

CELEBRATING OUR

50th

Anniversary

RENAISSANCE INDIAN WELLS RESORT & SPA

Indian Wells, California | February 20-23, 2024



ATTENDEE BROCHURE

CELEBRATING OUR

50th
Anniversary



50th Conference & Expo

February 20 – 23, 2024

WELCOME MESSAGE



PARMA was started 50 years ago by a group of visionary public sector risk managers who recognized the benefits and opportunities of collaborating for the good of their respective agencies. Since its founding, PARMA has provided education and networking to thousands of colleagues through

chapter meetings, online education and, of course, our annual conference.

Every PARMA conference is unique, but this year's will be particularly special. After all, you only turn 50 once! We have put together an amazing educational program, networking events that will be dazzling and move you through the decades of PARMA. And along the way we will recognize PARMA's past while celebrating together as we prepare for the future.

Our keynote and closing speakers are renowned Olympic gold medal athletes. Be sure to plan your travel around these two famous speakers as they will share their journey to success. You won't want to miss their presentations.

On behalf of the PARMA Board and our Conference Planning Committee, I hope you have a memorable experience as we commemorate and celebrate a half-century of serving the public agency risk management community.

Jeff Rush, *PARMA President*

Board of Directors & Conference Planning Committee

Officers

Jeff Rush	President
Larry Costello	Vice President
Karen Bianchini	Past President
Paul Zeglovitch	Secretary/Treasurer

Directors

Tony Giles	Charles Johnson
Steven Schwarz	Tanesha Welch

Planning Committee Staff

Felicia Amenta	Candice Fisher	Jeanette Mason
George Bierly	Janet Hamilton	Alex Mellor
Devora Brainard-DeLong	Kelsey Harper	Shawnee Nishimura
Theresa Bucci	Susan Hastings	Brandi Shores
Lynn Cavalcanti	Anne Hernandez	DeAnna Soria
Susan Colley-Monk	Gabriella Hubbard	Jenny Thompson
Tammy Daniels	Catherine Jones	Carrie Willson
Keith Epstein	Karen Lara	Paul Zeglovitch
	Robert Lowe	

Gloria Peterson	Executive Director
Becky McGuire	Event Manager
Julie Wallner	Exhibits and Sponsorships Manager
Allie Johnson	Membership

PARMA Identity Statement

PARMA is a professional community of California public agency personnel with responsibility for risk management, and a network of risk management service providers.

Mission Statement

PARMA is dedicated to the professional development of all California public agency personnel with responsibility for risk management, and to the promotion of risk management as a critical component for public agency fiscal health.

PARMA Social Media Links



Facebook page:

<https://www.facebook.com/PublicAgencyRiskManagementAssociation/>

LinkedIn: <https://www.linkedin.com/in/parma2762>



Twitter: <https://twitter.com/PARMA2762>

PARMA 2024 Conference Hashtag: Hashtag: #PARMAConf2024



Vimeo: <https://vimeo.com/parmavideos>



Instagram: <https://www.instagram.com/parma2762/>

HOW TO REGISTER

Three Ways to Register!

ONLINE:

www.PARMA.com

MAIL TO:

PARMA
One Capitol Mall, Suite 800
Sacramento, CA 95814

FACSIMILE:

(916) 444-7462

Registration Pricing

REGISTRATION PRICING	MBR EARLY	MBR REGULAR	MBR ONSITE	NONMBR EARLY*	NONMBR REGULAR*	NONMBR ONSITE*
Public Entity Registration – 1st Person	\$449.00	\$549.00	\$649.00	\$619.00	\$719.00	\$819.00
Public Entity Registration – 2nd and Additional Registrations	\$399.00	\$499.00	\$599.00	\$489.00	\$589.00	\$689.00
Associate Registration (Non Public Entity)	\$999.00	\$1,099.00	\$1,199.00	\$1,299.00	\$1,399.00	\$1,499.00
Sponsor Additional Registrations	\$549.00	\$649.00	\$749.00	\$849.00	\$949.00	\$1,049.00
Guest (Includes all meals, events but no education)				\$449.00	\$549.00	\$649.00

Attendee Pricing for Non-PARMA Members

**Registration includes a one-year, non-refundable membership (public entity only) to PARMA. Only one person from each company needs to register at the nonmember rate. All others from the same company/entity can use the additional member pricing above.*

Important Deadlines

12/6/2023.....Early Bird Pricing End Date (Register on or Before this Date)

12/7/2023.....Regular Pricing Start Date

2/12/24.....Onsite Registrations Rates Apply

Refund Policy

Requests for refunds must be received in writing. Cancellations postmarked on or before December 4, 2023 will receive a full refund. Membership dues will not be refunded if registering as a nonmember. Cancellations postmarked after December 4, 2023 will be subject to a \$100.00 service charge. No reimbursement will be given after January 9, 2024 but substitutions will be accepted. Please allow 60 days after the close of the conference for refund processing.

There are no refunds on golf fees or membership dues. In the event PARMA must cancel this conference for any reason, liability is limited to the registration fees paid only. PARMA is not responsible for any other expenses incurred, including travel and accommodation fees.

Special Needs

If for any reason, you require assistance or special accommodations, please indicate so on the registration form. PARMA conference management will contact you to ensure proper accommodations are made.



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Instagram: <https://www.instagram.com/parma2762/>

CONFERENCE LOCATION & ACCOMMODATIONS



Conference Location

Renaissance Indian Wells Resort & Spa

44400 Indian Wells Lane, Indian Wells, CA 92210

Hotel Reservations

Upon completion and payment of your registration, you will receive a confirmation email with details on reserving a hotel room.

