2025**

E.7. FY 25/26 Risk Control Services Budget

Ms. Washburn discussed the FY 25/26 Risk Control Services Budget. Total proposed budget of \$594,120, an increase of \$34,980, or 6.3%, based on increase in the Sedgwick Risk Control Services and Lexipol subscription.

A motion was made to recommend the Board approve the FY 25/26 Risk Control Services Budget.

MOTION: Tameka Usher

SECOND: Marti Brown

**MOTION CARRIED
UNANIMOUSLY**

Ayes: White, Kittle, Mesker, Stalie, Ramsey, Cobey, Molinari, Blankenship, Magenheimer, Ehrenstrom, Peters, Warren, Young, Schultz, Usher, Brown

Nays: None

E.8. Liability Claim Settlement and Risk Control

Mr. Beverly discussed liability claim settlements and risk control. Mr. Beverly discussed looking at trees in your parks/playgrounds and other high use areas.

Information only, no action taken.

E.9. Round Table Discussion

Members discussed the DOJ ruling on website accessibility by 2027. Members also discussed being complaint with .gov domains. Program administrator will email members regarding the mentioned topics.

Information only. No motion was taken.

F. ADJOURNMENT

The meeting was adjourned at 11:37a.m.

Next Meeting Date: October 16, 2025

Respectfully Submitted,

Tricia Cobey, Secretary

Date



CJPRMA

Annual Claims Experience Report

Program Years 2014/2015 – 2023/2024

Valuation Date: June 30, 2024

Prepared by:

Marinda Griesse, Claims Administrator





Executive Summary

Total Claims:	843 claims reported
Total Gross Incurred:	\$239,661,685
Total Net Incurred:	\$202,863,407
Average Cost per Claim:	\$240,645
Average Time Open:	1,019 days or 2.8 years
Top Loss Drivers:	Police Liability, Dangerous Condition, and Employment Practices Liability
Claims Over \$1M:	97 claims (11.5% of total)
Loss Ratio:	113%

As an excess pool, CJPRMA's financial exposure is concentrated in severe claims that exceed member self-insured retentions. While fewer in number, these severe claims (e.g., major police liability verdicts, serious-injury road condition cases) account for a disproportionate share of total costs. This is where CJPRMA's pooling structure shines in its intended purpose: absorbing volatility from high-exposure incidents that could otherwise destabilize individual member agencies.

Key Observations:

- This year we saw a slight decrease in overall claim counts and some stabilized severity when compared to the June 30, 2023 analysis.
- Risk management efforts targeted at law enforcement practices and employment policies continue to present significant opportunities for future loss reduction.
- High-dollar catastrophic claims materially impact certain program years, with a noteworthy concentration of high-severity claims from 2016 to 2017 and again between 2019 to 2021.
- Opportunities exist to drive faster claim resolution and improve early issue recognition.
- Investment in robust risk management programs would improve loss prevention and related metrics.

Introduction

This report summarizes CJPRMA's claims experience over the past decade. Our objective is to provide a clear understanding of both historical trends and emerging risk patterns in support the Board of Directors' strategic decision-making and risk management efforts.

The data presented here is intended to go beyond a demonstration of historical trends, but ideally will also help guide member decisions around resource allocation, training initiatives, and long-term risk management strategies.

Claims Overview

Although there is inherent complexity and longer litigation durations in an excess claim portfolio than compared to a primary-level program, CJPRMA's claim volume has remained relatively stable over the past 5 years.

Total Claims by Program Year

PY	#
14/15	79
15/16	90
16/17	100
17/18	88
18/19	92
19/20	115
20/21	109
21/22	80
22/23	66
23/24	24*
	843

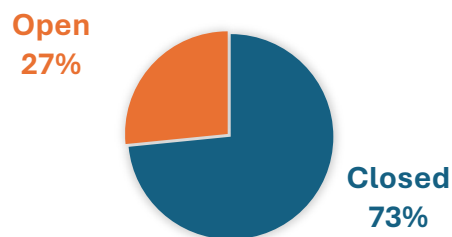
*Reduced quantity is always seen in the most recent program years due to slow claims maturity. As of the time of writing this report, there are now 78 claims in 22/23 and 63 claims in 23/24 - with more expected.

Since 2015/2016, all program years have seen an uptick in frequency of claims reported to CJPRMA. Notably, the highest volume of claims occurred in Program Years 2019/2020 to 2020/2021, and this trend is expected to continue. The lowest claim counts, shown in the emerging two years, are due to slow claims development and incidents that have occurred but not yet been reported to the pool.

Open vs. Closed Claims

As of June 30, 2024, CJPRMA had 224 open claims, which is a modest reduction from 244 open claims one year prior. This reflects stable volume overall and a gradual maturation of the claims inventory.

73% of claims from the 10-year period are closed, while only 40% from the most recent 3-year period have reached closure. Open claims present latent risk, especially if liability is initially unclear, litigation is pending, or facts are slow to be developed.



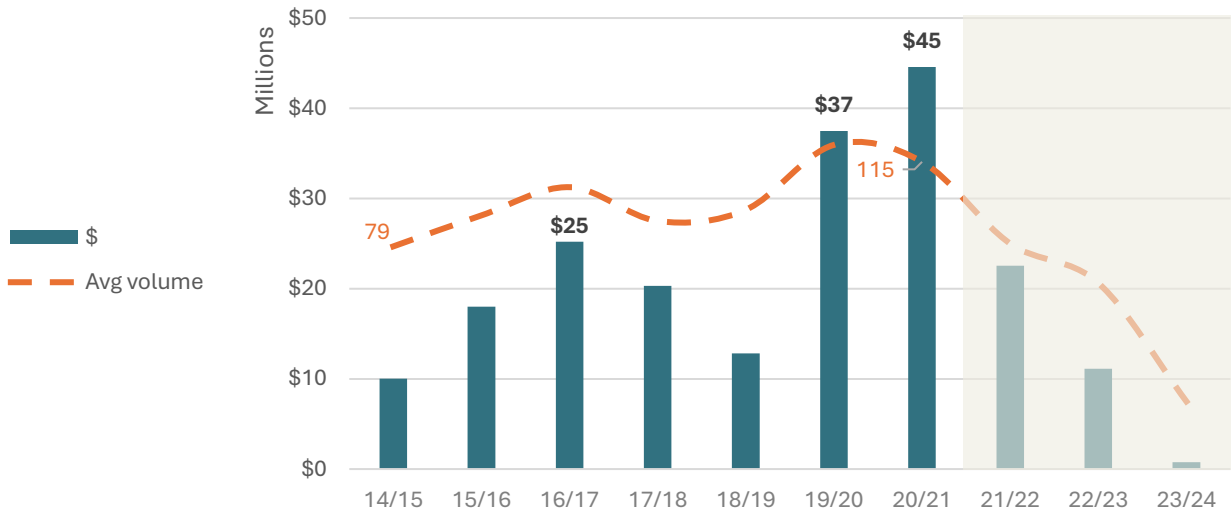
Percentage of Claims Settled

The percentage of claims with settlements or adverse verdicts in the CJPRMA layer is back down to 10.5%, from 12.3% one year ago.

Severity Overview

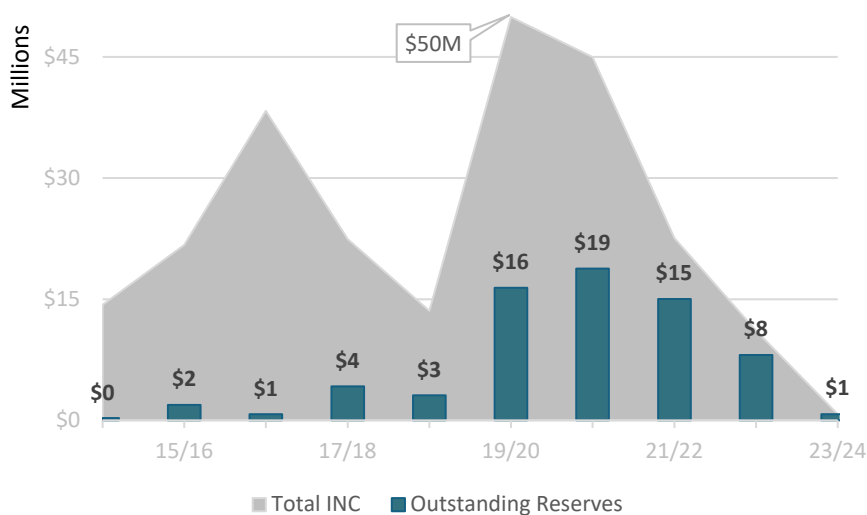
Over this ten year period, total gross-incurred losses were \$239.7 million. Reinsurance recoveries of \$36.9 million bring the net-incurred total to \$202.8 million.

Total Net Incurred by Program Year



The Net Incurred by Program Year chart highlights significant cost spikes in Program Years 2016/2017, 2019/2020, and 2020/2021, each driven by multiple catastrophic claims, particularly in police liability and dangerous condition cases. The newest years are undeveloped and will have increases in the future in both financial severity and volume, also known as frequency.

Remaining Reserves by Program Year



Total Incurred is shown here as two mountainous spikes, and this data generally reflects excess-level volatility relating to specific high-severity incidents. However, the data also reflects a broader trend: California's claims environment has worsened statewide, with rising jury awards, expanding liability theories, unfavorable legislation, and more aggressive litigation strategies against public entities, which has resulted in

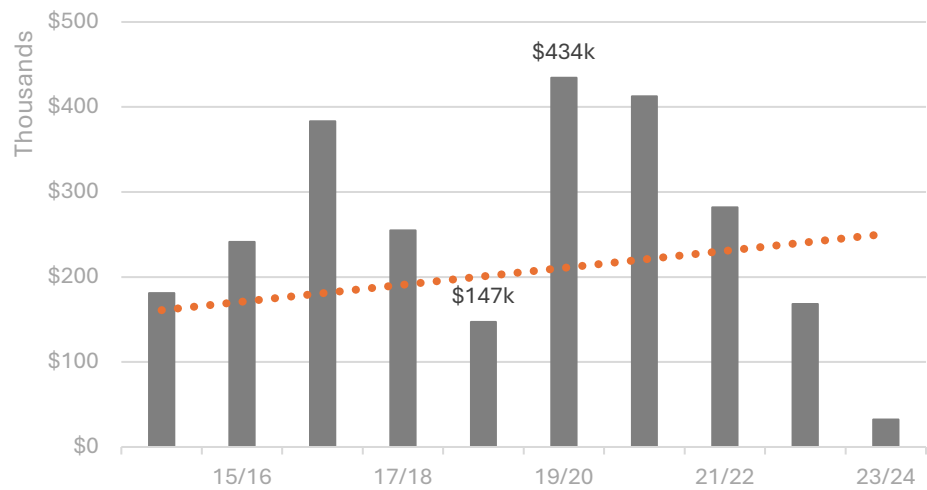
greater financial exposure across the entire public sector. Shifting focus to the bars displaying the

remaining reserves by program year, the cluster of outstanding reserves concentrated at the three to five-year timeframe is typical of general liability programs. Older program years have fewer open claims remaining, and the current years do not yet reflect all events that have already occurred.

Average Cost per Claim

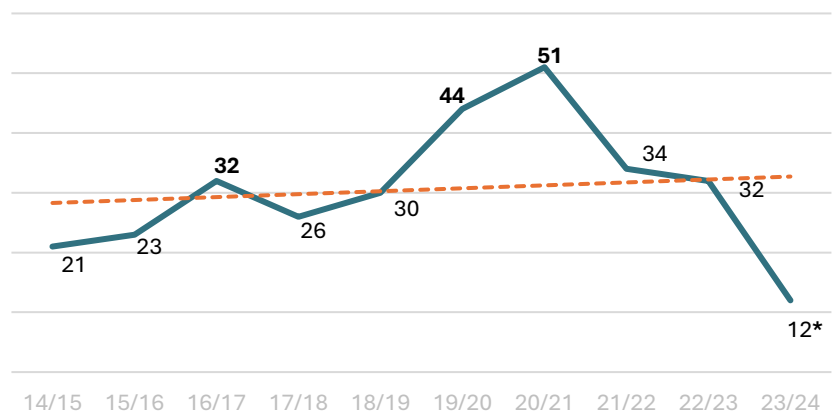
The average cost per claim has risen steadily over the last five years, reflecting California’s increasingly challenging litigation climate. As older program years phase out of the dataset, updated results provide a more accurate picture of current cost drivers and exposure trends.

For the current 10-year period, the average cost per claim reported to CJPRMA is **\$240,645**, up from \$232,329 in the prior report. This increase reflects multiple contributing factors: escalating indemnity costs, longer claim durations, rising plaintiff demands, and higher jury awards.



For members, this upward trend in severity signals both an increased risk above the self-insured retention (SIR) and the need to invest in meaningful mitigation strategies, including: targeted employee training, improved maintenance programs and documentation protocols, pre-litigation resolution procedures, and administrative defense hardening. From a financing perspective, the increasing average cost per claim adds pressure to actuarial projections, premium development, and long-term pool stability. It also reinforces the importance of resolving claims earlier and more efficiently, wherever possible.

Critical Incidents by Program Year

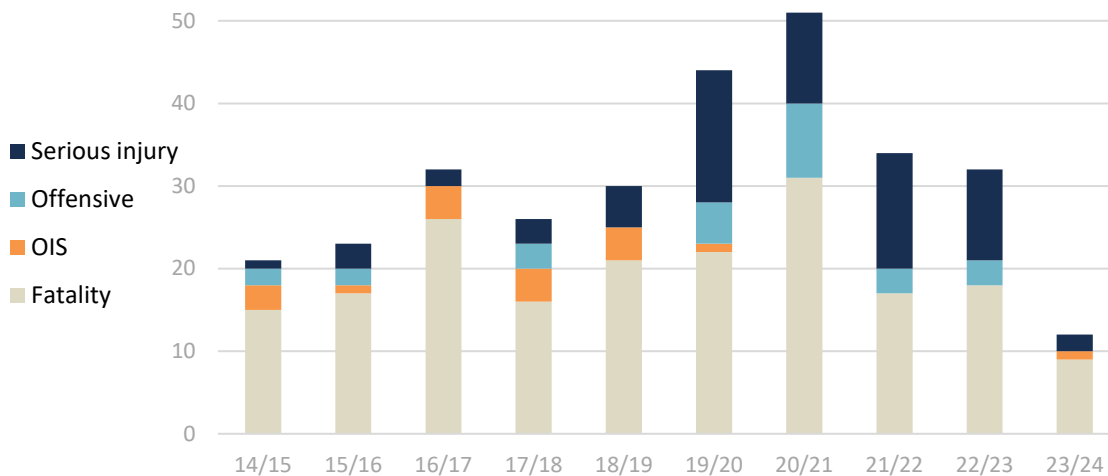


* The most current program years are always undeveloped.

At the time of writing this report, program year 2023/2024 already has 28 critical incidents reported.

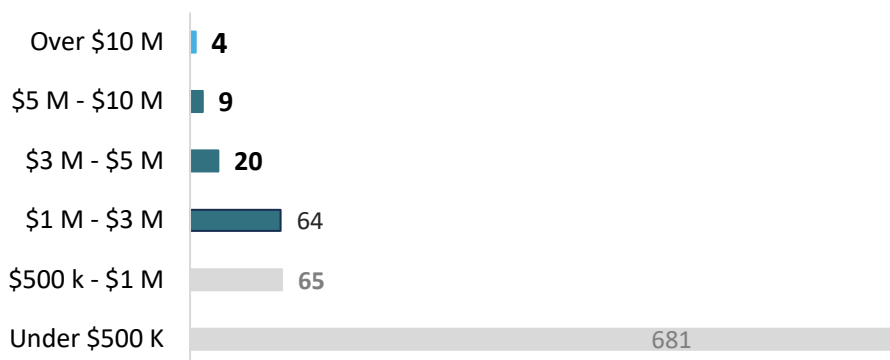
Much of what drives the severity on the General Liability program wide is the nature of the losses themselves, where tragic injuries or lifetime medical needs results in disproportionately higher resolutions. Timely reporting, early legal engagement, and consistent oversight are critical to closing these claims faster and reducing future costs.

Critical Incidents by Type



During this 10-year reporting period, 192 of the claims reported to CJPRMA were fatalities, 18 were non-fatal officer involved shootings, 68 claims had permanent and significant life-altering injuries, and finally 27 claims had an element of malfeasance, sexual misconduct, or other societal offense.

Catastrophic Claims (Claims over \$1M+)



Key observation: A handful of high-dollar claims have an outsized financial impact on the pool, even though they represent less than 12% of all CJPRMA's claims.

80% of claims resolve in the members' layer under \$500K, while CJPRMA's exposure is driven by the 97 large, high-severity losses over \$1M.

Severity Profile

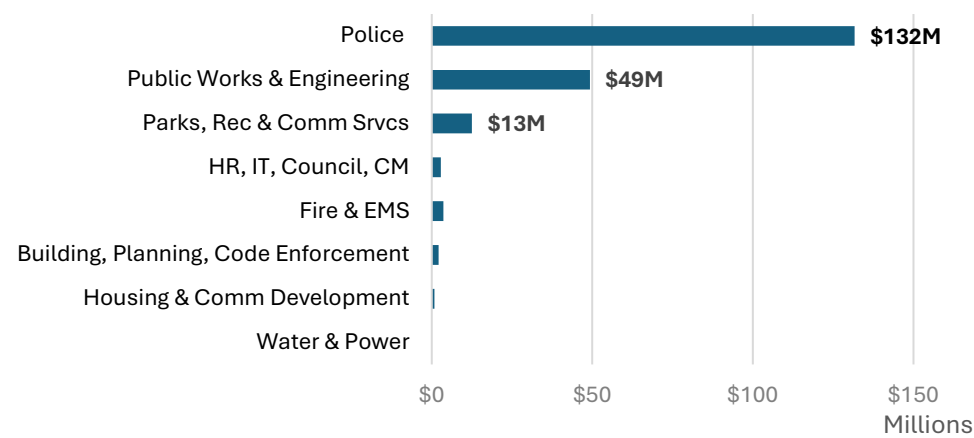
CJPRMA's severity distribution shows that while 88% of claims resolve below \$1,000,000, a substantial portion of total financial exposure lies in the 11.5% of claims exceeding that threshold. Though fewer in

number, the claims over \$1M account for a disproportionate share of CJPRMA’s net incurred losses. This stratification reflects the core function of excess pooling: absorbing volatility from severe but infrequent claims to protect the individual members from financial peril.

Loss Drivers Analysis

To help isolate organizational risk areas and identify opportunities for mitigation, we analyze claims by department, function, type, and causation.

Claims by Department - Net Incurred



For the purposes of this report, the Public Works and Engineering departments have been grouped together, because third-party vehicle collision cases often allege both maintenance and design deficiencies. Although the root cause analysis varies, these collision claims must be allocated to one department or the other, often arbitrarily, since third-party driver negligence is typically the primary cause.

Grouping the two departments provides a more cohesive and functional view of public roadway-related risk, and it more accurately reflects the interrelated liability exposure, where responsibility is frequently blurred between the departments that design the public right-of-way and those that maintain it.

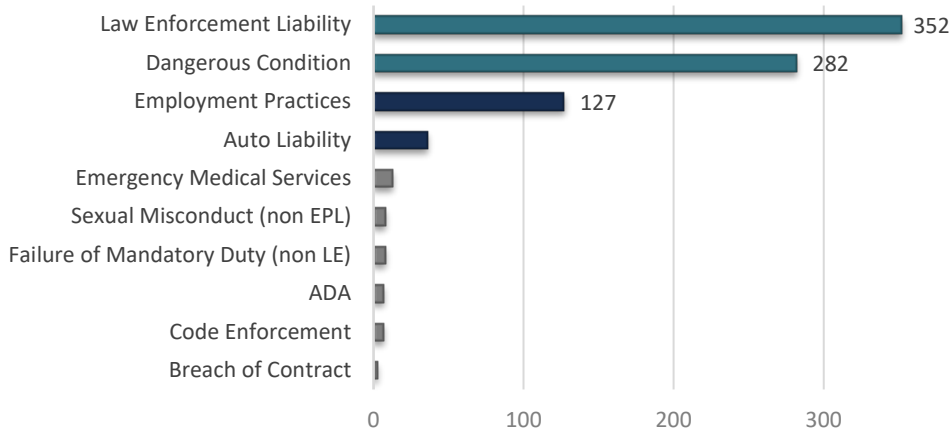
Here we see that the membership’s shared exposure predominately arises from the work of only a few departments: Law Enforcement, Public Works, Engineering, and Parks and Recreation.

Over the past decade, law enforcement liability has consistently been the leading loss driver for CJPRMA’s general liability program. It has accounted for approximately half of all claim files and, at times, generated up to 75% of the total losses incurred.

Recently, however, both the number of police-related claims and the ultimate incurred costs associated with these files appear to have plateaued and stabilized.