Parking

Renaissance

Self-parking \$12.00

Valet parking \$30.00

Hyatt Regency

Self-parking \$27.00

Valet parking \$32.00

Rates are subject to change without notice.

Room Rates

Prices do not include room fees and taxes.

Renaissance Indian Wells..... \$259.00 / night

Resort Fee of \$5.00 (per room, per day, plus applicable tax) applies for guests which includes: Complimentary wifi, Fitness Classes with professional instructor, Bike rentals and access to tennis and basketball courts.

Hyatt Regency Indian Wells.....\$289.00 / night

Resort Fee of \$25.00 (per room, per day, plus applicable tax) applies for guests which includes: Complimentary wifi, access to HyTides waterpark featuring 30 ft. dueling waterslides, a 450 ft. lazy river and children's splash pad, fitness center, (2) bottles of waters per stay, one hour tennis court time per day, 10% off select merchandise at the spa, discounted green fees at Indian Wells Golf Resort, shuttle service to Indian Wells Golf Resort, golf bag storage, outdoor games and activities, seasonal evening live entertainment in Agave Sunset.

Cancellation & Change Policy:

Cancellation or changes must be made fourteen days prior to arrival. Final day to book hotel is February 2, 2024. However, the guestroom block is subject to sell out prior to this date. PARMA requires a one-night nonrefundable deposit.

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KEYNOTE SPEAKER

APOLO A. OHNO — OLYMPIC GOLD MEDALIST

February 21, 2024 | 8:30 am – 10:00 am



Apolo claimed his first major speed skating title at age 14—after just six months of training. Over the next decade and a half, he went from kid prodigy to the most decorated US Winter Olympian in history—a title he still holds—earning eight Olympic medals in short-track speed skating across the 2002, 2006, and 2010 Winter Games.



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CONFERENCE AT A GLANCE

Session Color Codes

 SAFETY/HEALTH	 WORKERS' COMP	 MANAGEMENT
 RISK MANAGEMENT	 LIABILITY	 INSURANCE

Tuesday, February 20, 2024

1:00 pm-6:00 pm Conference Registration

Wednesday, February 21, 2024

7:00 am-5:00 pm Conference Registration

7:00 am-8:30 am Continental Breakfast

8:30 am-10:00 am Welcome and Keynote Speaker, Apolo Ohno, Olympic Gold Medalist

10:00 am-10:30 am Networking Break and Dedicated Exhibit Time

10:00 am-5:00 pm Exhibit Hall Open

10:25 am* Cash Drawings in the Exhibit Hall

10:30 am-12:00 pm

A1 Learn How to Turn Auditors Into Business Partners

A2 Differences in Exposures to Tort Liability of Public Entity Joint Powers Authorities and Insurance Companies CE/MCLE

A3 Top Ten Mistakes Employers Make in Preventing and Responding to Complaints of Harassment CE/MCLE

A4 Contractual Risk Transfer Indemnity & Insurance Requirements

A5 Light Urban Search and Rescue: The Gold Standard for Emergency Response

A6 The Journey! Two Los Angeles City Firefighters Road to Recovery

12:15 pm-1:15 pm PARMA Lunch, Annual Membership Meeting and Sponsor Appreciation

1:15 pm-1:45 pm Networking Dessert Break in the Exhibit Hall

1:40 pm* Cash Drawings in the Exhibit Hall

2:00 pm-3:00 pm

B1 Industrial Disability Retirement in California: Insights from a Fireside Chat CE/MCLE

B2 Welcome to the Crossroads: FMLA, ADA, LOA & WC CE

B3 The Unintended Consequences of California's 'Revolution' in Police Use of Force Law: AB 392 (Cal. Penal Code §§ 196 and 835a) CE/MCLE

B4 Brief Look at the Evolution of Public Sidewalks (and its Maintenance)

B5 High-Payoff Safety: Saving Lives and Preventing Injuries in the Workplace CE

B6 Your Actuarial Report – Risk Management Financing for Today and Beyond

3:45 pm-5:00 pm Networking Break and Dedicated Exhibit Time

4:00pm-5:00pm

C1 The Hard Market: A Look from Both Sides CE

C2 Biometrics as Biofeedback: Gadgets for a Healthier You

C3 Toto, We're Not in Kansas Anymore – Navigating Dangerous Condition and Inverse Condemnation Cases in a Year of Cyclone Floods CE/MCLE

C4 Risk Management 101

C5 Cal/OSHA Update: A Look Back at 2023 and a Look Toward Possible Concerns for the New Year CE

C6 Workers' Comp Bingo 2023 - Case Law Update CE/MCLE

6:30 pm-9:30 pm PARMA's 50th Anniversary Gala (Black Tie Optional)