In the current dataset, 423 out of 843 total claims stem from law enforcement activities. Notably, for the first time in many years, the total incurred amount attributed to police department cases has declined. These claims now account for \$132 million of the \$202.9 million total incurred, representing a reduced severity share of 65%.

Top 10 Claim Types

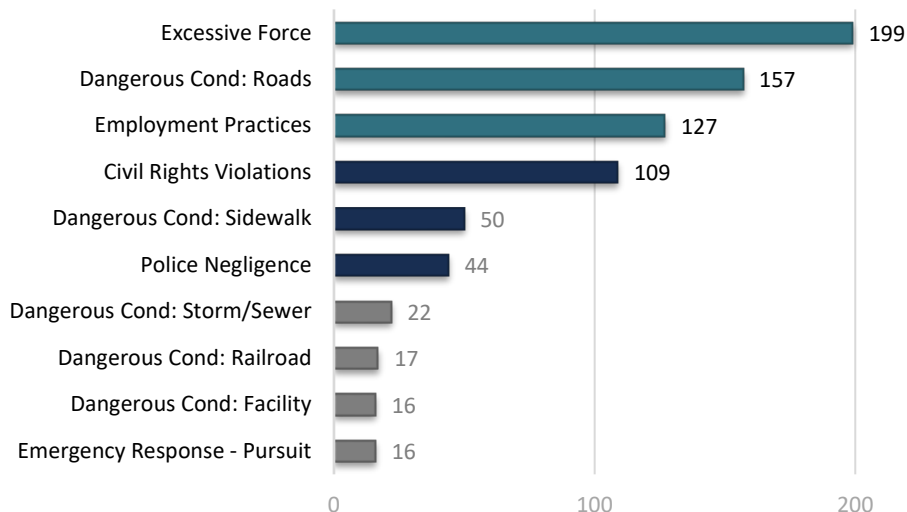


CJPRMA's loss experience is consistently shaped by three primary claim types: police liability, dangerous condition of public property, and employment practices liability (EPL).

The top 3 categories each account for the highest frequency of claims and the greatest cumulative costs incurred, versus all other claim types combined. There are only 36 Auto Liability claims in the dataset, and these represent motor vehicle collisions where city-owned vehicles are involved.

Top 10 Principal Causes

When analyzing loss drivers on a micro level, we see 199 claims arising out of police use of force. This category has dominated the CJPRMA general liability program for the past seven years.



In second place, third-party traffic collisions where participants allege a dangerous condition of public roadway accounts for 157 claims.

Our third most prevalent loss driver, surpassing "Other Civil Rights violations" cases for the first time, is Employment cases where employees allege wrongful termination, harassment, or retaliation.

What further distinguishes these principal causes is not just the high volume of occurrences, but also the risk severity associated with them, particularly for claims involving serious bodily injuries or police uses of force that are out of alignment with policies and procedures.

Strategic Insight

Properly addressing the top three loss drivers from the top three departments will require a sustained investment in risk management and best practices, including training, reevaluating policies and procedures, and accountability throughout every level of the workforce.

Top 3 Loss Drivers by Dept – Total Incurred

Police		Public Works/Engineering		Parks Rec & Community Services	
Excessive Force	\$96,207,253	Dangerous Condition: Roads	\$29,252,521	Dangerous Condition: Tree	\$6,139,473
Police Claims (Negligence)	\$13,932,998	Dangerous Condition: Storm/Sewer	\$8,549,424	Dangerous Condition: Facility	\$5,309,972
Other Civil Rights	\$5,035,506	Dangerous Condition: Sidewalk	\$8,128,083	Employment Practices Liability	\$2,760,000

Police Cause Types - Average Cost per Claim

Use of Force

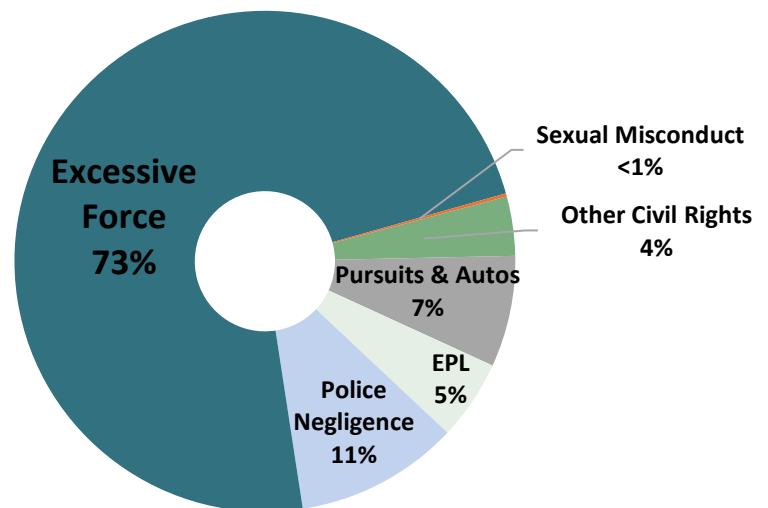
1. Prone Restraint \$3,101,790
2. Taser \$ 990,101
3. Shooting \$ 528,770

Police Negligence

1. Failure to Protect \$ 278,660

Civil Rights

1. Failure to Train \$ 258,285
2. False Imprisonment \$ 230,364
3. Search & Seizure \$ 76,478



Public Works & Engineering Cause Types – Average Cost per Claim

Dangerous Condition of Roadway (Third party collisions)

1. Bicycle collisions \$ 768,121
2. Pedestrian collisions \$ 248,496
3. Median design \$ 47,143

Dangerous Condition of Storm/Sewer System

1. Failure to Maintain \$1,086,293
2. Design Failure/Inverse \$ 440,946
3. Natural Condition \$ 15,668

Dangerous Condition of Sidewalk

- | | |
|------------------------|------------|
| 1. Failure to Maintain | \$ 137,737 |
|------------------------|------------|

Parks, Recreation & Community Services Cause Types – Average Cost per Claim

Dangerous Condition of Public Trees	\$ 506,706
Dangerous Condition of Facility	\$ 341,819
EPL - Job Performance at Issue	\$ 95,556

Conclusions and Recommendations

As the liability landscape in California continues to evolve, CJPRMA members face increasing exposure to high-severity losses, prolonged litigation cycles, and increasingly unpredictable jury outcomes. These trends are not isolated anomalies, but part of a broader systemic shift in public sector risk. Historical data confirms that sustained improvements will depend on each member's ability to proactively manage claims within the SIR layer, prevent or reduce the frequency of catastrophic events, and engage collaboratively in claims handling strategies.

CJPRMA remains committed to supporting members in these efforts by delivering claims expertise tailored to the evolving demands of the current risk environment.

Strategic Priorities for Members

1. Risk Management Focus Areas

- **Prioritize High-Risk Departments:** Direct resources to departments that consistently drive both frequency and severity of claims, specifically law enforcement, public works, and parks departments.
- **Improve Departmental Controls:** Strengthen internal policies and procedures in these departments, with particular attention to situations where rapid decisions made in the field may result in high-cost claims.
- **Invest in Targeted Training:** Continue focused training in the following areas:
 - **Police liability:** Emphasize de-escalation, use-of-force standards, and crisis intervention.
 - **Public property conditions:** Enhance inspection protocols and improve documentation of maintenance activities.
 - **Employment liability:** Address workplace culture through civility policies and organizational assessments.

2. Claims and Operational Improvements

- **Accelerate Early Claim Intervention:** Promote timely incident reporting and front-end legal triage to reduce volatility and increase the likelihood of early resolution.

- **Enhance Incident Investigations:** Improve the quality and documentation of incident reviews at both the pre-claim and claim stages to be thorough, accurate, and consistent. Robust and substantive investigations at the claim stage help prevent late-developed adverse facts in litigation.
- **Resolve Long-Duration and Complex Cases:** Prioritize closure of aging claims, particularly attorney fee-driven cases such as federal civil rights and §1983 actions, to mitigate reserve growth and reduce long-tail costs.
- **Shorten Claim Lifecycles:** Improve claims closure timelines overall to reduce defense costs and support more accurate reserving.

3. Data-Informed Risk Strategy

- **Use Claims Data to Guide Action:** Regularly analyze internal and CJPRMA claims trends to inform department-level mitigation strategies.
- **Address Root Causes of Large Claims:** Initiate targeted interventions aimed at specific patterns or systemic issues contributing to catastrophic losses.
- **Focus Investment on Top Loss Drivers:** Concentrate risk management efforts and funding on the most impactful loss areas, which are law enforcement, maintenance of public spaces, and employment practices.



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
October 16, 2025**

Agenda Item E.

GENERAL RISK MANAGEMENT ISSUES

INFORMATION ITEM

ISSUE: The floor will be open to the Committee for discussion.

- ADA website compliance

The deadline to comply with the new rules is
April 26, 2026, for cities greater than 50,000 in population and
April 27, 2027, for cities smaller than 49,999 and commissions

- AB 1637: Local government: internet websites and email addresses (no later than January 1, 2029).

RECOMMENDATION: None.

FISCAL IMPACT: None.

BACKGROUND: This is an opportunity for members to ask questions or raise issues on risk exposures common to the members.

ATTACHMENT(S): Security Posture Report (SPR)

beazley security

Complimentary: Request a customized Security Posture Report (SPR)

Exclusive offer for NCCSIF members

Alliant has partnered with **Beazley Security** to offer **NCCSIF members** a customized Security Posture Report (SPR). The SPR delivers a strategic, point-in-time assessment of your organization's external cyber risk exposure. By analyzing your internet-facing technologies, the SPR translates complex technical findings into clear business insights that inform smarter security decisions.

Your tailored report will highlight:

- Attack surface
- Email security
- Security certificates
- High risk software

Following delivery, our experts will walk you through the results, highlighting potential business impact and recommending prioritized actions to strengthen resilience, reduce operational risk, and align security investment with organizational objectives.



Scan to request your custom SPR



About NCCSIF: Northern California Cities Self Insurance Fund is Joint Powers of Authority whose current membership includes twenty-two cities. Founded in 1979 as a Workers' Compensation pool, it is one of the first pooled municipal programs in California. NCCSIF now offers Liability, Property, Crime, Cyber and Employee Assistance Programs to members.

About Beazley Security: Beazley Security is a global cyber security firm committed to helping clients develop true cyber resilience: the ability to withstand and recover from any cyberattack. We combine decades of cyber security protection, detection, response, and recovery expertise with the actuarial precision and risk mitigation capability of our parent company, Beazley Insurance. To learn more, visit <https://beazley.security>



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
October 16, 2025**

Agenda Item F.1.

**TRENDING REPORTS FOR
LIABILITY CLAIMS
INFORMATION ITEM**

ITEM: Members will receive an overview of NorCal Cities claim trends over the last five years, 2020-2025 and analysis of the top loss exposures related to the Liability Program.

FISCAL IMPACT: None.

RECOMMENDATION: Review analysis and consider when providing input for setting risk management goals.

BACKGROUND: Sedgwick maintains a database of member claims experience that includes loss causes and other demographic information that can be used for risk management purposes.

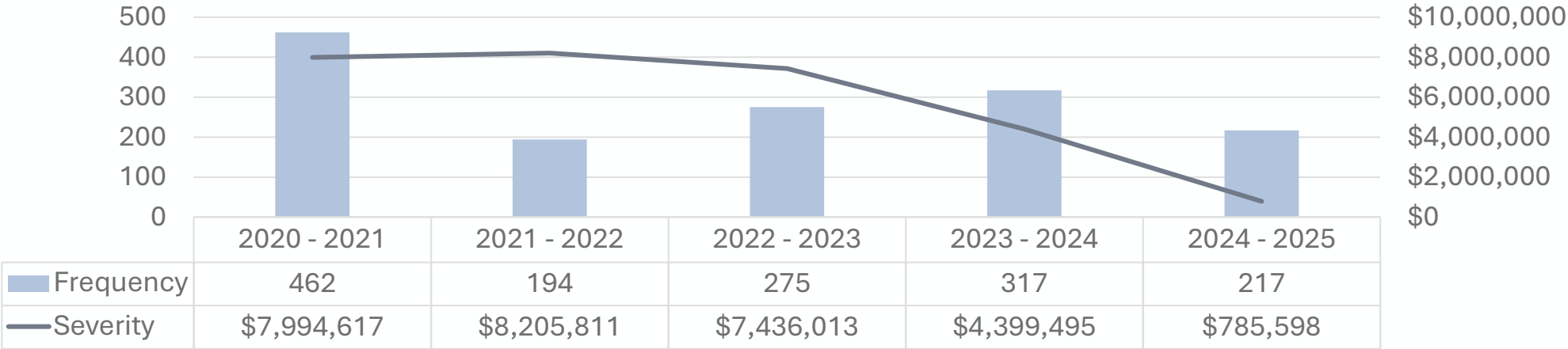
ATTACHMENT(S): Liability Loss Exposures Claims Experience Analysis

OCTOBER 2025

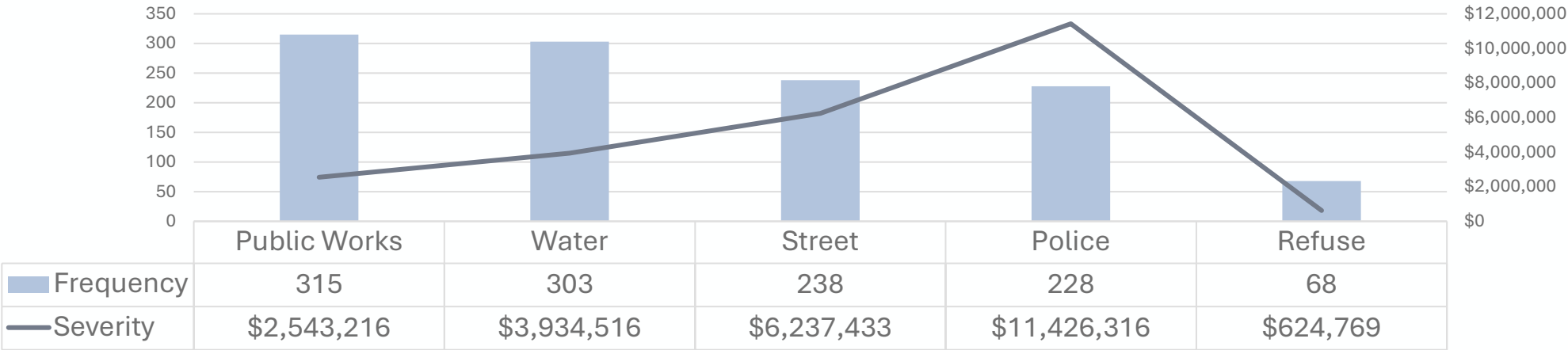
General Liability Trending Report for NCCSIF

sedgwick 

Frequency and Severity by Fiscal Year



Claims by Department Fiscal Year 2020-2025

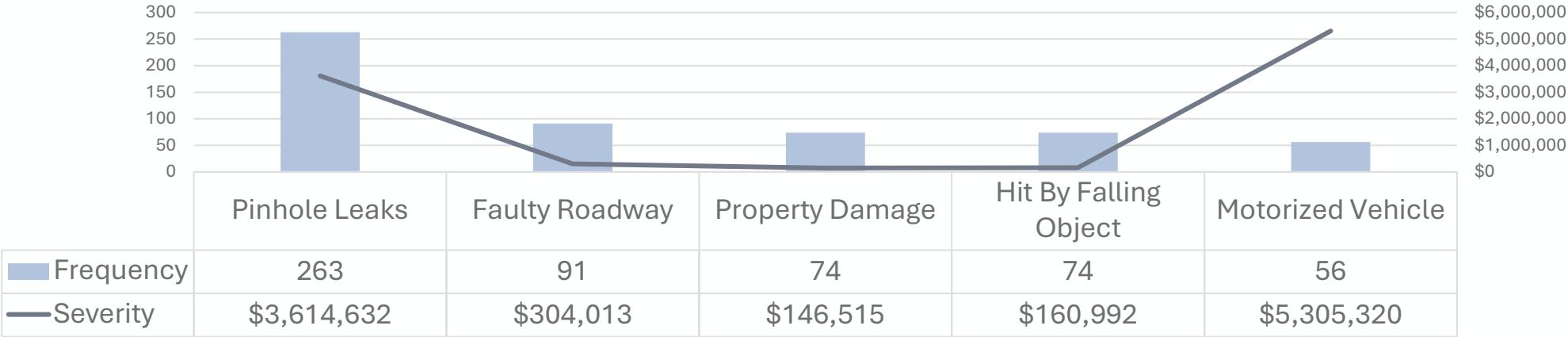


Top 5 Departments Fiscal Year 2020-2025

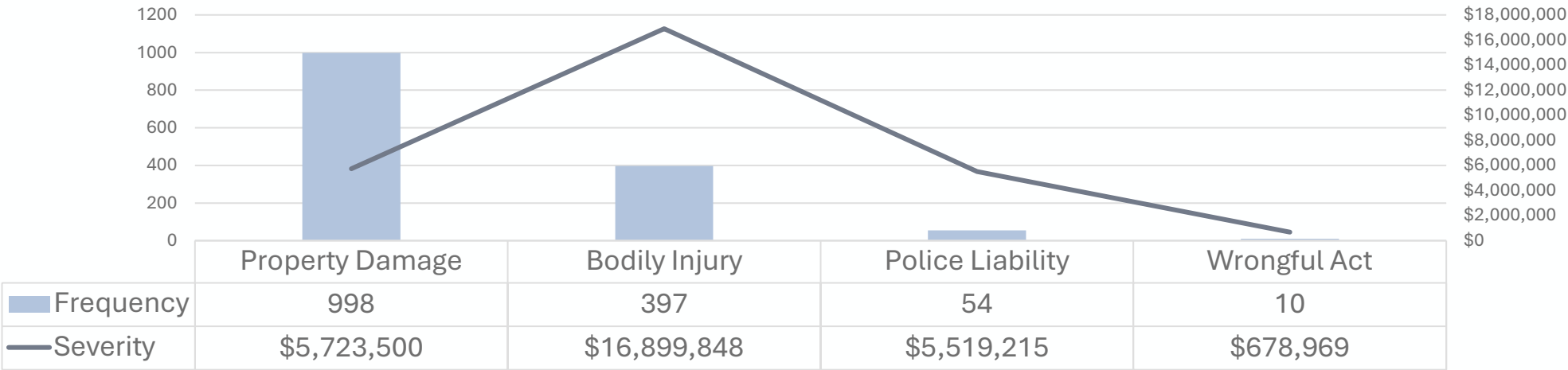
Department	Frequency	Severity	Average
Public Works	315	\$2,543,216	\$8,074
Water	303	\$3,934,516	\$12,985
Street	238	\$6,237,433	\$26,208
Police	228	\$11,426,316	\$50,115
Refuse	68	\$624,769	\$9,188



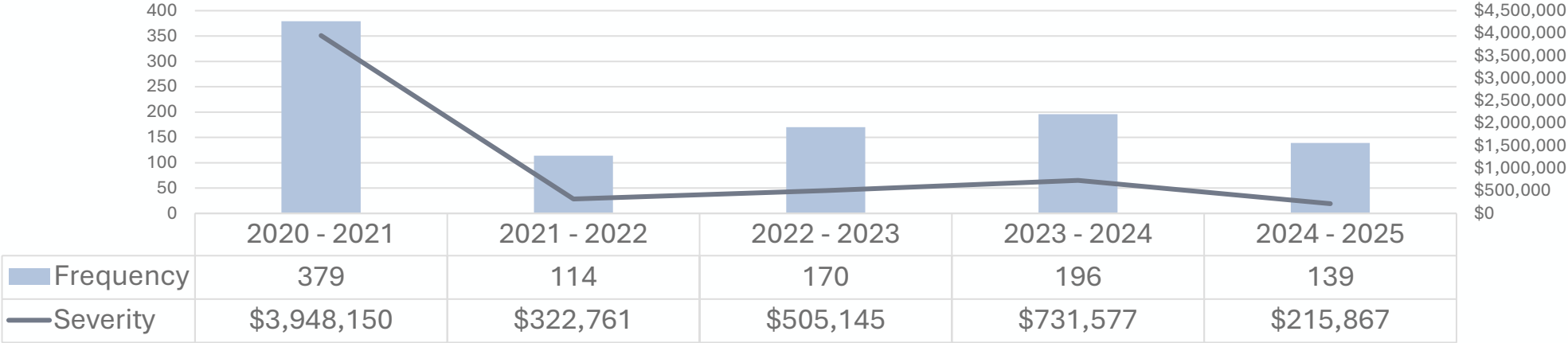
Top Causes of Claim Fiscal Year 2020-2025



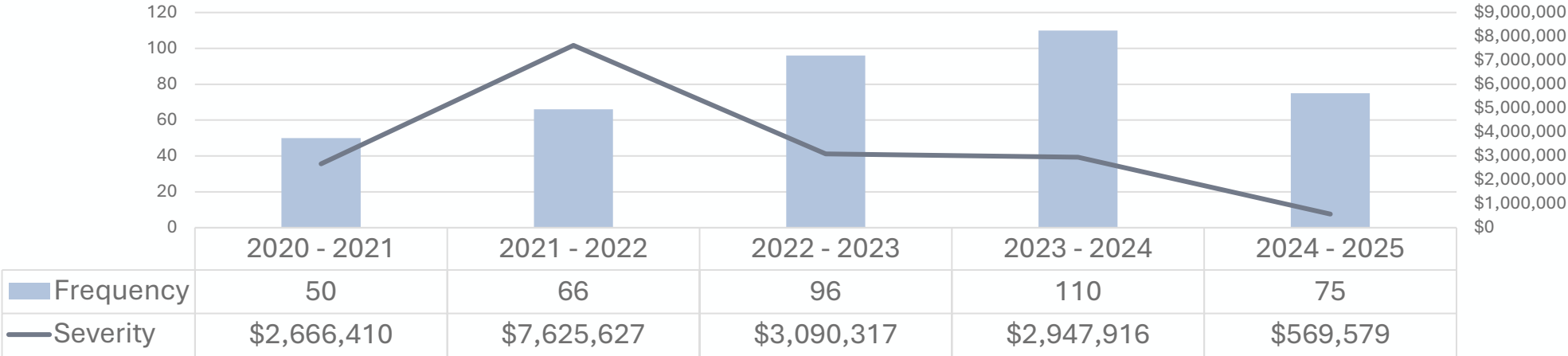
Frequency and Severity by Claim Type Fiscal Year 2020-2025



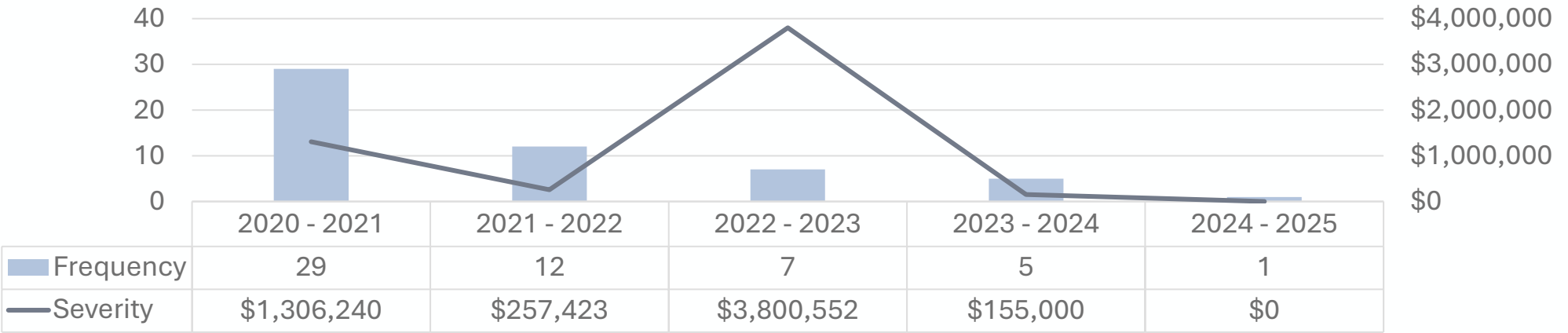
Property Damage Claims by Fiscal Year



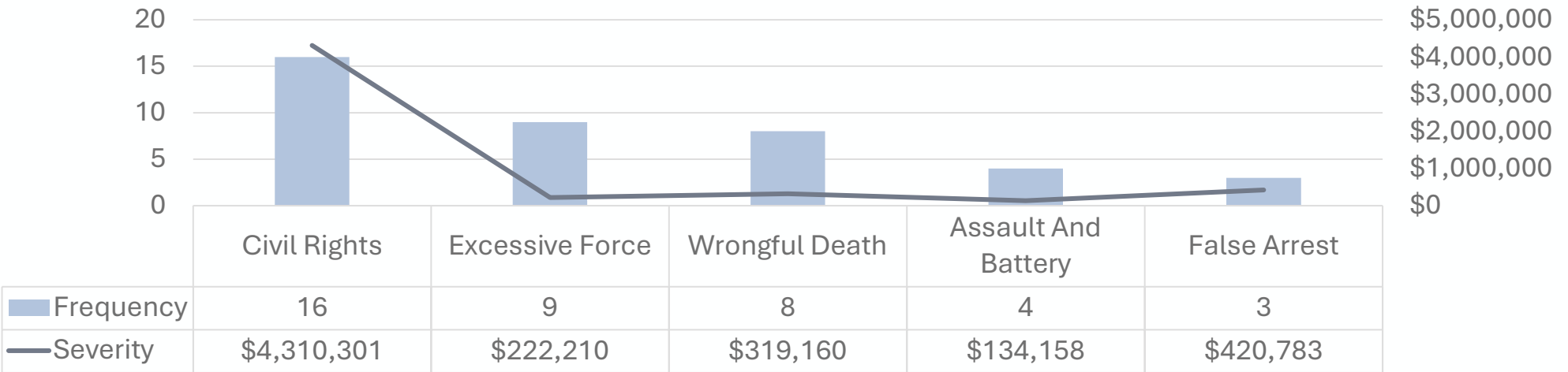
Bodily Injury Claims by Fiscal Year



Police Liability Claims by Fiscal Year



Top 5 Cause of Police Liability Claims Fiscal Year 2020-2025



Top 10 Liability Claims Fiscal Year 2020-2025

Claim Number	Department	Description	Incurred
4A2209FZKFG-0001	Street	Trauma and injuries as result of vehicle accident	\$4,175,000
4A22104GTP-0001	Police	Illness as a result of arrest	\$3,742,476
40210157069-0001	Water	Class action suit for pinhole leaks causing water and mold damage	\$3,400,000
4A2211NSW2P-0001	Police	Workplace harassment, discrimination, and wrongful termination	\$1,100,000
4A2203FTVY5-0001	Police	Workplace harassment and discrimination	\$610,000
402104A9F7G-0001	Police	Fatality from beanbag shooting	\$556,412
4A221128375-0001	Fire	Workplace harassment, discrimination, and wrongful termination	\$415,680
4A21063344F-0001	Police	Emotional distress when children were removed from home after a report of child abuse	\$397,150
4A23123L7CN-0001	Police	Workplace harassment and discrimination	\$352,200
4A24128RPJ3-0001	Police	Fatality following traffic stop and pursuit	\$350,000



Frequency and Severity of General Liability Claims by Member Fiscal Year 2020-2025

Member	Frequency	Severity	Average
City of Anderson	19	\$134,480	\$7,078
City of Auburn	55	\$586,930	\$10,671
City of Colusa	22	\$405,993	\$18,454
City of Corning	20	\$387,576	\$19,379
City of Dixon	42	\$524,606	\$12,491
City of Folsom	583	\$8,578,885	\$14,715
City of Galt	80	\$4,775,466	\$59,693
City of Gridley	13	\$623,988	\$47,999
City of Lone	9	\$224,376	\$24,931
City of Jackson	12	\$516,371	\$43,031



Frequency and Severity of General Liability Claims by Member Fiscal Year 2020-2025

Member	Frequency	Severity	Average
City of Lincoln	125	\$1,268,970	\$10,152
City of Marysville	103	\$1,126,413	\$10,936
City of Oroville	22	\$5,008,800	\$227,673
City of Red Bluff	65	\$317,798	\$4,889
City of Rio Vista	30	\$225,832	\$7,528
City of Rocklin	107	\$1,444,308	\$13,498
City of Willows	13	\$367,711	\$28,285
City of Yuba City	110	\$2,071,098	\$18,828
Town of Paradise	35	\$231,934	\$6,627



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Your Sedgwick team



**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
October 16, 2025**

Agenda Item F.2.

SEDGWICK RISK CONTROL SERVICES UPDATE

INFORMATION ITEM

ISSUE: Shane Baird will present an update on the risk control services Sedgwick has provided to NCCSIF members from July 01, 2025, through September 30, 2025. A member services report is included for review and discussion.

Focused Risk Assessments

This program year new NCCSIF scorecards were updated to replace the “green” risk management best practices with other risk management best practices that apply to the member. All NCCSIF members (22) scorecards were updated as well as the self-reporting tool on July 01, 2025. The tool’s purpose is to allow each member to complete the self-reporting tool “on their own time” as opposed to blocking out several days out of the year to meet in person to accomplish the scorecard update. A deadline of December 31, 2025, was given to each member to return to NCCSIF Risk Control Manager for the purpose of updating each members scorecard. Currently all members have received the updated self-report tool, but none of the scorecards have been returned.

Focused Risk Assessment Follow-up

Sedgwick has provided members with draft resolutions, policies, and programs related to their Focused Risk Assessment examples include:

Special Events Risk Management
Return to Work Program
Vehicle Use Program
Sidewalk Liability Program
Volunteer Risk Management

Urban Forest & Wildfire Best Practices
Injury and Illness Prevention Program
Ergonomics Program
ADA Compliance & Transition Plans
Risk Management Resolution & Policy

Training:

Regional Playground training & Inspections (x2), Temporary Traffic Control & Flagging, Safety Committee Meetings, and Participation in Safe Lifting at a Members Health and Safety Fair.

Policy Development and/or Review:

Injury and Illness Prevention Program (IIPP), Aerosol Transmissible Diseases, Hearing Conservation, Respiratory Protection, and Hazardous Communication



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
October 16, 2025**

Agenda Item F.2. *continued*

Physical inspections

Members have requested physical Inspections city wide and some with just one or two specific locations. Some common inspection request has been Aquatic Centers, Wastewater Plants, Water Plants, Corporate Yards, City Halls, and Playgrounds.

Ergonomic Evaluations

Members have continued to request office ergonomic evaluations for their staff. These evaluations have been conducted both virtually and in person. To request an ergonomic evaluation please use the ergonomic evaluation form and send Shane Baird to set up.

Phone Email Consultations

Members have requested information or guidance regarding the following topics: Confined Spaces and the requirements, American with Disability Acts Program, First Aid Kits and Eyewash Compliance.

FISCAL IMPACT: None.

RECOMMENDATION: None. This is provided as information only.

ATTACHMENTS:

1. Safety Award Program Overview and Application Form
2. Sedgwick Risk Control Brochure
3. Ergonomic Evaluation Request Form



Cash for SAFETY CULTURE

Change Happens One Idea At A Time

SAFETY AWARD PROGRAM OVERVIEW

The NCCSIF Risk Management Committee has approved a “Cash for Safety Culture” Award Program for the 2025-2026 program year. This program is designed to recognize and reward members for promoting a positive safety culture within their organization. We encourage you to identify ways where the program can specifically help your city promote a positive safety culture and reduce losses.

AWARDS CRITERIA

Members will be recognized for:

- Implementing proactive/innovative safety solutions that impact employee safety
- Implementing proactive/innovative safety solutions that reduce liability exposures

Prize Awards

- Safety Culture Champion - \$5,000
- Safety Culture Advocate - \$4,000
- Safety Culture Leader - \$3,000
- Safety Culture Supporter - \$2,000
- Safety Culture Supporter - \$2,000
- Safety Culture Partner - Honorable Mention Certificate

MARKETING

Marketing materials and reminders will be sent throughout the year to help promote participation. Consider promoting the program during staff and department head meetings, emailing the Application Form to employees, or posting the Application Form in employee break rooms.



Safety Award Program Overview

SUBMISSIONS

Members must submit an application form and supporting documentation where applicable to be eligible. Tell us what your city has done to improve safety and its effects on your employees or the citizens you serve. Encourage your management team and employees to develop an idea and solution that can have a positive impact on your agency's safety program.

Email all submissions to Shane Baird at shane.baird@sedgwick.com. Remember to retain a copy for your records. Once your submission is received, a confirmation email will be sent to the member. Feel free to contact Shane with any questions at 661.619.3520.

Each member can submit as many submissions as they choose, but only one submission can be submitted into the "Cash for Safety Award" program before the deadline of April 03, 2026.

The Risk Management Committee (RMC) will review all submissions and select the winners during the April RMC meeting. The RMC reserves the right to withhold, or reduce, a monetary award if the submission does not meet the awards criteria. In such instances, the member will receive an Honorable Mention certificate.

RECOGNITION

The members who submit the top five entries will be invited to share their submissions at the Annual NCCSIF Board Meeting and all submissions will be posted on the NCCSIF website.

AWARD DISTRIBUTION

Members may receive their award in the following ways:

- Cash award to the Member
- Off-set future NCCSIF premiums

If desired by the member, NCCSIF Staff will come to the member to present the awards during staff meetings and/or board meetings.



Cash SAFETY for CULTURE

SAFETY AWARD PROGRAM APPLICATION

Do you have an idea about how to keep you and your fellow employees safe at work? Have you developed a program, policy, or system to help reduce losses or exposures?

If so, the NCCSIF Risk Management Committee would like to hear about your ideas and solutions. The *Cash for Culture* Safety Award Program was established by the NCCSIF Risk Management Committee to promote a positive safety culture by recognizing and rewarding members who take an active role in their safety program.

Members may be rewarded for implementing proactive/innovative safety solutions that impact workplace safety.

Safety Culture Champion - \$5,000
Safety Culture Advocate - \$4,000
Safety Culture Leader - \$3,000
Safety Culture Supporter - \$2,000
Safety Culture Supporter - \$2,000
Safety Culture Partner - Honorable Mention Certificate

Submit your ideas and solutions by completing the attached form and email to Shane Baird at shane.baird@sedgwick.com. You are encouraged to submit your ideas as they arise. Use a separate Application Form for each submission. You may submit multiple entries, but there only one submission can be submitted to the NCCSF Risk Management Committee. There is only one monetary award per member.

All submissions must be received by **April 3, 2026** in order to be eligible.

Retain a copy of all documents for your records. Once we receive your submission, a confirmation email will be sent.

All entries will be voted on by the NCCSIF Risk Management Committee during their April meeting.

**CashSAFETY
for CULTURE**
Safety Award Program Application

City:

Name of person submitting:

Title:

Phone:

Email:

Describe the hazard or problem:

Provide details about your idea and solutions:

Describe the results:

Attach additional details and supporting documentation if needed.



Safety and Risk Control Services

Member service offerings

Sedgwick is a service partner to Northern California Cities Self Insurance Fund (NCCSIF). We strive to deliver easy-to-use resources to take your safety and risk control culture to the next level. With a focus on why safety and risk control matters, everything we provide is aimed to help inspire and motivate managers, supervisors, and employees to make a difference by being safe and productive. Risk control staff is available to provide services on-site and virtually to the membership based on a defined list of services and service day allowance allocated to each member.

Contact for services and questions

Shane Baird, CSP, CHST | Sr. Consultant
Risk Control Services
Sacramento, CA
CELL 661.619.3520 (TEXTING OK)
EMAIL shane.baird@sedgwick.com

Service request guidelines

Guidelines for the use of risk control services on-site and virtual are included at the end of this document.

Members will receive a minimum of three (3) risk control service days during the program year that may be delivered on-site or virtually. Services may be mixed and matched within the service guidelines to fit member's individual needs. Each member may select from the services listed in the table below or discuss other services with the risk control manager.

Service Offerings	Day/Time Allotment Details	Descriptions of Service Offerings for Planning Purposes
Biennial Risk Assessments and Action Plans	1 to 2-days of on-site time; some services can be provided virtually	Conduct a focused biennial risk assessment for each member, including discussion of member's specific needs, action plan development, and review of the available risk control resources. Services also include on-site inspections, interviews with staff, and report writing, as well as maintenance and updates to the member's progress and scorecard throughout the year.



Service Offerings	Day/Time Allotment Details	Descriptions of Service Offerings for Planning Purposes
On-Site Training	1 hour training sessions up to all day training sessions. Can be provided on-site or virtually	On-site training is available to members on a variety of workers' compensation, liability, and EPL exposures. Training topics include, but are not limited to, Cal/OSHA program requirements, hazard inspections, accident investigation, forklift certification, driver training, sexual harassment, CPR certification, various workplace safety topics, and more.
Policy/Program Development	Can be provided on-site or virtually	Risk Control staff will provide guidance in the customization of policy templates or the revision of existing written safety program documents to meet the agency's needs.
Driving Safety: Making Better Driving Decisions and Reducing Complacency Training	Can be provided virtually or in person	This training will include a focus on loss cause drivers for the pool, as well as good defensive driving techniques. This program includes discussion, lecture, and video formats and is designed for drivers. This is a 2-hour training session and can be provided in-person or virtually.
Temporary Traffic Control & Flagging Training	Training session available 3-4 hour/ training Can be provided in morning or afternoon	This training is required to all employees who engage in any form of traffic control of flagging operations. The training is based on the latest version of the CA Manual on Uniform Traffic Control Devices (CA MUTCD).
On-Site Inspections	Depending on the site or facility will depend on the duration. Typically, a few hours and done in person	On-Site inspections of facilities or corporate yards will focus on offices, storage rooms, bathrooms, building exteriors, kitchen/break rooms, interior work areas, machine shops equipment storage material storage, chemical storage etc.
Sidewalk Maintenance Program and Awareness Training Resources	Consultative assistance to review and update policies and programs	Sidewalk Inspection and Maintenance Program and best practices Sidewalk Liability RM Best Practices Sidewalk Inspection and Maintenance Vendor: Precision Concrete Cutting Joseph Ortega jortega@dontgrind.com



Our risk control staff has extensive experience assisting clients with safety program development and implementation. We also have a team of credentialed safety professionals who can provide onsite and remote risk control services and employee safety training on a variety of subjects. Below is a sample list of what Sedgwick can provide.

Program development and implementation

- Aerosol Transmissible Diseases (ATD)
- Bloodborne Pathogens
- Confined Space
- Driver Safety & Vehicle Use
- Electrical Safety Program
- Emergency Action Plan
- Ergonomics
- Fall Protection Program
- Fire Prevention Plan
- Hazard Communication
- Hearing Conservation
- Heat Illness Prevention
- Injury & Illness Prevention Program (IIPP)
- Lockout/Tagout
- Personal Protective Equipment Policy
- Respiratory Protection
- Sidewalk Inspection and Maintenance
- Workplace Violence
- Wildfire Mitigation

Safety training services

- Aerosol Transmissible Diseases (ATD)
- Bloodborne Pathogens
- Confined Space Awareness
- Defensive Driver
- Electrical Safety – Low Voltage
- Emergency Action Preparedness
- Ergonomics (Office & Industrial)
- Fall Protection
- Forklift Certification & Train-the-Trainer
- Hazard Communication
- Hearing conservation
- Heat Illness Prevention
- Injury & Illness Prevention Program
- Ladder Safety
- Lockout/Tagout
- Mobile Elevated Work Platforms
- Playground Inspection & Maintenance
- Personal Protective Equipment
- Respiratory Protection
- Sidewalk Liability
- Temporary Traffic Control & Flagging
- Trailer Safety
- Wildfire Smoke
- Workplace Violence

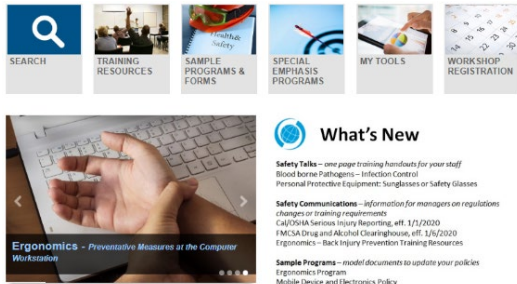
Additional onsite services

- Hazard Inspections
- Ergonomic Evaluations (Office & Industrial)
- Playground inspections by Certified Playground Safety Inspectors
- Safety Committee Development

IMPORTANT NOTE: NCCSIF 2023/24 program year ends June 30, 2024. You must reach the Risk Manager to schedule services *no later than May 1, 2024*, to ensure delivery before the end of the program year.

Risk control website resources

Members have 24/7 access to the Sedgwick Risk Control website at: riskcontrol.sedgwick.com



Regulatory updates and training publications – Over 300 publications have been developed to assist members with Cal/OSHA compliance and liability best practices.

On-Line Streaming Safety Videos – Over 400 safety training titles available on-demand. This service has allowed members to deliver brief safety trainings or tailgate sessions.

Sample Programs, forms, and checklists – Sample programs available for members to use; many of the programs include a development guide. In addition, there are several forms and checklists available.

Webinars – Sedgwick’s Risk Control team regularly develops pertinent safety webinars. Members are invited to attend live sessions or can view recorded webinars.