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CONFERENCE AT A GLANCE

Session Color Codes

SAFETY/HEALTH	WORKERS' COMP	MANAGEMENT
RISK MANAGEMENT	LIABILITY	INSURANCE

Thursday, February 22, 2024

7:30 am-4:00 pm	Conference Registration					
7:30 am-8:30 am	Breakfast – Please Sit with Your Chapter Affiliate (not required)					
8:00 am-2:00 pm	Exhibit Hall Open					
8:30 am-9:45 am	D1 Expect the Unexpected – Lessons Learned in Cyber	D2 How Public Agencies Should Deal with Elected Officials Behaving Badly CE/MCLE	D3 Defending Tough Cases: How to Defend Your Public Entity in Sensitive, Difficult and High Profile Cases CE/MCLE	D4 I've Said Too Much! Social Media Policies and Free Speech CE/MCLE	D5 The Only Good Workers' Comp Claim is a Settled Workers' Comp Claim CE/MCLE	D6 Mastering the QME Process: How to Level the Playing Field in California Workers' Compensation CE/MCLE
9:45 am-10:15 am	Networking Break and Dedicated Exhibit Time					
10:10 am*	Cash Drawings in the Exhibit Hall					
10:30 am-11:30 am	E1 Overcoming Excess WC Coverage Challenges CE/MCLE	E2 Stressing Over Stress? Not Me!	E3 Preventing Nuclear Verdicts®: Strategies Every Public Agency and Their Counsel Should Use CE/MCLE	E4 A Risk Control Program that is Just Right: Risk Management and the Goldilocks Effect	E5 50 Years of Ergonomics	E6 The Golden Rules of Early Injured Employee Engagement CE
11:45 am-1:15 pm	Lunch in Exhibit Hall					
1:00 pm*	Cash Drawings and Exhibitor Prize Drawings in the Exhibit Hall					
1:15 pm-2:15 pm	F1 Cyber Crime and Phishing Encounters: It Happens to the Best of Us	F2 The Wide World of Well-Being	F3 Responding to Government Claims: Getting it Right and Why it Matters CE	F4 Out Front Ideas - Issues to Watch in 2024	F5 History Repeats Itself. It has to. No One Listens CE	F6 Golden Nuggets of Workers' Compensation CE
2:15 pm-2:30 pm	Refreshment Break					
2:45 pm-3:45 pm	G1 The Future of Public Agency Risk Management	G2 Making the Most of Your 5-Minutes of Fame: How to Obtain Settlement Authority from City Council or the School Board During Closed Session Meetings	G3 Everything Old Is New Again - Practical Defenses For Revived Childhood Sexual Abuse Claims CE/MCLE	G4 Lessons Learned in the Aftermath of an Active Shooter	G5 Key Elements To An Emergency Communication & Response Plan CE	G6 Power of Influence Over Claim Outcomes
8:00 pm-11:30 pm	PARMA Through the Decades Party					

Friday, February 23, 2024

8:00 am-8:45 am	Continental Breakfast		
8:45 am-10:15 am	H1 Schools Roundtable	H2 Pain Points: Four Banes of our Existence and Creative Claims Solutions to Lessen Your Stress CE/MCLE	H3 Your Officer Is Charged with Murder. Now What? Discussing the Intersection of Criminal, Civil, and Administrative Investigations CE/MCLE
10:15 am-10:30 am	Refreshment Break		
10:30 am-11:45 am	Closing Speaker, Mike Eruzione, Olympic Gold Medalist		

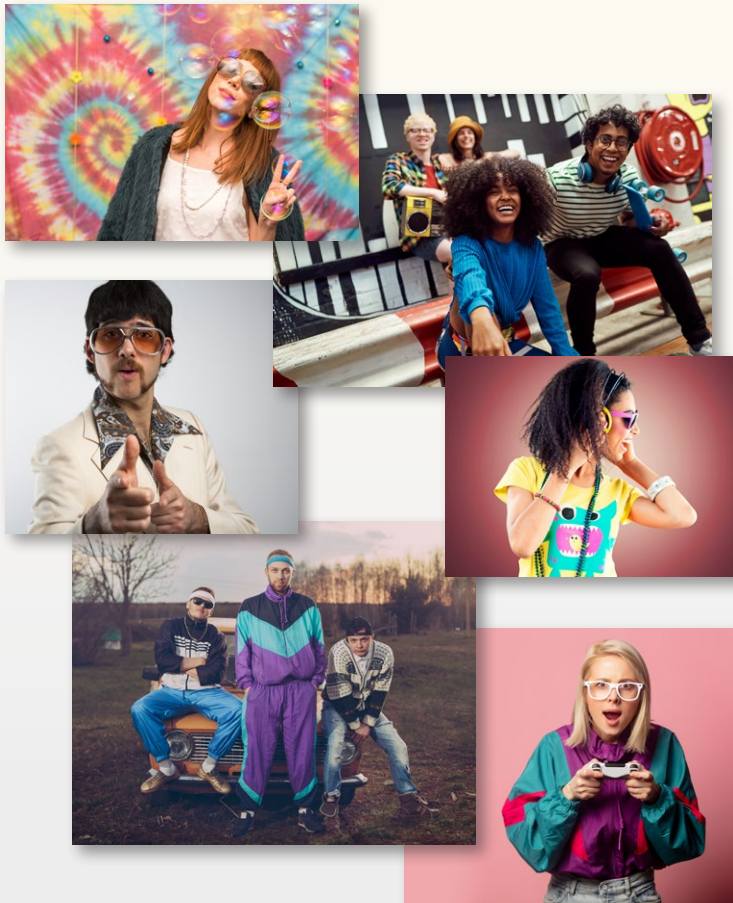
SPECIAL EVENTS

PARMA's 50th Anniversary Gala

Wednesday, February 21, 2024 (Black-tie Optional)

**Hyatt Regency Indian Wells Resort and Spa
4600 Indian Wells Lane, Indian Wells, CA 92210**

We invite you to join us for PARMA's 50th Anniversary Gala. The black-tie optional Gala is your time to dress up to enjoy dinner, awards, entertainment, and event-to-remember surprises that you won't want to miss! The Gala will be a time to reflect on our last 50 years of service to the risk management community, show appreciation to those who have helped us reach this incredible milestone, and toast to PARMA's bright future.



PARMA Through the Decades

Thursday, February 22, 2024

Renaissance Esmeralda Resort & Spa

For 50 years, PARMA has been elevating risk management and serving our community—and we are throwing a party to celebrate! PARMA Through the Decades will be on Thursday, February 24th, and we invite you to join us for an evening with flair.

Are you missing bell bottoms and platform shoes and have an urge to wear them again? Or you might be the parachute pants or preppy wearing kind of person and missing those bright colors.

You may opt for the 90's edgy pieces like leather jackets, chokers, combat boots, and ripped jeans. The 2010s were defined by hipster fashion, athleisure, a revival of austerity-era period pieces and alternative fashions, and swag-inspired outfits.

Whatever your preference, let's celebrate PARMA through the decades in style. Wear your favorite decade clothing while we dance the night away!

PARMA 2024 CONFERENCE SESSIONS

Wednesday, February 21, 2024

10:30 am-12:00 pm

A1 Learn How to Turn Auditors into Business Partners

Focus: Workers' Comp **Level:** Beginner

The audit process can be complex and invoke many emotions. However, there is significant value that can be gained from a productive partnership with auditors. This session will explore how to turn auditors into business partners, maximizing the value they bring to your organization. This includes discussing the challenges in building a productive relationship between auditors and business teams. We will also delve into key strategies and tools that can be used to overcome these challenges and foster a strong partnership. This includes understanding the auditor's perspective, communicating effectively, and identifying shared goals and objectives. We will also explore how to leverage technology to improve collaboration and efficiency between auditors and business teams. Finally, we will discuss how to respond to the audit and review post-audit best practices. By the end of the session, you will have a better understanding of the audit process and how to build productive relationships with auditors so you can embrace the value of audits and use them as tools for driving continuous improvement in your organization.

Speakers: Scotty Benton, Sedgwick; Dawn Watkins, Los Angeles Unified School District; Bill Zachry, CompSense

A2 Differences in Exposures to Tort Liability of Public Entity Joint Powers Authorities and Insurance Companies **CE/MCLE**

Focus: Insurance **Level:** Intermediate

Although risk pooling agreements entered into between joint powers authorities and their members are not considered policies of insurance, they have similar features and are entered into for similar purposes. However, there are key differences in the exposures to tort liability of joint powers authorities providing risk financing pursuant to MOCs and insurance companies providing insurance. The imposition of potential tort liability on a public entity joint powers authority for bad faith and, if so, in what circumstances, are debatable questions.

Also, apart from the issue of whether a joint powers authority can be liable for common law bad faith, there is the separate question of whether a joint powers authority can be liable for failing to accept a policy limits demand. Such demands are a common tool of plaintiff's counsel. New legislation effective January 1, 2023, puts certain restrictions on such demands when made to insurers before litigation, but not after. The session will explore new legislation and whether it applies to pre-suit settlement demands made upon a public entity joint powers authority risk pool. This session will also explore the options for responding to policy limits demands made both before litigation commences and while litigation is pending to which the new legislation does not apply.

Speakers: Robert Kretzmer, Self-Insured Schools of California; Leif Knutson, McCormick Barstow LLP

A3 Top Ten Mistakes Employers Make in Preventing and Responding to Complaints of Harassment

CE/MCLE

Focus: Liability **Level:** Intermediate

We all make mistakes, and while there is a benefit in learning from one's mistakes, most of us can agree that we would rather never make them in the first place. When it comes to harassment, those mistakes can be costly, disruptive, and have lasting effects on the workplace. In this session, we will discuss the top ten mistakes that public employers make in their efforts to prevent and respond to harassment. Topics will include challenges created when employers fail to properly identify and respond to complaints; common challenges created by out-of-date and poorly drafted policies; consequences of not establishing a positive and inclusive workplace; the failure of focusing solely on regulatory training; and the issues created when an investigation is not properly concluded. In learning from these mistakes, we will focus on the best practices agencies should employ to improve the agency's prevention of and response to workplace harassment.

Speaker: Kelly Trainer Policky, California Joint Powers Insurance Authority

A4 Contractual Risk Transfer Indemnity & Insurance Requirements

Focus: Risk Management **Level:** Intermediate

The speaker will provide a comprehensive examination of Contractual Risk Transfer Indemnity & Insurance Requirements. The session will provide engaging personal interaction for practical application of the material for attendees. The speaker will share overarching principles as well as detailed boilerplate language to avoid uncovered surprises. Detailed reference material will be included with the workshop training handout.

Speaker: Robert Marshburn, Certified Risk Managers LLC

A5 Light Urban Search and Rescue: The Gold Standard for Emergency Response

Focus: Safety **Level:** Beginner

Attendees will learn the latest strategies for evacuation, victim care, and search/rescue techniques that can and should be performed by in-house personnel following a large-scale earthquake. The focus of the session will be the school environment, but the information can apply to any public agency.

Speaker: Captain Wayne Bennett, Disaster Survival Skills

A6 The Journey! Two Los Angeles City Firefighters Road to Recovery

Focus: Workers' Comp **Level:** General Interest

In this session, you will hear the stories of two LA City Firefighters who suffered catastrophic injuries while on duty. We will walk through their workers' compensation claims successes, obstacles, barriers, and challenges.