Additional Services

Resource	Description	Contact/Links
Cal/OSHA Basic Information	Basic OSHA information including electronic reporting requirements and information on the Injury Tracking Application (ITA) an online portal OSHA requires CA employers use to report injury and illness data	Cal/OSHA Report Accident or Injury Cal/OSHA Log 300 Reporting Injury Reporting Site
Lexipol	Public safety policies, training, grant assistance, news, and analysis	Lexipol Site
PRISM Risk Control Resources	<ul style="list-style-type: none"> List of risk control services and programs Risk Control services specifically for peace officers 	PRISM Risk Control Menu of Services & Partner Programs PRISM Risk Control Services for Peace Officers
Cyber Risk Management Resources Beazley Breach Solutions Risk Management Portal (APIP Members only)	www.beazleybreachsolutions.com Please reach out to Jenna Wirkner (Jenna.Wirkner@alliant.com) (to get connected to the site. At a minimum, we will need the person's name, the name of their corresponding organization, and their work-issued email addresses (personal email addresses won't work).	The Portal contains a lot of useful cyber risk management information, including best practices, training, response plans, tabletop exercises, and what to do before, during and after a cyber-attack.
Sewer Risk Management	DKF Solutions Group, LLC David Patzer Office: 707.373.9709 Email: dpatzer@dkfsolutions.com Website: http://www.dkfsolutions.com	Free sewer risk management resources for NCC members and residents https://www.besewersmart.com
Sidewalk Repair Services	Precision Concrete Cutting www.dontgrind.com Katrina Lynch (916) 847-7346 Klynch@dontgrind.com Joseph Ortega jortega@DontGrind.com	<i>Master contract with NCCSIF – no need for your own</i>

Member Services

User Guidelines

NCCSIF Risk Control services include a variety of services such as, training, inspections, assessments, and program development efforts. Each member has a designated number of days of service for the current program year. Members are encouraged to use their designated allowance within the program year.

The list of service options is provided for the program year. The time required to deliver each service option is available for planning purposes. Members may combine service offerings, as needed, to fill a service day. Many of the services can be provided on-site or virtually. Members are encouraged to use their allotted service days in two consecutive day increments when selecting on-site services.

Service day

Service days are normally delivered Monday through Friday, 8:00 a.m. to 5:00 p.m. Requests for Saturday service are considered on a case-by-case basis when staff and equipment are available.

On-Site Services

On-site services and training sessions are delivered in full-day increments. Half-Day trainings can be completed in one working day in a morning and afternoon session to utilize a single service day.

Virtual Services

Training sessions delivered virtually can be provided in half-day increments. Virtual training will be recorded and made available to the members.

Service & Scheduling Requests

All service requests are made through the Risk Control Manager. All efforts will be made to accommodate requests based on staff availability.

Members may contact the Risk Control Manager throughout the year to schedule services or may set their desired training timeframe at the beginning of the program year. NCCSIF will send out periodic reminders to members and their risk control contacts to remind them to schedule services.



Northern California Cities Self Insurance Fund

*c/o Alliant Insurance Services, Inc.
Corporate Insurance License No. 0C36861*



ERGONOMIC EVALUATION REQUEST FORM

Northern California Cities Self- Insurance Fund (NCCSIF) is pleased to offer ergonomic evaluation services. Sedgwick is the risk control service partner to NCCSIF and conduct the evaluation. If you have any questions, please reach out to Shane Baird: shane.baird@sedgwick.com.

Member Entity Name: _____ **Today's Date:** _____

Your Name: _____ **Phone:** _____

Your Email Address: _____

Employee Contact Information

*Please include pictures of your workstation.

Employee Name: _____ **Job Title:** _____

Email Address: _____ **Phone Number:** _____

Employee Work Site Address: _____

Employee Work Hours: _____

Date Ergo Evaluation Needed by: _____

Please provide a reason for the ergonomic evaluation request: (explain employee symptoms or workstation issues).

(If additional room is needed, please attach separate sheet.)

Please e-mail the completed form to: Shane Baird shane.baird@sedgwick.com or (661) 619-3520

NCCSIF Program Administrators:

Marcus Beverly Marcus.Beverly@alliant.com or Jenna Wirkner Jenna.Wirkner@alliant.com



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
October 16, 2025**

Agenda Item F.3.

FY 25/26 RISK CONTROL SERVICE PLAN

INFORMATION ITEM

ISSUE: Shane Baird, Sr. Consultant, Risk Control Services, will provide an overview of the services available to members and solicit feedback for training topics, risk management support, or other focus of risk control efforts for the 2025/2026 Program Year.

The contract for Risk Control Services provides the following scope of services, with each member able to customize the plan to their needs. Certain areas may be a focus for all members based on loss experience, evolving risks, or the need to establish baseline standards and goals.

Member Services

Provide the equivalent of three days (provided in half day and/or full day increments) of risk control services to each member, Risk control services may include assisting with best practice recommendations identified in the risk management assessments. In addition, the following services include:

- Onsite or virtual trainings to meet the Cal/OSHA requirements and identified gaps.
- Participate in safety committee meetings
- Provide sample written programs/policies and assist with development and implementation.
- Facility inspections that focus on Cal/OSHA compliance and other hazards
- Provide cause and analysis
- Other consulting services as needed

Members may request a risk management orientation for Managers and Supervisors. This orientation is designed to provide your management team with an understanding of risk management best practices and services that are available as an NCCSIF member. The training is jointly presented by the NCCSIF Program Administrator, Sedgwick Account Manager (TPA) and Sedgwick Risk Control Account Manager. This service will not count toward the number of allocated service days.

Workers Compensation Claims Loss Analysis

Conduct in-depth claims loss analysis of the previous 5-year experience focusing on severity and frequency trends. Using a systematic approach to analyze loss data, the NCCSIF Risk



**Northern California Cities Self Insurance Fund
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October 16, 2025**

Agenda Item F.3. *continued*

Control Manager will identify the loss drivers and recommend targeted services to pool members.

Focused Risk Assessments

Conduct biennial risk management program assessment for each member including discussion on member's specific needs, development of action plans, and review of the available risk control resources. Services include on-site inspections, interviews with staff, and report writing. Maintain and update the member's progress and program scorecard throughout the year.

Safety Communication/Resource Development

Timely safety topic alerts and information will be provided to NCCSIF members on a regular basis. In addition, Sedgwick Risk Control continues to build documents and tools for members to conduct a self-assessment on liability and employee safety exposures.

Training Coordination

Coordination of member training services and provision of regional trainings (training may be virtual or in person events). Trainings recently completed or planned for the program year include the following:

- Workplace Violence Prevention July 2025
- Managing Sidewalk Liability – August 2025
- Motivate and Lead – October 2025
- Risk Management 101 – November 2025
- Insurance Requirements in Contracts (IRIC) – January 2026
- Playground Inspections – March 2026
- Heat Illness Prevention – April 2026
- Aquatic Facility Operator Course – May 2026
- More as they surface

Ergonomic Evaluations

Provide office ergonomic evaluations upon request, conducted in person or virtually.

EAP and Management Training

Staff is working with ACI Specialty Benefits, 34th Street Consulting and others to deliver virtual training events on topics addressing management, communication, stress, wellness, diversity, equity, inclusion, ethics, and harassment. ACI Specialty Benefits sessions will be recorded and posted on the NCCSIF website.



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
October 16, 2025**

Agenda Item F.3. *continued*

Additional Services and Resources

- Unlimited phone and email consultation with the NCCSIF Risk Control Manager
- Coordination support for members to request grants from the NCCSIF Cash for Safety Culture Risk Management Fund
- Access to the resources on the Sedgwick Risk Control website: <https://poolingguide.com/>
 - ***On-line Streaming Videos*** - Members have access to over 400 on-line streaming videos to help comply with OSHA and other regulatory training requirements. Sedgwick-produced videos are also developed on key safety topics.
 - ***Safety Publications*** - Sedgwick Risk Control has developed customized safety publications that provide guidance on Cal/OSHA regulatory requirements and industry Best Practices. The publications are written in an interesting and informative manner, nicely designed, and ready for distribution.
 - ***Sample Programs, Forms, and Checklists*** - Up to date sample safety programs, forms, and checklists are available in a streamlined, yet comprehensive manner. These documents are in Word or Excel format so that they can be easily customized by each member.

FISCAL IMPACT: None expected from this item.

RECOMMENDATION: Information Only – review and provide feedback and direction.

ATTACHMENTS: None



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
October 16, 2025**

Agenda Item F.4.

**STRATEGIC PLANNING FOLLOW-UP
RISK MANAGEMENT RESERVE FUNDING**

ACTION ITEM

ISSUE: The Committee is asked to review and recommend incentives or formulas for funding annual risk management activities related to NCC's best practices.

Option 1: Increase the annual funding by a fixed percentage each year and put the difference into each member's Risk Management Reserve Fund to use for projects *during the upcoming fiscal year*. Attached is a sample using 5% of each program's self-insured funding, with a suggestion regarding capping the maximum funding or raising the minimum amount (perhaps a range of \$10,000 to \$100,000)

Option 2: Divert a percentage of each member's annual dividend (or increase their assessment) by a fixed percentage or amount to fund their risk management reserve fund. Attached is a sample based on the most recent dividends and assessments, using 50% of the net total for the reserve fund, \$10,000 minimum funding, and suggestion to cap those over \$100,000.

Option 3: Base each member's annual risk management reserve funding on their history of contributions and usage, with a minimum amount of funding *and usage* each year. This could be based on the same or similar percentage used for the above options. Those with balances above the year's funding would not have to add more unless they had not spent their minimum amount the previous year. See attached Risk Management Reserve Current Usage Report as of June 30, 2025, for review.

Option 4: Consider some combination of above or other means of *regularly incorporating funding and implementation* of member risk management initiatives.

RECOMMENDATION: Review and discuss pros and cons of each approach as well as each member's history of use to make a recommendation to the Board or provide further direction.

FISCAL IMPACT: To be determined – will impact annual funding if implemented.

BACKGROUND: Members have identified incentives for funding of implementing risk management best practices as one of the goals arising from the 2024 strategic planning session.

ATTACHMENT(S):

1. Option 1: Annual Funding Percentage
2. Option 2: Annual Dividend or Assessment Percentage
3. Option 3: Annual Review of RM Reserve Usage
4. Risk Control Activity By Member FY24/25

OPTION 1 INCREASE ANNUAL FUNDING BY 5%

	Liability Program		Workers' Compensation Program		Total
Member	Total Banking & Shared Funding	5% Increase	Total Banking & Shared Funding	5% Increase	Total Both Programs
Rate/Amount	\$9,652,000	\$482,600	\$12,628,000	\$631,400	\$1,114,000
Anderson	\$271,912	\$13,596	\$292,897	\$14,645	\$28,240
Auburn	\$339,377	\$16,969	\$420,619	\$21,031	\$38,000
Colusa	\$159,496	\$7,975	\$106,727	\$5,336	\$13,311
Corning	\$180,161	\$9,008	\$190,131	\$9,507	\$18,515
Dixon	\$527,118	\$26,356	\$620,031	\$31,002	\$57,357
Elk Grove			\$1,940,745	\$97,037	\$97,037
Folsom	\$2,462,669	\$123,133	\$2,268,772	\$113,439	\$236,572 Cap?
Galt	\$520,925	\$26,046	\$422,585	\$21,129	\$47,176
Gridley	\$257,982	\$12,899	\$210,608	\$10,530	\$23,429
Ione	\$118,053	\$5,903	\$57,854	\$2,893	\$8,795 Raise?
Jackson	\$176,430	\$8,821	\$83,974	\$4,199	\$13,020
Lincoln	\$935,945	\$46,797	\$594,378	\$29,719	\$76,516
Marysville	\$327,758	\$16,388	\$279,108	\$13,955	\$30,343
Nevada City			\$157,800	\$7,890	\$7,890 Raise?
Oroville	\$403,024	\$20,151	\$345,820	\$17,291	\$37,442
Paradise	\$251,489	\$12,574	\$206,453	\$10,323	\$22,897
Placerville			\$380,153	\$19,008	\$19,008
Red Bluff	\$364,422	\$18,221	\$704,503	\$35,225	\$53,446
Rio Vista	\$212,204	\$10,610	\$166,159	\$8,308	\$18,918
Rocklin	\$983,573	\$49,179	\$1,871,185	\$93,559	\$142,738 Cap?
Willows	\$96,501	\$4,825	\$39,753	\$1,988	\$6,813 Raise?
Yuba City	\$1,062,961	\$53,148	\$1,267,745	\$63,387	\$116,535 Cap?
Total:	\$9,652,000	\$482,600	\$12,628,000	\$631,400	\$1,114,000

OPTION 2 DIVIDEND PERCENTAGE FUNDING

Member Entity	Work Comp Funding 80% CL			
	DIVIDEND		Assessment	
	Banking Layer	Shared Layer	Banking Layer	Shared Layer
Anderson		\$12,952	\$12,927	
Auburn		\$20,488	\$17,572	
Colusa	\$31,500	\$7,180		
Corning		\$9,517	\$14,872	
Dixon	\$137,920	\$28,407		
Elk Grove	\$20,064	\$65,355		
Folsom	\$224,825	\$114,658		
Galt	\$186,136	\$30,687		
Gridley	\$152,594	\$12,047		
Ione	\$14,893	\$4,484		
Jackson	\$26,352	\$6,964		
Lincoln		\$35,734	\$10,811	
Marysville	\$3,191	\$11,980		
Nevada City	\$11,757	\$7,909		
Oroville	\$75,479	\$24,422		
Paradise	\$162,923	\$18,974		
Placerville		\$18,548	\$51,111	
Red Bluff		\$23,944	\$25,010	
Rio Vista	\$54,805	\$9,865		
Rocklin	\$65,114	\$56,285		
Willows	\$40,268	\$7,009		
Yuba City	\$235,549	\$74,344		
Total:	\$1,443,370	\$601,750	\$132,303	\$0

Member Entity	Liability Funding 80% CL \$750,000 SIR			
	DIVIDEND		Assessment	
	Banking Layer	Shared Layer *	Banking Layer	Shared Layer
			\$7,415	
	\$52,016			
			\$10,000	
	\$7,471			
			\$37,457	
	\$17,826			
			\$10,935	
			\$10,000	
			\$10,000	
			\$16,402	
	\$12,653			
	\$30,116			
			\$10,000	
	\$40,992			
	\$19,206			
	\$10,675			
	\$57,937			
			\$10,000	
	\$105,276			
	\$354,168	\$0	\$122,209	\$0

* \$913577.09 paid from GL Shared Layer

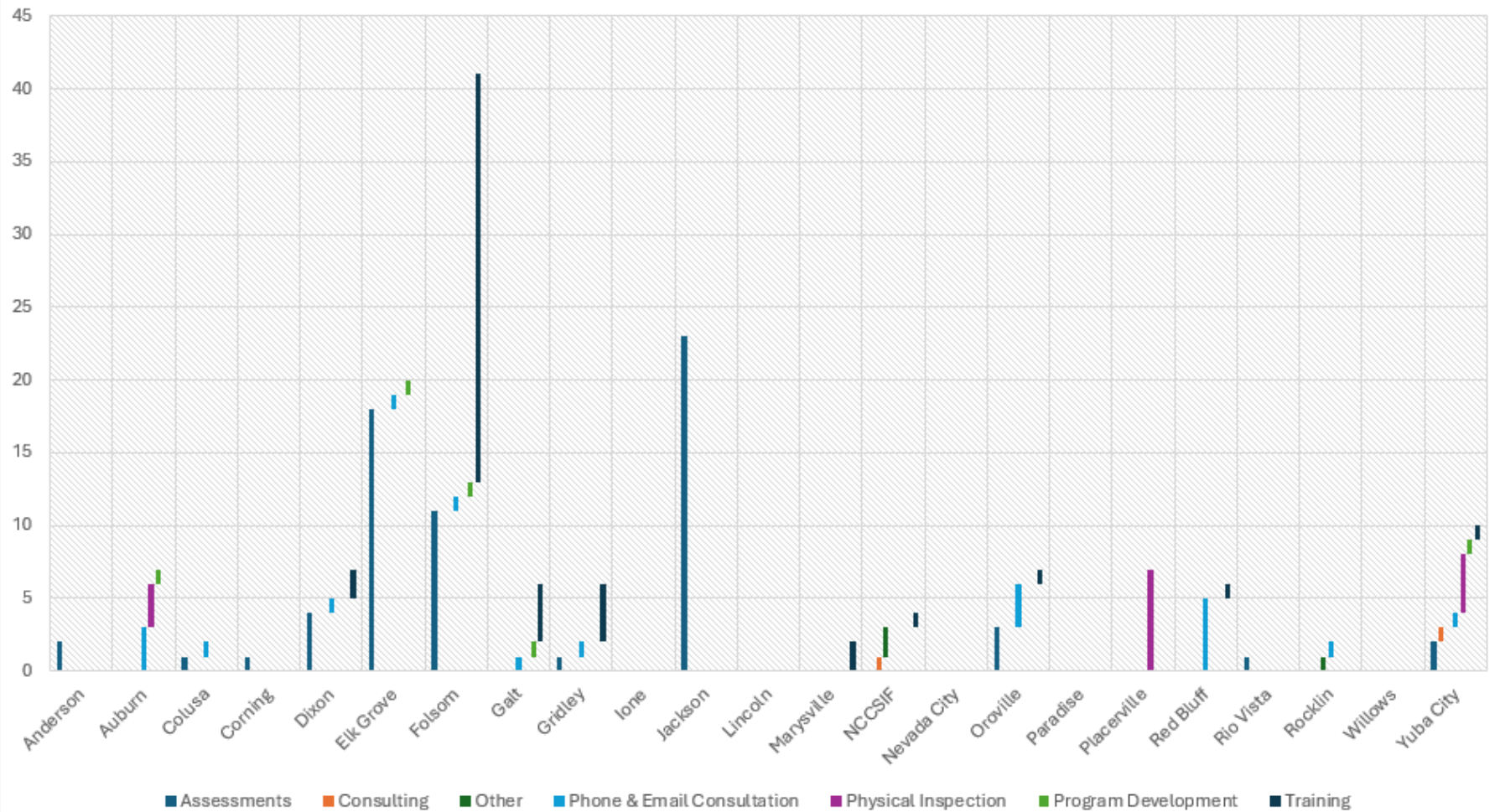
Net Dividends and Assessments	Suggested RM Reserve 50%	
(\$7,390)	\$ 10,000	min
\$54,932	\$ 27,466	
\$28,680	\$ 14,340	
\$2,116	\$ 10,000	min
\$128,870	\$ 64,435	
\$85,419	\$ 42,710	
\$328,548	\$ 164,274	cap
\$206,823	\$ 103,411	cap
\$154,641	\$ 77,321	
\$2,975	\$ 10,000	min
\$16,914	\$ 8,457	
\$37,576	\$ 18,788	
\$45,287	\$ 22,644	
\$19,666	\$ 9,833	
\$89,901	\$ 44,950	
\$222,889	\$ 111,445	cap
(\$32,563)	\$ 10,000	min
\$18,140	\$ 9,070	
\$75,345	\$ 37,672	
\$179,336	\$ 89,668	
\$37,277	\$ 18,638	
\$415,169	\$ 207,585	cap
\$2,110,548	\$ 1,112,705	

**Northern California Cities Self Insurance Fund
Risk Management Reserves Current Usage Report
As of June 30, 2025**

Designee	Risk Management Reserve			07/01/2024 Through	
	6/30/2024			6/30/2025	6/30/2025
	Balance Forward	Election FY23/24	Refund Allocation	Current Year Spent	Remaining
Designated Funds					
Anderson Designations	28,275.00	0.00	6,026.00	0.00	34,301.00
Auburn Designations	28,770.00	0.00	0.00	0.00	28,770.00
Colusa Designations	24,825.00	0.00	69,290.00	0.00	94,115.00
<u>Corning Designations</u>	<u>4,000.00</u>	0.00	0.00	103.41	3,896.59
Dixon Designations	45,501.66	0.00	0.00	0.00	45,501.66
<u>Elk Grove Designations</u>	<u>4,000.00</u>	0.00	0.00	0.00	4,000.00
Folsom Designations	102,170.63	0.00	1,080,255.00	0.00	1,182,425.63
Galt Designations	41,931.00	0.00	20,000.00	0.00	61,931.00
Gridley Designations	35,140.00	0.00	37,184.00	10,949.95	61,374.05
Ione Designations	7,340.00	0.00	8,000.00	0.00	15,340.00
Jackson Designations	12,617.00	0.00	0.00	0.00	12,617.00
Lincoln Designations	12,788.31	0.00	0.00	0.00	12,788.31
Marysville Designations	68,465.00	0.00	0.00	10,250.00	58,215.00
Nevada City Designations	6,453.00	0.00	0.00	3,900.16	2,552.84
Oroville Designations	5,439.50	0.00	0.00	0.00	5,439.50
<u>Paradise Designations</u>	<u>4,000.00</u>	0.00	0.00	0.00	4,000.00
Placerville Designations	13,048.00	0.00	0.00	0.00	13,048.00
<u>Red Bluff Designations</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
<u>Rio Vista Designations</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Rocklin Designations	147,857.20	0.00	361,866.00	14,830.00	494,893.20
Willows Designations	58,175.00	0.00	0.00	3,495.00	54,680.00
<u>Yuba City Designations</u>	<u>4,000.00</u>	0.00	0.00	0.00	4,000.00
Total Designated Funds	654,796.30	0.00	1,582,621.00	43,528.52	2,193,888.78

Note: The Refund Allocations are based upon refunds for year ending 6/30/24.

NCCSIF Activity by Member FY24/25





BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
October 16, 2025**

Agenda Item F.5.

CASH FOR SAFETY AWARDS RECOGNITION 24/25

INFORMATION ONLY

ISSUE: The Program Administrators received nominations for the “Cash For Safety Culture” program awards which were voted on and approved by the Board of Directors at the June meeting.

Cash prizes were awarded for the “Most Outstanding” submission (\$5,000), an “Outstanding” submission (\$3,000) and a “Good” submission (\$2,000).

- City of Yuba City, Most Outstanding
- City of Placerville, Outstanding
- City of Folsom, Good

Honorable Mentions:

- City of Anderson
- City of Corning
- City of Dixon
- City of Elk Grove
- City of Galt
- City of Gridley
- City of Ione

FISCAL IMPACT: None expected from this item.

RECOMMENDATION: None - information only.

BACKGROUND: The program is designed to recognize and reward members for promoting a positive safety culture within their organization. Members are encouraged to identify risks within their organizations, develop an idea or solution to reduce the risk, and describe the results. The award criteria will be based on proactive/innovative safety solutions that were implemented by the member and improved employee safety or reduced risk exposures.

ATTACHMENT(S): None.



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
October 16, 2025**

Agenda Item F.6.

POLICE RISK MANAGEMENT COMMITTEE UPDATE

INFORMATION ITEM

ISSUE: Alliant will present an update on the activities of the Police Risk Management Committee (PRMC). PRMC meetings are held quarterly with most of them being in-person at the Events Center in Rocklin.

November 14, 2024 – Performa Labs

Performa Labs provided an overview and demo to the PRMC. Performa Labs is a mobile training app for law enforcement that pairs science with real world scenarios to improve memory and real-time decision making which enhances officer and public safety.

February 6, 2025 – Derick Konz and Bill Bittner of Angelo, Kilday, and Kilduff presented a legal update on the many new California laws affecting police agencies.

May 8, 2025 – Both Jeremy Sloan from Lexipol and Jason Lewis from The Briefing Room addressed the Committee to discuss their companies and technology created for police officers. Jeremy Sloan discussed LEXIPOL Performance Reporting (formerly known as LEFTA). LEFTA provides field training and performance reporting software.

The Briefing Room technology is comprised of short videos intended to be watched at role call and followed by discussion utilizing the key points worksheets provided by the company.

August 6, 2025 – Rollbot presentation and demonstration.

The Rollbot is a high-tech grappling simulation partner designed for law enforcement. It allows agencies to train on arrest and control techniques in a safe manner reducing injury to personnel.

Chief Vigil from the Antioch Police Department spoke to the group. The Chief discussed the challenges he faced helping the City of Antioch recover from a police corruption scandal.

FISCAL IMPACT: None expected from this item.

RECOMMENDATION: None - information only.

BACKGROUND: NCCSIF contracts with Sedgwick to provide Risk Control Services including the facilitation of the Police Risk Management Committee meetings.

ATTACHMENT(S):

1. Police Risk Management Grant Fund Usage Report
2. Police Risk Management Grant Fund Request Form

Grants Each Year - Doubled in FY 24/25



NCCSIF POLICE RISK MANAGEMENT GRANT FUNDS HISTORIC USAGE REPORT

		FY 14/15 \$50,000 Grant Camera Allocation	FY 15/16 \$50,000 Grant Fund Allocation	FY 23/24 \$50,000 Grant Fund Allocation	FY 24/25 \$100,000 Grant Fund Allocation	FY 25/26 \$100,000 Grant Fund Allocation	FY 21/22 Member Specific Police Fund	FY 22/23 Member Specific Police Fund	FY 23/24 Member Specific Police Fund	FY 24/25 Member Specific Police Fund	FY 25/26 Member Specific Police Fund	TOTAL GRANTS	YTD Reimbursements Made	REMAINING FUNDS 8/13/25	Reimbursement Notes/Plan Usage
1	Anderson	2	\$1,515	\$1,515	\$3,030	\$3,030					\$4,952	\$24,647		\$24,647	
2	Auburn	4	\$3,030	\$3,030	\$6,060	\$6,060						\$39,390	\$28,149	\$11,241	4/25/17 \$6,280.56 (12 VieVu LE4 mini body worn cameras) 9/8/17 \$3,029.18 (4 VieVu LE4mini & 1 multi-dock LE4) 2/5/19 \$2,810.26 portion of invoice (16 VieVu LE5 body worn cameras) 3/24/21 \$5,998.49 Body Cameras 9/29/22 VIEVU Bodyworn Camears 9/19/24 Lexopol Training Bulletin 8/8/25 Rollbot
3	Colusa	2	\$1,515	\$1,515	\$3,030	\$3,030		\$8,360				\$28,055	\$3,030	\$25,025	7/27/17 \$3,030 (concealable vests with load bearing carriers)
4	Corning	2	\$1,515	\$1,515	\$3,030	\$3,030				\$8,480		\$28,175	\$12,073	\$16,103	9/6/16 \$3,291.26 (4 VieVu LE4 body cameras) 2/15/19 \$2,301.12 firewall 1/14/25 Front door upgrades
5	Dixon	4	\$3,030	\$3,030	\$6,060	\$6,060	\$5,000					\$44,390	\$23,846	\$20,544	4/20/17 \$6,060 (30 Wolfcom Vision 1080p body camera with rotatable camera head and 32GB memory) 6/1/18 \$2,934.38 (3 Wolfcom Vision 1080p body camera + training cost for force options simulator) 3/6/20 \$2,631.63 (5 Wolfcom Body Camera + 1 docking port) 8/26/20 IA PRO Program 2/7/23 DeleteMe App - Removes officers personal information from the internet
6	Elk Grove*	4	\$3,030	\$3,030	\$6,060	\$6,060						\$39,390	\$27,210	\$12,180	1/11/18 \$9,090 (WatchGuard Vista HD body cameras) 3/20/19 \$3,030 (portion of Cordico Wellness Program) 11/4/19 \$3,030 (portion of 2019 BWC purchase/Vista HD) 5/6/22 \$6,060 (portion of Cordico Wellness Program) 10/17/23 \$6,000 My Steady Mind
7	Folsom	5	\$3,788	\$3,788	\$7,575	\$7,575	\$400,000					\$449,238	\$22,725	\$426,513	10/5/16 \$7,576 (8 VieVu LE4 body camera and 1 multi-dock network station) 12/16/20 \$15,150 Iapro software
8	Galt	4	\$3,030	\$3,030	\$6,060	\$6,060		\$65,000	\$60,000	\$80,000	\$80,000	\$324,390	\$230,589	\$93,801	1/25/18 Plan to use fund /BWC program under consideration 2/28/22 AXON Body Worn Cameras 2/13/24 Gym Equipment and Tactical Vests 12/17/24 Starchase and Glock Guns
9	Gridley	2	\$1,515	\$1,515	\$3,030	\$3,030				\$5,000	\$75,000	\$99,695	\$4,543	\$95,152	9/6/16 \$3,291.26 (4 VieVu LE4 body camerass) 3/28/18 \$1,252 (one VieVu LE5 camera and seven Public Safety Vests) 8/7/20 \$2,700.41 (load bearing vests and flashlights)
10	Ione	2	\$1,515	\$1,515	\$3,030	\$3,030		\$7,331		\$8,000		\$35,026	\$10,605	\$24,421	11/2/16 \$1,655.23 (2 VieVu LE4 body camera) 9/8/17 \$1,736.24 balance (2 VieVu LE4 body cameras and 2 LE4 Cradle) 5/21/18 \$1,234.14 (2 VieVu LE5 body camera and license for Veripatrol Software) 5/28/21 Lava Dog Fire and Police Supply (Riot helmets, batons, gas masks and filters) 3/7/22 LENSLOCK Cameras

		FY 14/15 \$50,000 Grant Camera Allocation	FY 15/16 \$50,000 Grant Fund Allocation	FY 23/24 \$50,000 Grant Fund Allocation	FY 24/25 \$100,000 Grant Fund Allocation	FY 25/26 \$100,000 Grant Fund Allocation	FY 21/22 Member Specific Police Fund	FY 22/23 Member Specific Police Fund	FY 23/24 Member Specific Police Fund	FY 24/25 Member Specific Police Fund	FY 25/26 Member Specific Police Fund	TOTAL GRANTS	YTD Reimbursements Made	REMAINING FUNDS 8/13/25	Reimbursement Notes/Plan Usage
11	Jackson	2	\$1,515	\$1,515	\$3,030	\$3,030						\$19,695	\$9,090	\$10,605	4/20/20 Jackson PD in process of acquiring new body cams. 1/7/2021 \$9,090 Vista HD Wearable Camera User Guide
12	Lincoln	4	\$3,030	\$3,030	\$6,060	\$6,060						\$39,390	\$27,271	\$12,120	10/5/16 \$6,060 (8 VieVu LE4 body cameras) 2/25/21 \$11,632 (14 Watchguard body worn cameras) 4/19/24 \$9,090 Body Worn Cameras
13	Marysville	3	\$2,273	\$2,273	\$4,545	\$4,545						\$29,543	\$20,453	\$9,090	8/18/17 \$4,919.87 (6 VieVu LE4 body cameras) 7/25/23 \$15,533 (Body Cameras)
14	Nevada City	2	\$1,515	\$1,515	\$3,030	\$3,030						\$19,695	\$7,575	\$12,120	2/6/18 \$4,545 (Body Camera Storage and Equipment cost for 2015-2017) 7/15/19 \$1,515 (Axon Body Camera Storage) 4/17/20 \$1,515.00 (Body Camera Storage Fees) 3/31/21 \$1,515.00 (Body Camera Storage Fees)
15	Oroville	4	\$3,030	\$3,030	\$6,060	\$6,060						\$39,390	\$12,120	\$27,270	9/23/16 \$3,010 (Video Storage Buffalo Terastation) 10/5/16 \$3,050 (5 VieVu LE4 body cameras) 11/20/17 \$1,174.00 (1 Tactical Armor-Ballistic Vest) 9/4/18 \$4,886 (20 VieVu LE5s body cameras)
16	Paradise	3	\$2,273	\$2,273	\$4,545	\$4,545						\$29,543	\$18,180	\$11,363	11/15/16 \$762.14 (5 flashlights) + \$1,477.28 (1 VieVu LE4 multi-dock station) 3/14/17 \$2,305.58 (Ballistic Vests) 5/3/19 \$1,895.50 (five load bearing vests) 8/7/20 \$2,700.41 (load bearing vests and flashlights) 7/27/22 \$9,039 Body Worn Cameras
17	Placerville*	2	\$1,515	\$1,515	\$3,030	\$3,030						\$19,695	\$10,105	\$9,590	12/28/17 \$3,970.32 (4 Tactical Armor-Ballistic Vests) 10/3/19 \$3,674.75 (Fitness Equipment) 11/18/20 \$1,077.49 (Treadmill) 9/29/21 \$1,382.87 (Kettlebell, Resistance bands, under desk bike pedal, weight bench, battle rope)
18	Red Bluff	3	\$2,273	\$2,273	\$4,545	\$4,545						\$29,543	\$20,452	\$9,090	2/17/17 \$1,473.74 (Apex Body cam storage remediation) 10/18/17 \$3,071.26 (5 VieVu LE4 body cameras) 1/25/18 Plan to use to purchase more BWC & future funds to replace old cameras. 3/27/20 Red Bluff PD BWC is fully funded; plan to use funds for fitness equipment. 5/26/20 \$6,814.17 (Fitness Slam Balls, ball rack, cable machine, dumbbell rack, kettlebell racks, kettlebells and bumper rack) 10/29/21 \$2,692.86 (3 Body Cameras, 12 Clip Lock Metal Clips) 11/14/23 Lenslock Cameras
19	Rio Vista	2	\$1,515	\$1,515	\$3,030	\$3,030						\$19,695	\$12,120	\$7,575	11/16/17 \$4,241.15 (9 VieVu LE5 body cameras)
20	Rocklin	4	\$3,030	\$3,030	\$6,060	\$6,060				\$40,000		\$79,390	\$55,242	\$24,148	10/5/16 \$6,516.24 (4 VieVu LE4 body cameras, 1 LE4 multi-dock, 1 LE3 multi-dock) 1/3/19 \$5,603.76 (58 Lenslock bwc cameras and 25 in car dash cameras) 11/9/20 \$6,060 (Lenslock software) 4/22/25 40 mm single launcher
21	Willows	2	\$1,515	\$1,515	\$3,030	\$3,030						\$19,695	\$16,055	\$3,640	6/18/18 \$2,130 for 18/19 Lexipol-Fire Policy Service annual fee 7/2/19 \$2,130 for 19/20 Lexipol-Fire Policy Service annual fee 7/1/20 \$2,157 for 20/21 Lexipol-Fire Policy Service annual fee 6/15/21 \$2,178 21/22 Lexipol-Fire Policy Service annual fee 6/15/21 \$2,010 Lexipol Fire Policy Service 6/21/24 Lexipol Fire Services 6/30/25 Lexipol Fire Services
22	Yuba City	4	\$3,030	\$3,030	\$6,060	\$6,060						\$39,390	\$21,873	\$17,517	5/5/17 \$6,060 (Data911 body-worn cameras) 7/12/21 \$3,699.05 (Treadmill) 11/1/23 Gym Flooring 4/23/25
	TOTAL	58	\$49,995	\$49,995	\$99,990	\$99,990	\$405,000	\$80,691	\$60,000	\$141,480	\$159,952	\$1,497,058	\$593,306	\$903,752	

*Opted for Cash Allocation to purchase other than VieVu Camera

Fund Allocation is based on cost of camera at \$757.50 each



POLICE RISK MANAGEMENT GRANT REQUEST FORM

Member Entity Name: _____

Submitted by: _____ Submission Date: _____

Available Funds: _____ Requested Funds: _____

Please use the following lines to describe the proposed use for your funds, and be sure to attach any applicable backup data such as purchase order, receipts, etc.

(If additional room is needed, please attach separate sheet.)

Check Payable to: _____

Mail Check to: _____

Signature: _____ Date: _____

Please e-mail the completed form to: Jenna Wirkner at Jenna.Wirkner@alliant.com

STAFF USE ONLY

Program Administrator Approval: _____

Total Amount Subject to Reimbursement: \$ _____



[BACK TO AGENDA](#)

**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
October 16, 2025**

Agenda Item F.7.

TRAINING RESOURCES

INFORMATION ITEM

ISSUE: Members will receive an overview of Training Resources available to members.

- DKF Training Link
- Sedgwick Risk Control (Zywave)
- PRISM – Vector Solutions
- Safety National
- The Briefing Room
- Alliant Risk Control Webinar

FISCAL IMPACT: None expected from this item – training is budgeted.

RECOMMENDATION: None-information only.

BACKGROUND: None.

ATTACHMENT(S):

1. Training Link Website Overview and Classes Offered
2. Safety National
3. Alliant Risk Control Webinar



Training Content Library for TrainingLink Pro & TrainingLink Basic Subscribers

rev. 8-20-24

www.traininglink.com

Welcome to the guide to the training content available for TrainingLink subscribers. This document outlines the range of learning options we offer, including live trainings, live and recorded tailgates, live and recorded webinars, and self-directed computer-based training modules. Our library is continually expanding, so if you don't find the specific content you're looking for, please check the website or reach out to us at training@dkfsolutions.com. We're here to support your training needs and ensure you have access to the latest resources.

Live Online Training

*Offered live online twice per year and available on-demand in between sessions for **TrainingLink Pro** subscribers. **TrainingLink Pro** subscriber employees can choose up to six trainings per year from the following list. **TrainingLink Basic** subscribers can attend live sessions by purchasing seats on the **Register for Training** page.*

- Bloodborne Pathogens
- Confined Space - Entrant/Attendant
- Electrical Safety (Low Voltage) - Awareness: Electrical Safety for Wastewater Operators
- Excavation - Competent Person
- Fall Protection- Authorized Person
- Flagging/Traffic Control
- Forklift Safety Awareness: Operator Safety Theory
- Hazardous Waste Management: Hazardous Waste Handler T22
- Hearing Conservation
- Heat Illness
- Lockout/Tagout Training for Authorized Employees
- Respiratory Protection
- Underground Marking & Locating
- Workplace Violence Awareness & Prevention

Pre-Recorded Tailgate Videos

*Approximately 15-20 minutes each. Live sessions are conducted biweekly and archived for on-demand viewing by **TrainingLink Pro** and **TrainingLink Basic** subscribers.*

- Animal Safety
- Back Safety & Ergonomic Adventures
- Back Safety & General Ergonomics
- Biological Hazards in Sewage and Wastewater

- Bloodborne Pathogens
- Cal/OSHA: A Brief History
- CalOSHA Has One Job
- Chainsaw Safety
- Compressed Gas
- Confined Space
- COVID-19 2022 Edition
- CPR AED History
- Crane Safety
- Defensive Driving
- Dig Safe... Can you dig it?
- Driver Safety
- Driving Safety
- Electrical Safety
- Ergonomics
- Excavation Safety
- Eye Protection
- Fall Protection
- Fire Extinguisher Safety
- Gas Monitoring
- Gloves
- Hazard Communication
- Head Protection
- Hearing Conservation
- Heat Illness
- Heat Illness: Wet Spring
- Heavy Machinery
- Hot Work
- Ladder Safety
- Ladder Safety
- Lockout/Tagout
- New for 2024
- Poison Oak
- Power Tools
- Respirator Types and How They Work
- Respiratory Protection
- Safety Glasses
- Sewer Backups and Angry Customers
- Slips, Trips and Falls
- Tool Safety (Small Angry Tools)
- Traffic Clothing
- Traffic Control Safety
- Traffic Control: Traffic Cones
- Traffic Safety
- Trenching
- USA: DigSafe
- What Goes Up... Ladders
- When Animals Attack
- Wild Kingdom - Animal Safety
- Wildfire Smoke
- Wildlife at Work
- Working at Elevation

Pre-Recorded Webinar Videos

*Approximately 45-60 minutes each. Live webinars are conducted regularly and archived for on-demand viewing by **TrainingLink Pro** and **TrainingLink Basic** subscribers.*

- 2+ Years, No SSOs - How We Did It
- 6 Types of Working Genius
- A Wet Weather Story - Extreme Precipitation Hits the Bay Area
- Accident Investigation - A Supervisor's Roles and Responsibilities
- America's Water Infrastructure Act
- Asbestos Training Requirements
- Back Injury Prevention and the NIOSH Lift Equation
- Backhoe/Excavator Safety
- Basics of Sewer System Design
- Best Practices for Preparing Collection System LROs, Supervisors, and Managers for Water Board Inspections
- Building a FOG Control Program That Works!
- Cal/OHSA Training Requirements
- Cal/OSHA Crane Operator Safety
- Cal/OSHA Multi-Employer Worksite Safety
- Cal/OSHA Silica Regulations
- Cal/OSHA Top 25 Violations 2021-2022
- Cal/OSHA's Emergency Covid-19 Regulations
- CalOSHA Inspection and Serious Injury Reporting - Understanding and Knowing Your Responsibilities
- CalOSHA Reporting Requirements
- CalOSHA's Fall Rescue Requirements
- Competency Based Training
- Confined Space Ventilation
- Continuity of Operations in an Emergency
- Contract Management: Tools, Tips and Tricks
- Contractor Liability for Public Agencies: Risks and Management Techniques
- Contractual Risk Transfer
- Covid-19 Employee Exposure Control Plan
- Cyber Security Basics

- Cyber Security for Employees
- Cyber Security Self-Audit
- Cybersecurity Email and Web Browsing Best Practices
- Developing a Stormwater Emergency Response Plan
- Developing Condition Assessment Programs
- Developing Your Leadership Skills: Building Depth for Succession
- Easement Maintenance: You Never Know What You May Find
- Effective Force Main Condition Assessment
- Effective Knowledge Transfer & Operator Qualification
- Effective Safety Tailgate/Toolbox Training
- Electrical Line Clearance Safety
- Elements of Effective Contract Management Program
- Fall Protection Requirements for Wastewater and Public Works
- Forklift Safety Awareness
- Hazard Communication Including Globally Harmonized System of Classification and Labeling of Chemicals
- Heavy Equipment: Combination Hydro-Vac & CCTV Inspection Unit - Strategies for Safe and Efficient Use
- Hot Spot / High Frequency and Reduction Strategies
- How To ID and Classify Confined Spaces for Wastewater Workers
- How to Run a Collection System: Managing the Risks and Solving the Problems
- How to Train Adult Learners
- Hydro Jetting and Power Rodding
- Incident Investigation: Getting to the Root Cause for Accident Prevention
- Insurance Requirements in Contracts
- Introduction to Locating: 811
- Job Hazard Analysis - Your Safety Super Tool
- Just In Time Training: Improving Effectiveness and Efficiency in Your Training
- KnowledgeVine- Leveraging Technology to Create a Sustainable Safety Culture
- Lifecycle of a Sewer Backup Claim
- Lift Station Inspection and Condition Assessment
- Maintenance Strategies to Keep Your Infrastructure from Failing
- Manhole Inspections and Rehabilitation
- Mastering FOG Management: Best Practices for an Effective Fats, Oils, and Grease Program