Speakers: Tyrone Spears, City of Los Angeles; Victor Aguirre, LA City Fire Department; Derek Behling, LA City Fire Department

PARMA 2024 CONFERENCE SESSIONS

Wednesday, February 21, 2024

2:00 pm-3:00 pm

B1 Industrial Disability Retirement in California: Insights from a Fireside Chat

CE/MCLE

Focus: Workers' Comp **Level:** Intermediate

Join us for an interactive fireside chat that will provide you with valuable insights into Industrial Disability Retirement (IDR) claims in California. Our expert panelists will offer their perspectives on what IDR claims are, the new requirements issued by CalPERS as of March 2023, and the monetary liabilities that these claims can create for public agencies. Our panelists will also share their experiences and offer practical advice on how to navigate the IDR process in California, including what happens behind the scenes in the IDR process from the perspective of a risk manager. Additionally, we will explore the impact that the cultures of peace officers and firefighting agencies can have on the IDR process.

Whether you are new to IDR claims or looking to deepen your understanding, this is the perfect opportunity to gain valuable insights and knowledge from industry experts, and to engage in a lively discussion with our distinguished panel.

Speakers: Dave Thomas, Hanna Brophy; Teresa McGinity, Hanna Brophy; Jena Covey, City of Bakersfield; Jiles Smith, JS Risk Consulting

B2 Welcome to the Crossroads: FMLA, ADA, LOA & WC

CE

Focus: Workers' Comp **Level:** Intermediate

As workplace laws become increasingly complex, public entities are finding more ways to be creative and work together for the betterment of their organizations. Integrated programs are being discussed more frequently, and in some cases, various program components or full-scale programs are being implemented. How can organizational professionals successfully achieve compliance with the overlapping and ever-complex employment laws related to disability, leave of absence, workers' compensation, and accommodation? With the many nuances of federal laws like the ADA and FMLA and changing state mandates, public entities should plan strategically to smoothly navigate rules and regulations and protect against compliance fines, penalties, and lawsuits. We will discuss trends and answer questions to help make sense of leave of absence and accommodation laws, and share tried and true practices to help overcome challenges and implement valuable strategies.

Speakers: Bryon Bass, Sedgwick; Dawn Watkins, Los Angeles Unified School District

B3 The Unintended Consequences of California's 'Revolution' in Police Use of Force Law: AB 392 (Cal. Penal Code §§ 196 and 835a)

CE/MCLE

Focus: Liability **Level:** Intermediate

During this session, the speaker will address police use of force law in California BEFORE AB 392 – California's Adoption of The Graham/Garner Standard. He will also review the legislative history of AB 392AB 392 – The final statutory language and its media hype;

actual substantive changes resulting from AB 392 and unintended consequences: The debate over the scope of GBI.

Speaker: Tony Sain, Esq., Lewis Brisbois Bisgaard & Smith, LLP

B4 Brief Look at the Evolution of Public Sidewalks (and its Maintenance)

Focus: Risk Management **Level:** Beginner

We begin with the origins and needs of sidewalks, and how they evolved into modern sidewalks. We then explain the five main purposes of a sidewalk and move into the challenges with funding and prioritization of sidewalks, especially in rural communities. We touch on the development of pedestrian master plans and the responsibility of maintenance, specifically California streets and highway code. We transition into how the Americans with Disabilities Act is a major part of sidewalk maintenance, and conclude with the types of repairs for sidewalks, partnerships with risk management authorities, and preferred methods of repair and asset management.

Speakers: Carl Valdez, Precision Concrete Cutting, Northern California; Joseph Ortega, Precision Concrete Cutting, Northern California

B5 High-Payoff Safety: Saving Lives and Preventing Injuries in the Workplace

CE

Focus: Safety **Level:** Intermediate

High-Payoff Safety (HPS) is a winning workplace safety model offering the highest potential to save lives, prevent injuries, and protect organizations from harm. HPS is designed to take advantage of an organization's unique strengths and culture. Highlights of the program include: Transitioning to a value-driven safety model that includes Choice commitment, and command; Moving people to make every effort to protect fellow workers; Creating a sustainable organization-wide safety strategy to help create a greater sense of purpose; Improving safety strategies Developing safety as a visible, viable, and lasting program.

Speaker: Steve Thompson, Aspen Risk Management Group, a TRISTAR Company

B6 Your Actuarial Report – Risk Management Financing for Today and Beyond

Focus: Insurance **Level:** Beginner

If you ever wondered how to get the most out of your actuarial report beyond just utilizing the report to check the box on your to-do list, then this session is for you! Learn directly from a professional who not only prepares that report but tailors the output to meet the risk financing objectives of entities. In addition, learn from a financial SME who explains how the report is valuable not just for your next year's plan, but strategic planning for the future as well.

Speakers: Nina Gau, Bickmore Actuarial; Heather Thomson, HT CPA Services

PARMA 2024 CONFERENCE SESSIONS

Wednesday, February 21, 2024

3:45 pm-5:00 pm

C1 The Hard Market: A Look from Both Sides

CE

Focus: Insurance **Level:** Intermediate

An insurance executive and a risk pool manager will engage in an interactive discussion of the current hard market and its impacts on both insureds and insurers. The insurance manager will discuss the perspective of the carriers and their underwriting practices. She will discuss what insurance companies are looking for when they evaluate an insured for coverage. The risk pool manager will share the insured's point of view and the challenges that insureds face. Together, they will discuss what makes a strong submission and how to best navigate the insurance procurement and renewal process. The conversation will include risk management activities, data collection, communication, and partnership. Insurers and insureds need each other to succeed, and this session will try to help both in this process.

Speakers: Lauren Tredinnick, Munich Re Specialty Insurance; Tony Giles, California Joint Powers Risk Management Authority

C2 Biometrics as Biofeedback: Gadgets for a Healthier You

Focus: Safety/Health **Level:** Beginner

Join naturopathic physician, Dr. Kristen Acesta, as we discuss the latest in biometrics (heart rate monitors, glucose meters, etc.) as they relate to biofeedback, which is our ability to foster awareness around our physical state of being, particularly as it relates to stress management, sleep, and weight management.