- Navigating FEMA Assistance
- New Employee Orientations Made Easy
- NFPA 70E Electrical Safety 2024 Update
- OERP to Spill Emergency Response Plan What's New for Collection System Operators
- On-Boarding a New Sewer Collections Worker
- Overview of the Reissued WDR: What's changed and what do you have to do?
- Physical Demand Assessments
- Preventing and Responding to Vehicle Accidents
- Protecting Wastewater Infrastructure Assets
- Pump Station Emergency Response Plans: A Commonly Overlooked SSMP Requirement
- Pump Station Failures and Class Action Lawsuits
- Ransomware and Cyber Attack Incident Response
- Regulatory Compliance Best Practices: 2022 "Reissued" WDR
- Remote Training Solutions for Public Works, Water and Wastewater Workers
- Resilience Planning for Remote Facilities
- Root Cause Analysis
- Root Cause Analysis Following an Accident/Incident
- Safety Responsibilities for Supervisors and Managers
- Safety Training and Learning Management for Public Works and Wastewater Utilities
- Say What?! Mitigating Safety Risks in High Noise Areas with the Help of Sonetics Wireless Headsets
- Selecting the Best Method and Nozzle/Attachment for Cleaning Pipe
- SERP Services
- Service Truck Crane (Mechanical Crane)
- Sewer Backup Policy & Procedure: What to Include in your SERP
- Sewer Combo & CCTV Inspection Units
- Sewer Lift Station Inspection and Condition Assessment
- Shifting the Wellness Mindset: Building a Fit-for-Life Culture
- Sidewalk and Streets: Implementing an Effective Program to Manage the Exposures
- Simple Rules for a Safe Home Office
- SmartCover Case Studies
- Smooth Operations, Solid Safety: Harnessing Smart SOP for SOPs and LOTO
- Soft Tissue Injury Risks and Solutions for Collection, Ops and Maintenance Workers
- SOPs- The Key to Effective Training and Employee Safety

- Standard Operating Procedures (SOP) 2023: Risk Mitigation & Regulatory Compliance
- State of the Insurance Market: December 2022
- Strategies for Onboarding the New Collections System Worker
- SWRCB Revised Spill Emergency Response Plan (SERP) Requirements?
- Temporary Traffic Control
- The Reissued WDR Part 2
- The State of the Insurance Market: December 2023
- Training Tools for On-Boarding Collection System Workers
- TrainingLink: Cal/OSHA Training Made Easy
- Treatment Plant Operator Competency Based Training
- Trees, Trees, and More Trees! Implementing an Effective Program to Manage the Exposures
- Underground Service Alert
- Underground Utility Locating
- Understand SB 553 Workplace Place Violence Prevention Plan
- Understanding Risk Management
- Understanding The ASTM F3445 Slip Resistant Footwear Standard
- Unlocking Knowledge Transfer: Turning WWTP O&M Manuals into Interactive Training Tools
- Unveiling Sentinel: The CSRMA Solution for Worker's Compensation Management
- Using Leading Indicators to Improve Program Performance
- Vehicle Inspections for Combination Units
- Waking Up Emergency Operations Plans
- Water Main Repairs: Returning Depressurized Line to Service
- Water System Emergency Response Plan: Getting Compliance and Capability
- What Supervisors Need to Know About Workers' Compensation to Avoid Legal Pitfalls
- Wildfire Preparedness and Prevention
- Wildfire Property Risk Mitigation for Agencies that Own and/or Operate Exposed Facilities
- Workplace Violence Awareness and Prevention
- Wrong Chemical in the Wrong Tank

Printable Tailgate Materials

*Approximately 15 minutes of downloadable content designed for in-house trainers. Content is included in **TrainingLink Pro** and **TrainingLink Basic** subscriptions.*

- Accident Investigation for Supervisors
- Accident Prevention Signs and Tags
- Aerial Lift Safety
- Asbestos Safety
- Asphalt Fumes
- Back Safety
- Batteries
- Bloodborne Pathogens
- Blown Toilets
- Boating
- Boom Collapse
- Buried Utilities
- Carbon Monoxide Poisoning
- Carpal Tunnel Syndrome
- Chainsaw Safety
- Cold Weather
- Commercial Vehicle Backing Safety
- Compressed Gas Safety
- Confined Space Awareness
- Cranes and Hoists
- Driving Safety
- Electrical Safety
- Emergency Action Plan
- Ergonomics
- Excavation Safety
- Eye Protection
- Fall Protection
- Field Ergonomics
- Field Ergonomics and Back Safety
- Fire Extinguisher Safety
- Fire Prevention
- Flagging Safety
- GHS Safety Data Sheets
- Golf Cart Safety
- Hazard Communication and GHS
- Hazardous Chemicals
- Hazardous Materials on the Side of the Road
- HAZWOPER
- Head Protection
- Hearing Conservation
- Heat Illness
- Heat Illness
- Homeless Individuals and Encampments
- Hot Work
- Inspecting Harnesses
- Inspecting Lanyards
- Inspecting Self-Retracting Lifelines
- Ladder Safety
- Lawn Mower Safety
- Lead Exposure
- Lifting and Carrying Materials
- Lockout Tagout
- Lyme Disease
- Nail Guns
- Night Shift
- Office Safety
- Overhead Power Lines
- Oxygen and Acetylene Gas Safety
- Painting and Spraying Safely
- Personal Protective Equipment

- Pesticide Safety
- Pesticide Use
- Pests and Vermin
- Poison Oak
- Power Saws
- Power Tools
- Powered Landscaping Equipment
- Rattlesnakes
- Roadside Safety
- Rodent Prevention and Housekeeping
- Rodents and Other Pests
- Safe Driving - Navigating Turns and Intersections
- Shift Work
- Silica
- Step Ladders
- Temporary Traffic Control
- Tree Care Work
- Tree Trimming
- Tree Work Safety
- Underground Marking and Locating
- Vehicle Accidents
- Vibration
- Welding
- Welding, Cutting and Brazing
- Wet Concrete
- Wheels and Rims Tire Inflation
- Wood Chippers
- Zoonotics

Self-Directed Computer-Based Training

*Approximately 30-60 minutes each on average. The complete library is available on-demand to **TrainingLink Pro** subscribers for unlimited use. **TrainingLink Basic** subscribers can purchase access to individual courses on the **Register for Classes** tab.*

- Accident Prevention
- Accident Prevention Signs and Tags
- Backhoe Operation
- Basic Math for Collection Systems Workers
- Bloodborne Pathogens
- Boilers 101: Inspections, Maintenance & Operation
- Bypass Pumping
- Cal/OSHA Inspections
- Cal/OSHA Record Keeping
- Chainsaw Safety
- Closed Circuit Televising (CCTV)
- Collection System 101
- Compressed Air Safety

- Conducting Competency Assessments & Reacting to the Outcomes
- Conducting Trip Inspections for Vehicles and Equipment
- Confined Space
- Confined Space Ventilation
- Construction Inspection Training Course
- Continuity of Operations Planning for Wastewater Agencies
- Contract Management
- Cover Removal Safety: Know the Risks and Avoid the Hazards
- COVID-19 Exposure Control and Disease Preparedness Response Plan Training
- Crane Operator Regulatory Requirements
- Defensive Driving
- Developing Condition Assessment Programs June 2022
- DOT Drug and Alcohol Awareness for Employees
- DOT Drug and Alcohol Testing/Requirements for Supervisors
- Easement Maintenance
- Easement Maintenance & Repair
- Electrical Protection
- Email & Web Browsing Cyber Security
- Emergency Action Plan
- Emergency Eyewash Stations
- Employees' Workers' Compensation Rights & Responsibilities
- Everyday Asset Management June 2022
- Excavation & Trenching Awareness
- Fall Protection
- Finding Your Alligators - Lifting Safety
- Fire Extinguisher Training
- Fire Prevention Plans
- Grounds Safety
- Hand and Power Tool Safety
- Hazard Communication & GHS
- Hazardous Waste Handling and Emergency Procedures
- Hazards on the Road: Road Rage
- HazMat Incident The Role of the First Responder
- Hearing Conservation

- Hearing Protection
- Heat Illness
- Hot Work 2021
- Hotwork (2023)
- Housekeeping
- How to Read Sewer Maps
- Human Error 101
- Hydrogen Peroxide
- Illness and Injury Prevention Program
- Jet Rodding (Hydro Jetting)
- Ladder Safety
- Lateral Maintenance
- Lockout/Tagout
- Machine Safeguarding
- Maintenance Strategies to Keep Your Infrastructure from Failing June 2022
- Manhole Cover Removal
- Manhole Inspection and Rehabilitation
- Mechanical Rodding
- Multi-Employer Responsibility
- Multi-Employer Worksite Safety Rule
- Near Miss 2021
- NFPA 70E Overview
- Office Ergonomics
- Office Safety
- Overhead Cranes and Hoists
- Personal Protective Equipment
- Plugging Sewers
- Pneumatic Tool Safety
- Power and Hand Tool Safety
- Powered Cart & Low Speed Vehicle Safety
- Preparing for Your Next SSO
- Prevent Dog Bites: Learning to Deal with Dogs on the Job
- Public Agency Risk Management
- Reissued WDR

- Resilience Planning for Wastewater Industries
- Respiratory Protection
- Roadway Restoration and Repairs
- Rodder Safety
- Root Cause Analysis
- SCORE | Bloodborne Pathogens Employee Training
- SCORE | Confined Space Safety
- SCORE | Confined Space Training 2022
- SCORE | COVID-19 (May 2022)
- SCORE | Illness and Injury Prevention Program
- SCORE | Lockout/Tagout Employee Training Course
- Setting Up a Home Office
- Sewer Cleaning Nozzle Selection
- Sewer Easement Maintenance Part 1
- Sewer Easement Maintenance Part 2
- Sewer Easement Maintenance Part 3
- Sewer Force Main Condition Assessment June 2022
- Sewer Overflow and Backup Response
- Silica Regulations | Part 1
- Silica Regulations | Part 2
- Simple Rules for Safe Lifting
- Skid Steer Operations
- Slips, Trips, and Falls
- Sodium Bisulfate
- Sodium Hydroxide
- Sodium Hypochlorite
- Spot Repairs
- SSO Emergency Response Preparedness
- Supervision for Safety
- Tactical Communication Skills When Dealing with the Public
- Traffic Control Awareness
- Traffic Safety Training: Temporary Traffic Control
- Underground Service Alert

- Underground Utility Locating
- USA Call Before You Dig
- Vacaville | New Employee Orientation
- Vacuum Truck Safety
- Vacuuming - Combination Unit
- Vehicle Inspection for Combination Units
- Violence Against Public Utility Workers Training
- Wastewater Collections Systems 101
- Wastewater Utility Security and Vulnerability Assessment
- Water Quality Monitoring Plan
- Water Sampling Training Course
- Welding Safety
- What to Do Following a Vehicle Accident
- What to Include in Your SERP
- Wildfire Preparedness
- Workers' Compensation 101
- Workers' Compensation for Supervisors
- Workplace Bullying
- Workplace Violence, Protecting Your Agency's Most Valuable Resource

Non-Subscriber Training

*TrainingLink offers a wide range of live online and on-site training outside of the TrainingLink subscriptions. Search the upcoming training schedule at **www.traininglink.com** or on the **Register for Classes** tab after you log in to TrainingLink. Contact us at **training@dkfsolutions.com** to arrange an on-site training at your facilities. The following is a selected list of classes we offer. Please note that not all topics are offered every year.*

- Accident Investigation Safety Awareness
- Aerial Lift/Boom Training: Aerial Lift/Boom Qualified Operator
- America's Water Infrastructure Act (AWIA) - What You Need To Know
- Another Seat at The Table: Diversity & Inclusion
- Asbestos Awareness
- Asbestos Class III Maintenance Worker Initial
- Asbestos Pipe Awareness

- Atmospheric Monitoring
- Bloodborne Pathogens Safety Awareness
- Bulletproof Wastewater Treatment Plants
- Bypass & Drill Training
- Chainsaw and Woodchipper Safety
- CIWQS Training for Data Submitters and Legally Responsible Officials
- Collection System 101 - Intro to Collection System Operations and Maintenance
- Collection Workers Technical Certification Program Exam Prep
- Communicating to Connect - Methods for Moving Your Team from Me to We
- Communication Workshop- Understanding Your Team's Personality Styles
- Confined Space - Entrant/Attendant
- Confined Space - Entrant/Attendant & Confined Space Entry - Supervisor
- Confined Space - Non Entry Rescue & Confined Space - Entry Rescue
- Confined Space Awareness
- Confined Space Mandatory Training: includes Confined Space - Entrant/Attendant, Confined Space - Non Entry Rescue
- Contractual Risk Transfer
- COVID-19 Jobsite Screening for Symptoms
- CSRMA and Its New Physical Demands Assessment Web Application - Help Prevent CSRMA's Most Common Cause of Lost Time Claims
- CWEA TCP Prep for Grade 1 & 2
- De-escalation – How to Calm a Volatile Situation
- Defensive Driving
- Developing Condition Assessment Programs
- Developing Your Leadership Skills - Building Depth for Succession
- Diversity & Inclusion Training - Another Seat at The Table
- DOT Reasonable Suspicion Training
- Easement Maintenance
- Effective Hydro Flushing and Power Rodding Cleaning Techniques
- Electrical Line Clearance Safety
- Electrical Safety (Low Voltage) - Awareness: Electrical Safety Basics for the Non-Electrician
- Electrical Safety (Low Voltage) - Awareness: Electrical Safety for Wastewater Operators
- Electrical Safety (Low Voltage) - Qualified Worker
- Electrical Safety Awareness

- Emergency Evacuation Safety Awareness
- Emergency Preparedness and Response
- Ergonomic/Back Injury Prevention Safety Awareness
- Estimating Spill Start Time and Spill Volume - Strategies and Methods
- Excavation - Competent Person
- Excavation - Hazard Awareness
- Fall Protection - Authorized Person
- Fall Protection - Awareness
- Fall Protection Competent Person
- Fall Protection Competent Person- Refresher
- Fall Rescue
- Finding Solutions to Drinking Water Treatment Scenarios
- First Aid/CPR/AED
- Flagging/Traffic Control
- Flagging/Traffic Control & Collection Worker 101
- Forklift Authorized User
- Forklift Safety Awareness: Operator Safety Theory
- Grease Sand Interceptor Overview (3-Hr Live Online Training)
- Hazardous Waste Management: Hazardous Waste Handler T22
- HAZWOPER First Responder Awareness (FRA)
- HAZWOPER First Responder Operations (FRO) Refresher
- Hearing Conservation Safety Awareness
- Hearing Tests
- Hearing Tests & Respirator Fit Testing
- Heat Illness
- Heavy Equipment (Earth Moving Equipment) : Backhoe/Loader Safety
- Heavy Equipment: Aerial Lift/Boom Training : Aerial Lift/Boom Qualified Operator
- Heavy Equipment: Backhoe Initial
- Heavy Equipment: Combination Hydro-Vac & CCTV Inspection Unit - Strategies for Safe and Efficient Use
- Heavy Equipment: Hydro Jetting and Power Rodding Workshop
- Heavy Equipment: Sewer Combo Truck Operations for Efficiency and Safety
- Heavy Equipment: Skid Steer
- Heavy Equipment: Woodchipper Safety

- HMBP - T22
- HMBP-SPCC Procedures
- Homeless Encampment Cleanup Training
- Hot Spot/High Frequency Cleaning Reduction Strategies
- Hotwork
- How to Audit Your SSMP
- How to Establish Defensible Spill Volume and Spill Start Time Estimates
- How to Have a Difficult Conversation
- How to Run a Collection System
- I&I Program Strategies
- Improving Worker Safety by Managing Human Error
- Intensive Driver
- Introduction to Underground Utility Locating
- Ironclad Spill Documentation Workshop - 2 Part
- Job Competencies for Water and Sewer Workers: Training for Safety and Professionalism
- Just in Time Training and Reference Tools for Public Works, Water and Wastewater
- KnowledgeVine- Leveraging Technology to Create a Sustainable Safety Culture.
- Ladder Safety Awareness
- Ladder/Fixed Ladder Safety
- Lead Safety Awareness
- Lift Station Inspection & Condition Assessment
- Lockout/Tagout Affected Employee Safety Awareness
- Lockout/Tagout Training for Authorized Employees
- LVE Program Update
- Minimize Risk Exposure for Public Works Employee
- Multi-Employer Liability
- NEA Testing
- New WDR - Expediting WDR Compliance for Sewer Managers
- NFPA70E Electrical Safety in the Workplace
- Noise Assessment
- Non-Mobile Cranes and Hoists
- Non-Mobile Cranes and Hoists: Crane Operations/Rigging
- Office General Safety

- On-Boarding the Collection System Worker
- Organizational Values Workshop- Discovering Your Teams Values
- Personal Protective Equipment
- Pesticides
- Post Fall Rescue Training - CalOSHA Requirements, Planning, and Techniques
- Potable Water Emergency Response Plans in Accordance with the Federal Bioterrorism Act (and Common Sense)
- Preparing and Submitting the Annual Report - Due April 1
- Preparing for Annual Certified Spill Reporting of Category 4 and/or Non Category 1 Lateral Spills - Due February 1
- Process Control Testing for Wastewater Treatment Plant Operators
- Remote Office Ergonomics
- Remote Training Solutions for Public Works, Water and Wastewater Workers
- Respirator Physical and Fit Test
- Respiratory Protection
- Returning a Waterline to Service
- Risk Management 101
- Safety Tailgate - Private
- SB553 Workplace Violence Compliance
- SCORE - From SSMPs to SERPs to Claims
- SERP - Refresher for the New WDRs
- SERP Drills
- SERP Spill Documentation Assessment
- Sewer Cleaning 102
- Sewer Collections Employees: Online Library of Technical Skills Courses
- Sewer Easement Maintenance #1 of 3 - Preparing Collection System Workers
- Sewer Easement Maintenance #2 of 3 - Not all easements are created equal!
- Sewer Easement Maintenance #3 of 3 - Performing easement maintenance
- Sewer Pipe Repair and Trench Safety
- Sewer Spills and Backups: Emergency Response Preparedness
- Sewer Spills and Backups: SERP Policy Review
- Sewer Spills and Backups: SERP Refresher and Spill Drills
- Sewer Spills and Backups: Spill Documentation & Volume Estimation
- Sewer Spills and Backups: Spill Documentation: From Notification to CIWQS Certification

- Sewer Spills and Backups: Spill Emergency Response Drill
- Sidewalk Inspections: Liability Reduction Strategies
- Silica/Asbestos Testing
- So, you lost a water zone....Now What Do I Do?
- Source Control 101 for the Collection System Operator
- SSMP Auditing to Comply with 2022 WDR
- SSMP Site Specific
- Supervisor 101
- Surface Water Quality Sampling as Part of Your Spill Emergency
- Surface Water Sampling Following a Sewer Spill
- SWRCB February and April Reports
- Tactical Communication Skills When Dealing with Members of the Public
- Taking Ownership of the Lower Laterals and Developing Maintenance Programs
- Train-the-Trainer on Sanitary Sewer Spill Emergency Response Plan
- Transite Pipe (Asbestos) Initial Training
- Transite Pipe (Asbestos) Refresher Training
- Ultimate Collection System Operator
- Underground Marking & Locating
- Verbal Judo
- Wastewater Treatment Plant Lab 101 for Operators
- Water Distribution & Treatment Operator Math Workshop
- Water Quality Monitoring Plan
- Watering Sampling
- WDR for Collection Systems
- WDR Training for LROs, Managers, Supervisors, and Data Submitters
- Welding/Cutting/Brazing
- What to Do Following a Work Vehicle Accident
- Who's Going to Clean Our Sewers and Run Our Plants? Planning for the Next Generation of Employees
- Workplace Violence Awareness & Prevention
- Workplace Violence/Active Shooter Awareness
- Workzone Traffic Control & Flagger
- **Additional topics available upon request**

At TrainingLink, our mission is to empower public works, water, and wastewater utilities with industry-specific training solutions that enhance safety, efficiency, and compliance. We are committed to delivering best-in-class educational experiences tailored to the unique needs of these essential sectors. Through innovative training programs, expert-led instruction, and a focus on continuous improvement, we aim to equip teams with the knowledge and skills they need to drive excellence in their operations, safeguarding our communities and the environment.

**Contact us at
training@dkfsolutions.com or (800) 215-5206
for assistance with all your training needs.**

Jenna Wirkner

From: Jenna Wirkner
Sent: Thursday, August 14, 2025 9:07 AM
To:
Cc:
Subject: Safety National Training Resources
Attachments: August 2023 Demo Login.pdf

NorCal Cities Members now have access to Safety National Risk Control Services.

Safety National has a strong focus on risk management, and they offer many risk control services to their insureds. To allow you time to explore the range of services, we will send you information on a few resources at a time over the next several weeks. Some services are provided at no cost, and we have been offered unlimited access. Some of the services are at no cost, but Safety National has provided a limited number of licenses. Finally, some of the resources have no free access but are provided at discounted cost for those members that are interested. Safety National started as a workers' compensation carrier before starting to write liability coverage later in their history. As such, many of their resources are focused on safety issues.

Free Training Resources

- [SafetySkills](#) – aka “Safety Training Source” This is an online Learning Management System (LMS) with 1100+ courses. Click [here](#) for course catalogs.
- [Safety Source](#) –This is a online video on demand safety training library (Video on Demand).
- [Q Safety](#) Online driving simulation courses that use gamification.
 - [Safety: Emergency Responder Vehicle Education \(S:ERVE\)](#)
 - [Distracted](#) Driving (30 min) & Defensive Driving (3.5 hours)

Free Assessment Tool

[Office Ergonomics Solution](#). Helps employees assess and improve their own workstations.

If you would like to try out any of the resources without committing to registering, you can use the attached “August 2023 Demo Login.pdf” for links and access codes.

If you are ready to start using any of the resources, [Click Here](#). Once submitted, you will receive an email with logins for the resources.

If you have any questions, please let us know.

Thank you,

Jenna Wirkner, CISR
Account Manager
CA License No. 4044349



2025-26 RISK CONTROL TRAINING SERIES

Alliant Property Insurance Program

Alliant’s goal is aimed at educating our clients in protection and occupational safety and health. Our new series is offered to all clients at no additional cost. Click on the title to register.

DATE	WEBINAR TITLE - DETAILS
August 13, 2025	Improving Underwriter Perception in a Hard Property Market The property and casualty insurance market has encountered significant losses in the past years leading to increased caution and reduced capacity. Take a minute to learn how you can enhance efforts to meet underwriter loss control expectations in a hard market.
September 10, 2025	Purposeful Inspections Structured property inspections ensure safety and compliance. You’ll learn what to do with this data and how to best position your organization to sustain safe work conditions in a dynamic environment.
October 8, 2025	Preparing for the Storm – Are you Ready for “Old Man Winter” The pending winter season is upon us. We’ll share tips that will help safety and property management professionals survive forecasted weather extremes.
November 12, 2025	Reducing the Potential for Active Assailant Occurrence and Improving Employee Survivability if Disaster Strikes Are you doing all you can to increase your odds of preventing a workplace violence event? This session will address ways you can reduce the potential for occurrence in your facility.
December 10, 2025	Optimizing Facility Life Safety Disaster can strike at any time, any place. We'll uncover common misconceptions and findings that increase occupant safety odds should the unthinkable happen.
January 14, 2026	Updating Your Emergency Action Plan What emerging risks historically not present in the workplace are missing from your Emergency Action Plan? Find out what these risks are and how to maintain operational continuity.
February 11, 2026	Understanding and Ensuring Functionality of Critical Fire Sprinkler Components Proper inspection, testing and maintenance (ITM) of your fire protection system is important to understand. Join us for a "101" class that will teach you what you need to know and why proper ITM is critical to ensure system functionality.
March 11, 2026	Fire and Security Alarm Function and Maintenance Alarm systems provide critical alerts to both occupants and emergency services. If these systems fail the consequences may be fatal. Get up to speed on alarm system functionality, attributes and management in this important one-hour class.
May 13, 2026	Fixed Systems and Extinguishing Agents Whether water-based, chemical, or foam, fixed fire suppression systems have one goal: suppress or extinguish a fire. We’ll be breaking down each type, discussing benefits and limitations, and sharing steps to ensure successful operation.
June 10, 2026	Aging Commercial Facilities – Exploring the Risks of Aging Structures Are your buildings having a midlife crisis? Structures erected from the mid to latter 20 th century may be “wearing out”. We’ll explore how to proactively address the components of buildings’ electrical, plumbing, fire suppression, roofing, appliances, water heaters, and more.

All training sessions begin at 10am PT and are approximately 60 minutes.
Questions? Contact us at: riskcontrol@alliant.com



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
October 16, 2025**

Agenda Item F.8.

**RISK MANAGEMENT
TRAINING CALENDAR AND MATRIX**

INFORMATION ITEM

ISSUE: Members will receive an overview of the Employee Training Matrix and NorCal Cities Training Calendar. Members are asked to discuss additional training topics for 25/26.

25/26 NorCal Cities Training Calendar

- Understanding Your JPA (Webinar)
- Managing Sidewalk Liability (Webinar)
- JPA Finance 101 (Webinar)
- Sewer Summit (Webinar)
- First Responder Wellness Training Day (Woodland)
- Law Enforcement Training Day (Rocklin Event Center)
- Risk Management 101 (Webinar)
- AMVP v. APIP (Webinar)
- Insurance Requirements in Contracts (Webinar)
- Heat Illness Prevention (Webinar)
- Flagger Training (Regional)
- Aquatic Risk Management (Webinar)
- Playground Safety Inspection Training (Regional)

FISCAL IMPACT: None expected from this item – training is budgeted.

RECOMMENDATION: None - information only.

BACKGROUND: None.

ATTACHMENT(S):

1. NorCal Cities Training Calendar
2. Employee Training Matrix
3. 34th Street Consulting Training Catalog



2025-2026 TRAINING CALENDAR

AS	Alliant Insurance Services
SRC	Sedgwick Risk Control
DKF	DKF Solutions
OV	Outside Vendor
LWP	LWP
SC	Sedgwick Claims
JM	James Marta & Co.

JULY 2025		
AS	Understanding your JPA Insurance Pool	Virtual
AS/OV	Managing Sidewalk Liability	Webinar
August 2025		
SRC	Temporary Traffic Control and Flagging	Regional
JM	JPA Finance 101	Virtual
OCTOBER 2025		
DKF	2025 Sewer Summit	Virtual
LWP	Workers' Compensation 101	Virtual
NOVEMBER 2025		
AS	Law Enforcement Training Day	In-person
AS	Risk Management/Insurance 101	Virtual
DECEMBER 2025		
SC	Liability Claims 101	Virtual
JANUARY 2026		
AS	AMVP v. APIP Training – Marcus Beverly	Virtual
AS	Board Roles, Responsibilities and Questions to Ask	Virtual
FEBRUARY 2026		
AS	Insurance Requirements in Contracts Training – Marcus Beverly	Virtual
AS	Understanding the NorCal Cities Budget	Virtual
MARCH 2026		
OV	AB 1234 and AB 1825 *every odd year	Virtual
OV	34 th Street Consulting Virtual Training	Virtual
APRIL 2026		
SRC	Heat Illness Prevention Training – Virtual	Virtual
SRC	Flagger Training – Regional Training	In-person
MAY 2026		
SRC	Playground Safety Inspection Training	In-person
OV	Aquatic Risk Management	Virtual
AS	Special Events Risk Management	Virtual



EMPLOYEE SAFETY TRAINING MATRIX

	Training Frequency	Cal/OSHA Section Reference	Training Resources	Administration	Fire	Parks Maintenance	Police	Public Works	Recreation Community Service	Water/Waste Water
Aerial Devices	I/(3yr)	3646, 3648	Sedgwick		X	X		X		X
Aerosol Transmissible Diseases	I/A	5199	Sedgwick		X		X			
Asbestos Awareness	I/A	1529, 5208	Sedgwick		X			X		X
Battery Handling & Maintenance	I	5185	Sedgwick			X		X		X
Bloodborne Pathogens	I/A	5193	Sedgwick		X	X	X	X	X	X
Compressed Gas Safety	I	3301, 3304	Sedgwick		X	X		X		X
Confined Space Entry	I/U	5157, 5158	Sedgwick		X			X		X
Defensive Driving (staff who drive while at work)	I	3203	Sedgwick	X	X	X	X	X	X	X
Electrical Safety	I	2299 - 2974	Sedgwick		X	X		X		X
Emergency Action/Fire Prevention	I/U	3220, 3221	Sedgwick	X	X	X	X	X	X	X
Emergency Eye Wash	I	5162	Sedgwick		X	X	X	X		X
Equipment Operation Safety (department specific)	I/U	Title 8 Index	Sedgwick	X	X	X	X	X	X	X
Ergonomics - Office	I	5110	Sedgwick	X	X	X	X	X	X	X
Ergonomics – Back Safety	I	5110	Sedgwick	X	X	X	X	X	X	X
Excavation/Trenching/Shorting	I	1540	Sedgwick			X		X		X
Fall Protection	I	1670	Sedgwick	X	X	X	X	X	X	X
First Aid/CPR (designated staff)	I/C (2yr)	3400	N/A	X	X	X	X	X	X	X

Training

I – Initial Exposure/New Employee

A – Annual

U – Update/Change

C – Certification

Frequency:



EMPLOYEE SAFETY TRAINING MATRIX

	Training Frequency	Cal/OSHA Section Reference	Training Resources	Administration	Fire	Parks Maintenance	Police	Public Works	Recreation Community Service	Water/Waste Water
Fire Extinguisher	I/A	6151	Sedgwick	X	X	X	X	X	X	X
Forklift	I/C (3y)	Article 24	Sedgwick		X	X		X		X
Hazard Communication/Hazardous Waste	I/U	5194	Sedgwick		X	X	X	X	X	X
Hearing Conservation	I/A	5095	Sedgwick		X	X		X		X
Heat Illness Prevention - Indoors	I/A	3396	Sedgwick	X	X	X	X	X	X	X
Heat Illness Prevention – Outdoors	A-Spring	3395	Sedgwick		X	X	X	X	X	X
Heavy Equipment Operations	I/U	1590 - 1596	Sedgwick		X	X		X		X
Injury & Illness Prevention Program	I/U	3203	Sedgwick	X	X	X	X	X	X	X
Ladder Safety	I	3276	Sedgwick	X	X	X	X	X	X	X
Lead Awareness	I/A	5216	Sedgwick		X	X		X		X
Lockout/Tag Out	I/U	3314	Sedgwick		X	X	X	X		X
Machine Shop Safety	I	3940	Sedgwick		X	X		X		X
New Employee Safety Orientation/Specific Job Hazards	I	3203	Sedgwick	X	X	X	X	X	X	X
Outdoor Hazards (plants, animals, insects)	A-Spring	3203	Sedgwick		X	X		X	X	X
Personal Protective Equipment Requirements (PPE)	I/U	3380, 3385	Sedgwick		X	X	X	X		X
Pesticide Use Safety	I/U	5194	N/A			X				X
Respiratory Protection	I/A	5144	Sedgwick		X	X	X	X		X
Rigging/Hoisting	I	5006	Sedgwick		X	X		X		X
Silica Dust		1532.3	Sedgwick		X	X		X		
Supervisor Safety Training (designated employees)	I/U	3203	Sedgwick	X	X	X	X	X	X	X

Training
Frequency: **I** – Initial Exposure/New Employee **A** – Annual **U** – Update/Change **C** – Certification



EMPLOYEE SAFETY TRAINING MATRIX

	Training Frequency	Cal/OSHA Section Reference	Training Resources	Administration	Fire	Parks Maintenance	Police	Public Works	Recreation Community Service	Water/Waste Water
Tools – Hand & Power (department specific)	I/U	Article 20	Sedgwick		X	X	X	X	X	X
Traffic Control & Flagger Training	I	1599	Sedgwick			X	X	X		X
Tree Work	I	3421	Contact Guide Pg. 7			X		X		X
Welding & Cutting Safety/Fire Watch/Hot Work	I	4799, 4848	Sedgwick		X			X		X
Wildfire Smoke	I/A	5141.1	Sedgwick		X	X	X	X		
Workplace Violence Prevention	I	3203	Sedgwick	X	X	X	X	X	X	X

This employee training matrix has been developed to assist you with the preparation and implementation of an effective Employee Safety Training Program. Each subject contains links to applicable Cal/OSHA regulations. The matrix identifies potential training opportunities. Depending on actual hazards and exposures it may be necessary to provide additional training not listed in this matrix. The Cal/OSHA Safety and Health Training website contains specific requirements and additional training tools. http://www.dir.ca.gov/dosh/dosh_publications/TrainingReq.htm

The Cal/OSHA Title 8 A-Z Browse Index is a valuable tool to research applicable regulations. <http://www.dir.ca.gov/title8/index/T8index.asp>

This training information is presented as a sample. It is based on information considered reliable, but we cannot assure its effectiveness or that all potential hazards are addressed. This information does not ensure compliance with federal, state, or local regulations. For questions or additional information, feel free to contact Shane Baird, Sr. Consultant, Risk Control Services @ 661-619-3520, or email shane.baird@sedgwick.com



Training Frequency: I – Initial Exposure/New Employee A – Annual U – Update/Change C – Certification



PUBLIC AGENCY TRAINING

34TH STREET TRAINING CATALOG

2023 / 2024

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Our Philosophy

Public agencies face the unique challenge of being community servants and leaders. At 34th Street we understand the weight and privilege of that responsibility. We have trained thousands of public agency employees, with essential, practical and innovative strategies for successful workplace relationships. Using our comprehensive training curriculum, immersive participatory process, and three pillars of focus (integrity, relationships, service) we tailor our training content to your unique context. Your employees will walk away feeling empowered to create sustained positive change.

We offer sessions in a variety of formats and lengths. The most common session timeframe is 2-3 hours. We always customize the scope to the needs of the public agency with whom we're partnering and offer specialized pricing based on the volume of the trainings provided. ***We do not want anyone to miss out on the opportunity to improve workplace relationships because of cost.*** Send us an email to see how we can work together.

PRICING:

(Pricing Per Session)

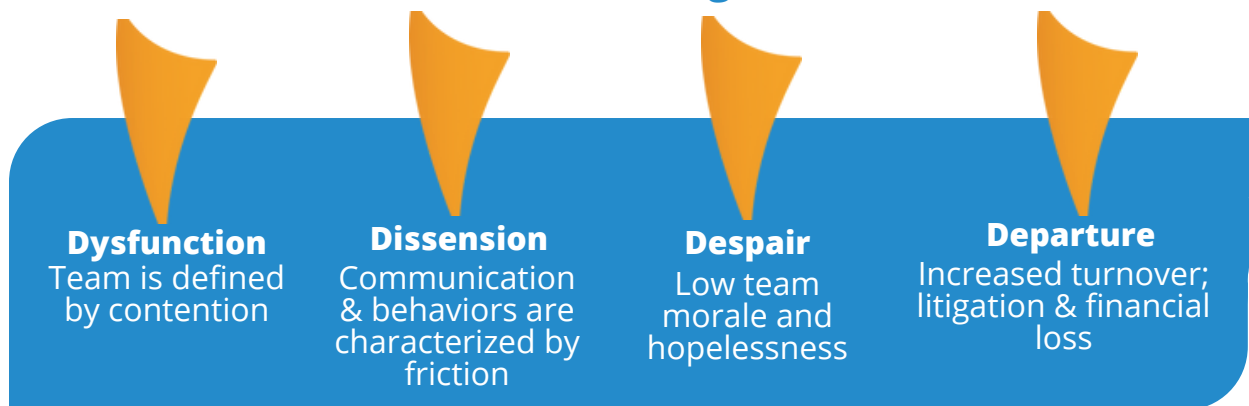
2 Hour Sessions	3 Hour Sessions
1-4 Sessions \$2500	1-3 Sessions \$3000
5-9 Sessions \$2250	4-9 Sessions \$2750
10+ Sessions \$1950	10+ Sessions \$2450

The Wedge:

Conflict Resolution & Effective Communication Consulting

Harmful Conflict drives wedges into relationships.

Unaddressed wedges create:



Conflict is Universal, but Wedges don't have to be.

If you have an entrenched conflict within your agency affecting team dynamics, productivity or workplace relationships we can help.

We are not mediators where everyone must compromise. We are systems thinkers. We use our evidence-based, research backed Wedge Removal Formula combined with our tried and true proprietary solutions to remove wedges and create sustained positive change.

WEDGE REMOVAL FORMULA:



About the Catalog

Training is tailored to your needs.

Therefore, sessions can be provided individually, grouped together in a series, facilitated in a workshop/retreat format, presented virtually, etc. Our team has trained in every format and context possible to agencies nationwide.

This catalog presents our training sessions in two ways:

TRAININGS ARE GROUPED BY LEARNING MODULES

If you are looking for a way to provide ongoing, in-depth training on a particular topic these modules are focused on developing a particular skillset through several interrelated sessions.

TRAININGS ARE LISTED INDIVIDUALLY ALPHABETICALLY

Following the modules you will find a list of our most popular sessions. You will find the session description, objectives and suggested duration. Many of our clients like "build their own bundle" from the list provided. (However bundling session is not necessary and each can be purchased individually.)

Learning Modules



ALL BUNDLES ARE
ADAPTABLE TO YOUR
AGENCY'S TIME
CONSTRAINTS AND
BUDGET

TRUST

Trust has inherent power. Trust fuels cooperation which produces an effective, cohesive and successful agency. Without it an agency pays the price in stress, poor service, and conflict. We focus on building and rebuilding trust as the foundation upon which an agency can build to achieve their goals.

SESSION TITLES:

Harnessing the Power to Lead: Building and Rebuilding Trust
Decision Making and Problem Solving
Extreme Ownership

COMPREHENSIVE LEADERSHIP

These training sessions provide extensive knowledge, understanding and coaching to learn skills, strategies and practical application for immediate implementation to optimize relationships and maximize individual potential. These trainings can be for leaders by title or prospective leaders.

SESSION TITLES:

Understanding your Role: Leader vs. Manager
The Unwritten Rules of Leadership: Leadership Fundamentals
Leveraging Leadership
Critical Conversations
Extreme Ownership
Harnessing the Power to Lead: Building and Rebuilding Trust
Decision Making & Problem Solving
Power and Influence
Maxims of Change: Four Keys to Positive Sustained Change

PEOPLE MANAGEMENT

The greatest investment an organization can make is to invest in its people. This bundle gives leaders the skills needed to effectively lead those they supervise while also giving them the capacity to develop future leaders.

SESSION TITLES:

Power and Influence
Critical Conversations
The Wedge: A Simple Metaphor to Improve all your Workplace Relationships
Becoming a Master Communicator:
Effective communication strategies, decoding nonverbal communication and Best practices
Effectively Leading a Generationally Diverse Workforce
Professional Development as the Optimal Tool for Performance Management
Revitalizing a Resilient Workforce (Mitigating Burnout)
Effectively Managing a Hybrid Workforce

Learning Modules (Cont.)

EFFECTIVE CUSTOMER SERVICE

Effective customer service is essential for all agencies and allows them to more effectively execute their jobs. In this bundle, we focus on teaching employees skills to help them navigate conflict, interact with all stakeholders successfully and how to implement these skills in stressful situations.

SESSION TITLES:

*Becoming a Master Communicator:
Effective communication strategies, decoding
nonverbal communication and Best practices*
Customer Service for Public Agencies
De-Escalation: Strategies to Build Customer Trust

EFFECTIVE EMPLOYEE TOOLBOX

This bundle focuses on empowering employees with the skills and training to help them be more effective and increase productivity. These sessions can be combined and tailored to fit your needs.

SESSION TITLES:

*Becoming a Master Communicator:
Effective communication strategies, decoding
nonverbal communication and Best practices*
The Wedge: A Simple Metaphor to Improve all
your Work Relationships
Decision Making & Problem Solving
Achieving Outcomes: How to Set, Keep and
Achieve Strategic Goals

COMPLIANCE

These sessions are updated continuously to meet the requisites of compliance training. We provide engaging educational sessions without losing the seriousness of the subject matter.

SESSION TITLES:

*Workplaces that Work for all of Us: A Harassment
Prevention Session*
(meets requirements for AB 1825 for managers and supervisors,
SB1343 for non-supervisory personnel, and AB 1661 for local
agency officials.)
Preserving the Public Trust: Ethics for Public Entity
Officials
(meets requirements for AB1234)

EFFECTIVELY LEADING TEAMS

What's the common thread amongst ALL effective teams? Effective leaders. This bundle focuses on giving leaders the skills and confidence they need to maximize team productivity, capitalize on potential, and optimize team relationships for success.

SESSION TITLES:

*Harnessing the Power to Lead: Building and
Rebuilding Trust*
Leveraging Leadership
Critical Conversations
Extreme Ownership
Coaching/Leader vs. Manager
Effectively Leading a Generationally Diverse
Workforce
*Successful Workplace Cultures: Adaptable
Communication and Conflict Resolution Strategies*

Training Sessions & Descriptions

ACHIEVING OUTCOMES: HOW TO SET, KEEP AND ACHIEVE STRATEGIC GOALS

Description: The process required to effectively set, keep and achieve goals is a skillset, it is rarely an innate gift. Frequently it takes years of trial and error to perfect a system of success, sadly often at the detriment of the organization's effectiveness. Some may find it easy to identify key goals but the technical breakdown into achievable steps eludes them, while others may simply feel overwhelmed with where to start despite a clear vision of where they want to go. This session focuses on the skillset required to be a leader not only with vision, but execution. Participants will learn the needed skills and strategies to translate the agency vision into achievable outcomes that move the team forward whether they are setting goals individually or department wide.