Speaker: Dr. Kristen Acesta, Mission Health & Wellness, Naturopathic Specialty Care

C3 Toto, We're Not in Kansas Anymore – Navigating Dangerous Condition and Inverse Condemnation Cases in a Year of Cyclone Floods

CE/MCLE

Focus: Liability **Level:** Intermediate

Inverse condemnation and dangerous condition claims in an era of historic flooding, atmospheric river storms, and falling trees; dangerous condition of public property from start to finish: training Public Works and other employees, pre-litigation and claim stage investigation, strategic motion practice and the CCP § 1038/Motion for Summary Judgment threat; Mastering government immunities at different stages of litigation, with focus on natural condition immunity (Gov. Code § 831.2), design immunity (Gov. Code § 830.6), trail immunity (Gov. Code § 831.4), hazardous recreational activity immunity (Gov. Code § 831.7), reasonable acts and omissions immunity (Gov. Code § 835.4), and inspection immunity (Gov. Code § 818.6) Discussion of recent case law developments to understand key concepts.

Speakers: Richard Osman, Bertrand Fox Elliot Osman & Wenzel; Michael Wenzel, Bertrand Fox Elliot Osman & Wenzel; Amy Halby, Bertrand Fox Elliot Osman & Wenzel



C4 Risk Management 101

Focus: Risk Management **Level:** Beginner

This training session will provide an overview of the risk management process and how it applies to your organization. You will learn how to demonstrate the value of risk management to gain buy-in and receive simple and practical recommendations for implementing risk management practices.

We will also cover other topics such as: Cost of risk and allocation; Enterprise risk management; Identifying and prioritizing risks; Risk control techniques and risk management communication.

Participants will leave with tools for applying risk management in their professional and personal lives.

Speaker: Marcus Beverly, CPCU, AIC, ARM-P, Alliant Insurance Services, Inc.

C5 Cal/OSHA Update: A Look Back at 2023 and a Look Toward Possible Concerns for the New Year

CE

Focus: Safety **Level:** General Interest

This will be our annual review of Cal/OSHA changes with an emphasis on how that affects the appeals process.

Speakers: Lisa Prince, The Prince Firm; Lisa Baiocchi, The Prince Firm

C6 Workers' Comp Bingo 2023 – Case Law Update

CE/MCLE

Focus: Workers' Comp **Level:** Intermediate

This is the 24th annual presentation of Workers' Comp Bingo at the annual PARMA conference, with all new cases, new laws, and new fun and trivia. In honor of PARMA's 50th-anniversary conference, we will bring back a few of the classic past Comp Bingo questions, trivia, and lightning rounds.

Speakers: Keith Epstein, Hanna Brophy; Ruben Pineda, Hanna Brophy

PARMA 2024 CONFERENCE SESSIONS

Thursday, February 22, 2024

8:30 am-9:45 am

D1 Expect the Unexpected – Lessons Learned in Cyber

Focus: Insurance **Level:** Intermediate

Join us to hear experts' perspectives on what to expect when your agency has experienced a cyber breach or ransom attack, with insight into what the dark web looks like. Learn lessons from prior incidents and how you should expect cyber forensics experts, cyber breach coaches, and your insurance broker/consultant to work in a concerted effort to minimize damages.

Speakers: Shawnee Nishimura, CSRM, Keenan; John Loyal, Cipriani & Werner; Bill Hardin, Charles Rivers Associates; Kiley Heath, Mendocino County Office of Education

D2 How Public Agencies Should Deal with Elected Officials Behaving Badly

CE/MCLE

Focus: Leadership **Level:** Advanced

Public entities are trained and experienced in managing and disciplining employees. Far different and more challenging issues arise when an elected official is accused or suspected of having engaged in misconduct in office, or even just the gadfly elected official skewering the public entity or elected colleagues. This session is designed to identify and explore the legal and ethical issues that arise in these situations.

The session will include the recent U.S. Supreme Court decision *Houston Community College District v. Wilson*, involving a First Amendment challenge to a public body's censure of a fellow elected representative. We will discuss the rights of the elected official as well as certain limitations on a public agency's ability to exclude from office, meetings, or discipline of an elected official. We will conclude with discussion of best practices for conducting investigations, and what remedies exist for the public entity to limit agency liability to the elected official and/or those impacted by the official's misconduct.

Speakers: Peter Glaessner, Esq., Allen Glaessner Hazelwood Werth; Janet Hamilton, City of Livermore; Richard Whitmore, Liebert Cassidy & Whitmore

D3 Defending Tough Cases: How to Defend Your Public Entity in Sensitive, Difficult and High-Profile Cases

CE/MCLE

Focus: Liability **Level:** Advanced

This session will discuss strategies for defending sensitive and significant cases, including high value cases and cases which might have public and media attention. The session will discuss the best methods to investigate claims that may be litigated, in ways to best protect the investigations from disclosure. The session will analyze how to communicate with the public and press in the way that can best minimize being used against the entity at trial, discovery of social media posting in cases, strategies for responding to CPRA requests and discovery during the litigation.

A discussion of the best way to combat the plaintiff "Reptile" theory arguments, as well as the best approaches to defend difficult sex abuse, major injury, civil rights abuses and employment cases, will be presented, along with current legal defenses and effective strategies for the public entity facing serious litigation in the public eye.