Objectives: Organization Change, Team Alignment, Growth & Outcomes
Duration: 2-3 Hours

GOVERNANCE TRAINING: WHERE GOOD GOVERNMENT AND GOOD GOVERNANCE CONVERGE

Description: Elected and appointed officials operate at their highest and most effective level when they are focused on discharging their duties as a governance team member. The public expects their local government officials to stay within the bounds of their authority as they lead the City. This ensures that the creation of a predictable workplace culture for City employees. This also ensures that the immunities afforded members of the governance team are maintained.

Specifically, this session will cover the origins of power [that governance teams like the] City Council [and various commissions within the city] exercise. The people who grant them such authority remain in charge and do not yield their sovereignty. This session will review some aspects of transparency laws, the importance of maintaining the public trust, and the importance of staying within the bounds of established municipal codes and state and federal law.

Finally, this session focuses on principles of leadership and the value of effective delegation to a City leadership team charged with executing the vision of the governance team.

Objectives: Governance, Leadership, Immunity, Council/Manager form of government
Duration: 2 Hours

Session Descriptions (Cont.)

BECOMING A MASTER COMMUNICATOR: EFFECTIVE COMMUNICATION STRATEGIES, DECODING NONVERBAL COMMUNICATION AND BEST PRACTICES

Description: A common characteristic found in great teams and relationships is fundamentally sound communication. This session focuses on the foundations of good communication--what, how, and when to use them, and the importance of communication to solve workplace and relationship challenges. This session provides participants with tools to communicate their way to achievement, as well as empower people to respond to and address unwanted conduct at work. When a workforce is empowered with communication skills, there are very few things they cannot achieve.

Objectives: Healthy Communication, Building Relationships

Duration: 2-3 Hours

BELONGING: CREATING PSYCHOLOGICAL SAFETY, MANAGING A DIVERSE WORKFORCE & SUPPORTING THE TEAM

Description: Current research has revealed that most of the DEI programs of the last several decades are ineffective and yield few results. Traditionally programs focused on Diversity, Equity, and Inclusion (DEI) by addressing patterns of bias that created inequities in our culture, including our workplace environments. These efforts focused on groups that have been historically discriminated against.

Eliminating bias from our workplaces must be done using a broader holistic approach. This approach should include training and education, development of a team based on a Bias Elimination Plan (BEP), coaching and conflict resolution, and a plan for measuring results. These efforts are focused on all personnel, because all personnel should feel they belong.

It all begins with education sessions to develop a common objective for the organization. That objective is (1) that every employee deserves to feel like they belong and are an important part of the organization; and (2), every employee is entitled to authentic equal access to opportunities within the organization. The inherent challenge is educating every team member on the existence of bias in virtually every organization in the systems of hiring, advancement, work assignment distribution, and leadership opportunities. This session begins this process without placing blame or identifying participants as part of the problem. The DEB subject is approached positively with a focus on the future; because the future is all we can successfully change.

Objectives: Eliminating Bias, Equity Employment Practices, Culture,

Duration: 2-3 Hours

Session Descriptions (Cont.)

CRITICAL CONVERSATIONS: HOW TO NAVIGATE ESSENTIAL DIALOGUE WITH COWORKERS

Description: In our countless training sessions and consulting hours we have yet to find someone who truly wants to actively alienate everyone around them. Most individuals who enter public service are just the opposite, they honor the privilege to serve, relish the opportunity to grow and care deeply about all community stakeholders. Often this desire to contribute in a positive way to society also means they worry about the ramifications of tough conversations. Within this session we are focusing on the crucial conversations required to not only get the job done well, but maintain a sense of belonging, safety, and progress within the agency. Participants will learn methods to having candid conversations that foster growth and trust amidst team members, and strategies to support agency members' progress towards excellence.

Objectives: Growth, Change, Alignment, Effective Communication, Conflict Resolution

Duration: 2-3 Hours

CUSTOMER SERVICE FOR PUBLIC AGENCIES: STRATEGIES FOR SUCCESS

Description: Public agency employees are often the community members' first impression of the city, which makes customer service skills essential. Customer service is inextricably intertwined with being a public servant. Local businesses, residents, and community leaders often feel that because their tax dollars pay public servant salaries they have an unwritten contract that requires agency employees to be responsive to their needs. This session was designed with public agencies for public servants like yours. Building public trust and overcoming negative perceptions about public servants are the byproduct of effective customer service. Too many customer service sessions focus on broad principles without understanding the context public servants experience. This session will focus on providing participants with the necessary skills to improve the quality of customer service for both external and internal customers.

Objectives: Effective Communication, Increase Productivity, Quality Customer Service

Duration: 2-3 Hours

Session Descriptions (Cont.)

DE-ESCALATION: STRATEGIES TO BUILD CUSTOMER TRUST

Description: While we all want to have interactions with community members that are smooth, flowing and productive it is inevitable that we will face a "heated" situation fraught with frustration and anger. It is necessary to find a way to treat community members with respect and give them opportunities to be heard. That is where de-escalation strategies are a necessity. This session will focus on empowering you with the skills to transfer your sense of calm and genuine interest to the person you're interacting with so you can understand the root cause of the situation, and build trust with the individual. This session will be engaging, immersive and provide practical skills you need. Building public trust and overcoming negative perceptions about public servants are the byproduct of effective public servant customer service. You can walk away feeling confident that you know how to navigate a tough situation.

Objectives: Managing Difficult Customer Interactions, Customer Service, Conflict Resolution

Duration: 2.5-3 Hours

EMPOWERING PUBLIC AGENCIES: MASTERING THE ART OF DECISION MAKING & PROBLEM SOLVING

Description: Mastering the art of decision making and problem solving in the public sector is a delicate balance of transparency, critical thinking, and diplomatic process. This session will equip you with practical strategies and best practices to identify and solve tough challenges, foster innovation, and promote continuous improvement. Through engaging exercises and real-world case studies, we'll discuss critical thinking skills and gain the confidence necessary to lead through obstacles. Whether you are a manager, supervisor, or staff member, this training will provide you with the tools and insights you need to succeed in today's rapidly changing public sector environment.

Objectives: Critical Thinking, Trust, Problem Solving, Empowering Leaders

Duration: 2-3 Hours

Session Descriptions (Cont.)

EFFECTIVELY LEADING A GENERATIONALLY DIVERSE WORKFORCE

Description: If you've ever been confused by a coworker's statement and found yourself googling "what does ____ mean"--then this session was made for you. From boomer to zoomer we've all got our own unique lexicon, paradigm, and experience. We've entered a pivotal era of increased diversity, greater flexibility and shifting values. Many agency leaders come from a powerful generation that has created foundational success for the rising generation of millennial leaders and new Gen Z public servants. Agency productivity, unity, and success is contingent upon generations understanding and respecting one another's particular set of values. Participants will learn communication strategies that are unique to each generation. Discuss ways to bridge divisions and make connections. Participants can gain a clearer picture of not just working together, but excelling together.

Objectives: Making Generational Connections, Belonging, Communication
Duration: 1-2 Hours

EFFECTIVELY MANAGING A HYBRID WORKFORCE

Description: The Pandemic of 2020-2022 generated one of the greatest workplace paradigm shifts and social experiments in modern history. Almost overnight we removed millions of employees from the workplace and asked them to stay home, and work. The challenges associated with working from home are real and well-documented. Overcoming the work-from-home distractions, lack of in-person supervision, and bridging accessibility issues will provide needed support for employees. However, the greatest challenge for most remote employees is the isolation. It cuts against our very DNA and our need as humans to connect with one another. This session focuses on solutions to these challenges, and best practices for creating the optimal structure to help employees succeed in a remote environment. The session also includes a discussion on leadership qualities necessary in times of crisis to bring peace, security, and confidence to employees in uncertain times.

Objectives: Bridging the Gaps in Remote Cohesion, Adaptable Leadership, Trust
Duration: 2 Hours

Session Descriptions (Cont.)

FROM DUTY TO OWNERSHIP: EMPOWERING INDIVIDUALS TO "OWN" THEIR ROLES

Description: Increasing employees' accountability, cohesion and trust are vital elements of all agencies. This session focuses not only on the power of owning your role but also owning outcomes of your decisions this leads to more productive, effective, and innovative individuals and teams. Participants will study the mindset shift required to move from merely discharging their duties to becoming leaders who embrace success and failure alike. The session will provide ideas for techniques and systems to enhance accountability, build resilience, promote continuous improvement and foster humility. This session is geared towards every level of the organization, increasing ownership in individual team members means the collective enjoys a culture of growth, progress and safety.

Objectives: Leadership Development, Accountability, Effective Coaching, Trust
Duration: 2-3 Hours

HARNESSING THE POWER TO LEAD: BUILDING & REBUILDING TRUST

Description: This session focuses on the challenges of gaining and maintaining trust, as well as the ability to rebuild trust when necessary. This session will also focus on how trust is a precondition to organizational flexibility and adaptability. When employees focus on building trust, they create greater efficiency within the organization, and develop the fortitude and framework to make the difficult decisions and generate buy-in from leadership. Not only does this help within the organization, it also helps create more buy-in from the community which leads to more support, increased unity and greater success for all. There are three fundamental components to developing trust: building great relationships, utilizing good judgment, and being consistent and accountable. By discussing concrete strategies in these three areas, participants will be able to successfully navigate tough conversations with coworkers, earn the confidence of their colleagues and community stakeholders, and be viewed as a trusted team member by the organization's top leaders.

Objectives: Developing Trust, Creating Consistency, Conflict Resolution, Belonging, Agency Cohesion
Duration: 2-2.5 Hours

Session Descriptions (Cont.)

LEADING WITH PURPOSE: HOW TO LEAD WITH POWER & INFLUENCE

Description: This session is designed to equip public agency leaders with the knowledge and tools they need to lead with purpose, inspire teams, and support strong communities. Participants will explore the art of power and influence, learning how to leverage these tools to build trust, motivate others, and drive meaningful change. Throughout the session, participants will engage in interactive discussions and practical exercises designed to help them better understand their own strengths and weaknesses. They will learn how to build strong relationships, communicate effectively, and navigate complex organizational dynamics to achieve their goals. Participants will explore strategies for supporting and engaging team and community members.

Objectives: Leadership Development, Effective Communication, Relationship Development, Coaching

Duration: 2-3 Hours

LEVERAGING LEADERSHIP: UNLEASHING THE POTENTIAL OF INTROVERTS, EXTROVERTS, FEELERS, THINKERS, INFLUENCERS, AND MORE

Description: No personality type comes preprogrammed for the leadership fast track. Studies have tried to establish a correlation between successful leaders and personality types but there is no true relationship. Instead research has identified key characteristics, behaviors, and processes that create great leaders. In this session we will focus on self-awareness, emotional intelligence, and the numerous strengths different personality types possess that enhance leadership. Participants will learn how to leverage their own personal strengths and innate leadership styles to maximize their impact within their teams and the agency.

Objectives: Leadership Development, Effective Communication, Belonging

Duration: 2-3 Hours

Session Descriptions (Cont.)

MAXIMS OF CHANGE: FOUR KEYS TO POSITIVE SUSTAINED CHANGE

Description: Shifting a culture must be addressed at the foundational level for it to have lasting effect. Issues plaguing a workplace culture are removed at the root level to achieve sustained change. Anything less is a temporary band-aid approach. Creating sustained change in relationships and workplace culture requires use of these four maxims of change.

1. Walk the Talk - Credibility Maxim
2. Encourage Authentic Participation - Buy-In Maxim
3. Champion the Cause - Momentum Maxim
4. Encourage Accountability - Morale Maxim.

Any organization can achieve the change objectives they desire. This session will empower all participants to understand how to achieve sustained change to a more positive workplace culture, a culture defined by support and teamwork, for a culture of belonging.

Objectives: Change Management, Effective Communication, Relationships

Duration: 2-2.5 Hours

RESUSCITATE PERFORMANCE MANAGEMENT TO REVIVE YOUR TEAMS

Description: This session will focus on how to implement a process of regular Check-Ins with employees for the purpose of performance management. Check-ins serve to remind those good employees how great they are and how much we value them in our organization. These regular Check-Ins also serve as a reminder for those employees that need to improve their performance, they need to do better! Our discussion will focus on how these Check-Ins should be structured (e.g., how long, how often, who should attend, and where should they take place), what should be covered during the Check-In, and how the messaging is critical. The session will also discuss how building this Check-In structure will ease the annual burden felt by managers and supervisors who procrastinate the task of writing and delivering annual performance evaluations. Through this process and structure good employees will be consistently reminded they are valued and thus increase their organizational commitment and engagement, while underperforming and underachieving employees will realize they cannot escape accountability so they will need to improve or move-on. The result, a revitalized workforce where people feel they are working in an appreciative and equitable environment.

Objectives: Leadership Development, Coaching, Effective Questioning, Communication, Relationship Development

Duration: 2 Hours

Session Descriptions (Cont.)

REVITALIZING A RESILIENT WORKFORCE: MITIGATING BURNOUT

Description: Returning to the workplace in 2022 allowed organizations to address a long overlooked workplace challenge: burnout. In 2019, the World Health Organization (WHO) defined it as an “occupational phenomena” and defined it as a “syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed.” This training gives all employees the skills necessary to identify, work through, and overcome burnout. All participants will leave this session with a revitalized passion for work and concrete strategies to create a resilient team. Participants will be equipped with tools to improve team performance, efficiency and connection.

Objectives: Belonging, Communication, Systems

Duration: 2-3 Hours

SUCCESSFUL WORKPLACE CULTURES: COMMUNICATION EXPECTATIONS & CONFLICT RESOLUTION

Description: Many agencies find themselves in situations of having to deal with workplace behaviors that are unacceptable. Rude behaviors, employees angry with one another, or a lack of civility can have an adverse impact on workplace cultures. Sometimes the problem is what we say, other times it is how we say it, our timing, or it's a lack of self-awareness on how our conduct adversely impacts our coworkers. Setting workplace behavioral expectations is the foundation for preventing such conduct at work. This session focuses on setting expectations in the areas of communication, conflict resolution, emotional intelligence, and the importance of consistently maintaining professional and civil behavior.

Topics covered:

- Foundations of Effective Communication
- Impact of Nonverbal Communication
- The origins of Conflict
- Removing Wedges & Resolving Conflict
- Self-Awareness & Self-Regulation

All participants will leave this session with the tools necessary to successfully interact and engage with one another. Conflict and misunderstandings will still occur, but each participant will leave with the tools necessary to respond to the situation and not let conflict define the team or the culture.

Objectives: Conflict Resolution, Communication Skills, Boundaries, Self-Awareness

Duration: 2-3 Hours

Session Descriptions (Cont.)

THE UNWRITTEN RULES OF LEADERSHIP: LEADERSHIP FUNDAMENTALS

Description: The unspoken rules of leadership are the foundational principles of leadership that are not always explicitly taught but are essential for success. By embracing these principles and making them an integral part of your leadership approach, you can magnify your impact and unleash your team's potential. The session will focus on understanding implied rules like: emotions matter, leading is a service, vision matters, balance and burnout, inclusion and adaptability. This session is critical for all aspiring and current leaders, the content discussed, strategies learned, and scenarios practiced will provide relevant job training for every role.

Objectives: Leadership Development, Goal Setting, Communication
Duration: 2-3 Hours

THE WEDGE: A SIMPLE METAPHOR TO IMPROVE ALL OF YOUR WORKPLACE RELATIONSHIPS

Description: Because conflict will always happen, ***this is our most popular session.*** The difference between great teams and dysfunctional teams is not the absence of conflict, it is the collective ability to not let the conflict define the team. When harmful conflict happens the byproduct is wedges driven into relationships. Wedges, left unattended, are the catalysts that destroy teams, departments, and organizations. Each of us needs a well-developed Human Interaction Toolbelt™ (Toolbelt™) with all the skills necessary to successfully engage one another. This session will focus on helping participants sharpen some of those tools and obtain a Wedge Remover™ to add to their Toolbelt™. When team members use their Wedge Remover™ and encourage others to do likewise, they can be assured that their teams will be characterized by greater harmony, productivity, and effectiveness.

Objectives: Communication, Conflict Resolution, Paradigm Shifting
Duration: 2 Hours

Session Descriptions (Cont.)

UNDERSTAND YOUR ROLE AS A LEADER: LEADING & MANAGING

Description: Understanding the role of a leader and a manager is a critical distinction. People in positions of authority are expected to manage people, projects, and resources when necessary, but they need to be leaders *always*. Promotion and position may give people the authority to lead, but leaders need more than that. They need the power to lead. This session identifies the roles that managers and leaders play within an organization, how authentic power is achieved beyond authoritative power, and what leaders need to do to effectively lead a group in achieving objectives. This session also focuses on a variety of leadership characteristics and styles to manage a diverse workforce and take the steps necessary to handle inevitable conflict.

Objectives: Communication, Trust, Leadership Development, Vision

Duration: 2-2.5 Hours

Compliance Session Descriptions

PRESERVING THE PUBLIC TRUST: ETHICS FOR PUBLIC ENTITY OFFICIALS

Description: This session is AB1234 Compliant

This session will focus on the state and federal regulations that outline ethical conduct for public agency employees and officials. Specifically, this session will cover laws relating to personal financial gain by public servants, including laws prohibiting bribery and conflict-of-interest laws, laws relating to claiming prerequisites of office, such as gifts and travel restrictions, prohibitions against the use of public resources for personal or political purposes, prohibitions against gifts of public funds, mass mailing restrictions, and prohibitions against acceptance of free or discounted transportation by transportation companies.

We will also focus on government transparency laws, including, but not limited to, financial interest disclosure requirements and open government laws and laws relating to fair processes.

WORKPLACES THAT WORK FOR ALL OF US: A HARASSMENT PREVENTION SESSION

Description: This session meets the requirements of AB1825 for managers and supervisors, SB1343 for non-supervisory personnel, and AB1661 for local agency officials.

With all the sexual harassment and bullying in the news, it is evident that some folks in the workforce are not getting the message. All employees, elected, appointed officials, contractors, and volunteers are entitled to a workplace free of unwelcome bullying, sexual harassment, discrimination, and retaliation.

This session is designed to provide participants with the knowledge and tools to identify, address, and respond to such unlawful conduct. Participants will learn what constitutes sexual harassment, forms of discrimination, and the legal definition of retaliation. Discussion will include key types of abusive conduct, (i.e., bullying), how to prevent it, respond to it, and the adverse impact of such behaviors on a workplace culture. This session will include how to respond to allegations of harassing and bullying behaviors in the workplace.

Leadership Team



Gerry Preciado

President & Principal Consultant



Gerry Preciado has trained and consulted with thousands of public entity, private sector and university employees. His areas of expertise and emphasis are leadership and organizational development, conflict resolution, and public entity governance. After spending several years as an employment law trial attorney (representing first

plaintiffs and then defendants), Mr. Preciado realized that by the time his clients called him it was too late. Something had gone wrong during the human interaction at work. Consequently, he spent several years developing an approach to leading and managing people while empowering them to positively manage and respond to conflict and other workplace challenges. The result is encapsulated in 34th Street's proprietary approach, "The Wedge: A Simple Metaphor for Improving Every Relationship in Your Life." Over the past 25 years Gerry has been an in-demand keynote speaker and spoken at conferences nationwide. His presentations are engaging, educational and inspiring. He always provides practical solutions for workplace relationships and real life application. Mr. Preciado received both his Bachelor of Arts and Juris Doctor degrees from UCLA and is leading the revolution to empower the labor force with the skills necessary to navigate workplace relationships and create sustained positive change.

Jacob Houghton

Senior Consultant

Jacob Houghton brings a decade of experience to the team in Public Service and Educational Leadership. His areas of expertise are public service leadership, conflict resolution, and employee coaching. Jacob's background as an Education Administrator has given him a broad range of experience managing relationships among staff, students, and parents while also interfacing with community agencies. He has trained personnel on risk management, loss prevention, and compliance. As Jacob dealt with conflicts between staff, students, and stakeholders day in and day out, he witnessed the negative effects ripple into the community. He wanted to do more to shift the culture surrounding conflict from dysfunction and despair to hope and growth. Thanks to his years as an Administrator, he is experienced in navigating the life of a public servant, working to connect with all community members and provide the highest level of service at all times to community and colleagues. His professional training makes him adept at identifying the patterns of conflict and creating actionable strategies that teams can understand and buy into. Mr. Houghton specializes in creating and implementing training curriculum specific to organizations' objectives and desired outcomes; focusing on how to navigate workplace relationships to optimize productivity, efficiency, and harmony.



Contact Information



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