Speaker: Anthony DeMaria, DeMaria Law Firm

D4 I've Said Too Much! Social Media Policies and Free Speech

CE/MCLE

Focus: Risk Management **Level:** Intermediate

Recent court decisions have reset the lawful parameters of social media policies and the First Amendment rights of public employees. The complicated social and political times that we live in have resulted in an explosion of social media communications from public employees that can conflict with the mission and image of the employing public agency. How broadly can a public agency control social media speech from its employees and when can a public agency discipline an employee for engaging in speech online? This cutting-edge training will provide the foundation for addressing this rapidly growing reality.

Speaker: Mark Meyerhoff, Liebert Cassidy Whitmore

D5 The Only Good Workers' Comp Claim is a Settled Workers' Comp Claim

CE/MCLE

Focus: Workers' Comp **Level:** Intermediate

This dynamic panel discussion with employers, applicants, and defense attorneys will consider settlement with continuing employees by Compromise and Release and Stipulated Awards. We will discuss how employees view settlements, and employers explain their process for settlement analysis and value.

Pertinent legal considerations will be presented. Strategies for how to "get the deal done" will be presented.

Speakers: Anne Hernandez, Mullen and Filippi; Adam Dombchik, Gordon, Edelstein, Krepack, Grant, Felton and Goldstein, LLP; Tamie Maynard, Kaiser Permanente; Bev Jensen, City of Lodi

D6 Mastering the QME Process: How to Level the Playing Field in California Workers' Compensation

CE/MCLE

Focus: Workers' Comp **Level:** Beginner

Are you struggling with the med-legal process and panel specialty selection in workers' compensation cases? Join us for an informative session that will provide you with the strategies and procedures you need to master this complex process.

During this session, our expert panelists will discuss the strategy behind panel specialty selection when initiating the med-legal process, as well as the appropriate procedures to follow to ensure a successful outcome. We will explore the nuances of panel specialty selection and how it can impact the overall case outcome.

In addition, we will examine ways to escape AA panel requests by disputing panel specialty, and the remedies available when disputing AA's initiation of med-legal process. We will share their experiences and offer practical advice on how to effectively navigate these issues.

Do not miss this opportunity to learn from our distinguished panel and get the information you need to make informed decisions regarding panel specialty selection and dispute resolution in workers' compensation cases.

Speakers: Melanie Ogren, Hanna Brophy; Elizabeth Barravecchia, Hanna Brophy; Pooya Hajibagheri, Hanna Brophy

PARMA 2024 CONFERENCE SESSIONS

Thursday, February 22, 2024

10:30 am-11:30 am

E1 Overcoming Excess WC Coverage Challenges CE/MCLE

Focus: Insurance **Level:** Advanced

The session is primarily comprised of detailed hypotheticals which are based on actual coverage disputes litigated by the presenter. These hypotheticals are utilized to bring to life the coverage disputes, recent case law, and coverage principles for the attendees. The hypotheticals will illustrate for the attendees the common “impediments” to reimbursement raised by many excess carriers so they can be anticipated and responded to in order to best posture these large loss claims for maximum reimbursement.

Speaker: Al Haverkamp, Haverkamp Law APC

E2 Stressing Over Stress? Not Me!

Focus: Leadership **Level:** General Interest

Are you feeling overwhelmed and stressed out? This is a common theme among busy professionals. There’s little discussion about it, and we tend to look the other way, but working in claims is high-stress. Over time, chronic stress creeps in. Chronic stress can be harmful in many ways, so we do everything possible to avoid it. But what if we have been dealing with stress all wrong? This session will address a different perspective to stress and perhaps reboot our mindset about it.

Speakers: Angie Jung, ISYS Solutions, Inc./CareerSmart Learning; Herbert Van Patten, II, ISYS Solutions, Inc.

E3 Preventing Nuclear Verdicts®: Strategies Every Public Agency and Their Counsel Should Use CE/MCLE

Focus: Liability **Level:** General Interest

Nuclear Verdicts® are on the rise! Plaintiffs’ lawyers are fueling the trend of increasingly higher jury verdicts by changing the way they try lawsuits, using tactics to incite juror anger and drive-up damages awards. The defense needs to do something different to get out ahead of plaintiffs’ evolving tactics, change the game, and stop Nuclear Verdicts®! In this session, risk management and claims professionals will learn why Nuclear Verdicts® are skyrocketing and will leave with an understanding of the crucial anti-Nuclear Verdicts® methods they can work with their defense counsel to use for stopping runaway jury awards.

Speaker: Emily Beck, Tyson & Mendes LLP

E4 A Risk Control Program that is Just Right: Risk Management and the Goldilocks Effect

Focus: Risk Management **Level:** Intermediate

Just like Goldilocks, developing a risk control program for your agency that is just right is a bit of trial and error; but understanding the level of risk services will benefit both the agency and its employees. In this session, we will explore various risk management services models found across California agencies, the hurdles that arise when implementing software solutions, and the benefits that come from developing leading indicators to drive decisions.

Speakers: Erike Young, CIRA; Thor Benzing, CSP, CIRA; Shourya Basu, Simple But Needed

E5 50 Years of Ergonomics

Focus: Safety/Health **Level:** General Interest

Join me for a light-hearted, fun look back at how far ergonomics has come in the last 50 years. From the first ‘ergonomic’ chair to the ‘I Love Lucy’ candy production line, see the progress made and what the future holds for ergonomics.

Speaker: Kathy Espinoza, Retired

E6 The Golden Rules of Early Injured Employee Engagement

CE

Focus: Workers’ Comp **Level:** Intermediate

The City and County of San Francisco and San Francisco Municipal Transit Agency have put together several key early intervention programs that have helped improve their overall WC loss costs with a focus on the injured employee during the initial onset of their injury through the first 60 days post-injury.

Speakers: Christina Delloso, InterMed Cost Containment Services; Julian Robinson, City and County of San Francisco; Jim Radding, San Francisco Municipal Transportation Agency



PARMA 2024 CONFERENCE SESSIONS

Thursday, February 22, 2024

1:15 pm-2:15 pm

F1 Cyber Crime and Phishing Encounters: It Happens to the Best of Us

Focus: Risk Management **Level:** Intermediate

Data breaches can have a substantial impact on an organization's operations and balance sheet. There are unique risks that our industry must consider to ensure that the right security measures and best practices to prevent and mitigate losses are implemented. The panel will provide real-life examples of cybercrime and mobile phishing. Email spoofing and strategies that will help prevent or mitigate exposure.

Speakers: Agnes Hoeberling, Intercare; Alex Rossi, County of Los Angeles

F2 The Wide World of Well-Being

Focus: Leadership **Level:** Intermediate

In today's fast-paced, ever-changing world, is it possible to stay well? And what does well-being even mean? The challenge to balance work and life never goes away and what used to work for you may not be working anymore. Join us for an uplifting conversation and arm yourself with well-being strategies to take home.

Speakers: Tom Kline, Sedgwick; Jana Mowrer, HealthWins and J&J Coaching and Consulting; Jane Danks, Fitness International

F3 Responding to Government Claims; Getting it Right and Why it Matters

CE

Focus: Liability **Level:** General Interest

This session will review the California Government Claim process. We will cover the necessary documentation to delegate claim response authority and issues relating to electronic submission. This session will provide practical information for the intake, review, and response to California Government Claims, including best practices for the intake of claims. Additional items to be covered include the difference between returns without action and rejections and the subsequent legal implications of agencies' actions on claims.

A handout will be provided to participants providing step-by-step process suggestions and detailing important legally required language and considerations.

Speakers: William Portello, Sedgwick; Susan DeNardo, Sedgwick



F4 Out Front Ideas: Issues to Watch in 2024

Focus: Risk Management **Level:** Intermediate

Issues to Watch has become a PARMA tradition with Kimberly George and Mark Walls highlighting the risk management challenges that public agencies need to be monitoring. This fast-paced session will deliver a wide variety of things to watch. Some of them will be familiar issues such as workplace violence, and nuclear verdicts, while other issues will be emerging topics that many have not considered.

Speakers: Mark Walls, Safety National; Kimberly George, Sedgwick

F5 History Repeats Itself. It Has To. No One Listens

CE

Focus: Safety **Level:** General Interest

Steve Turner poetically states History repeats itself. It Has To. No One Listens. Safety and emergency planners need to listen, so not to make the same mistakes others have made. Lessons are learned in every disaster and major incident; often they are painful, expensive, and demoralizing experiences. The key to effective and efficient emergency planning is to learn from others' lessons and instill remedies in your institution. This workshop will cover key lessons learned from well-known and not-so-well-known current and historical disasters that should be considered while planning and preparing for campus response and recovery efforts. The workshop will cover considerations that are useful to a variety of institutions, including key points for K-12 and higher education. Participants will have the opportunity to share their own experiences in disaster planning.

Speaker: Sherry Colgan Stone, Ed.D., Riverside County Sheriff's Department

F6 Golden Nuggets of Workers' Compensation

CE

Focus: Workers' Comp **Level:** Beginner

The presenters will share the basic understanding of the flow of a claim from newly reported to settled. The session will cover AOE/COE, Return to Work, Medical/Legal Reports, and Settlements.

Speakers: Susan Hastings, Laughlin, Falbo, Levy; Lynn Cavalcanti, AIMS; Jenny Thompson, County of Fresno

Thursday, February 22, 2024

2:45 pm-3:45 pm

G1 The Future of Public Agency Risk Management

Focus: Risk Management **Level:** Intermediate

Kimberly and Mark will host this engaging discussion on The Future of Public Agency Risk Management. Joining them will be a panel of public agency risk managers discussing a variety of topics including: How the profession of risk management is evolving; What emerging risks are they concerned about; How the insurance marketplace is evolving; Risk financing and budget challenges; Attracting the next generation of risk managers and more!

Speakers: Mark Walls, Safety National; Kimberly George, Sedgwick; Steve Robles, County of Los Angeles; Dawn Watkins, Los Angeles Unified School District

G2 Making the Most of Your 5 Minutes of Fame: How to Obtain Settlement Authority from City Council or the School Board During Closed Session Meetings

Focus: Workers' Comp **Level:** Advanced

High-loss exposure claims require City Council/Board approval, yet there is limited time in a closed session for discussion. In just 5 minutes, you need to gain members' confidence, help them understand the law, and give you what you need to resolve the matter. We will discuss ways to maximize the limited time provided when requesting settlement authority. It will include a discussion on ways to quickly establish credibility, as well as respectfully help the decision-makers understand exposure, presumptions, and overall workers' compensation procedures. With a well-planned strategy, we can make this work!

Speakers: Laura Banker, Esq., Michael Sullivan & Associates; Jim Vanderpool, City of Anaheim

G3 Everything Old Is New Again - Practical Defenses for Revived Childhood Sexual Abuse Claims

CE/MCLE

Focus: Liability **Level:** Intermediate

In 2019, AB 218 temporarily lifted the statute of limitations on childhood sexual abuse claims resulting in a flood of lawsuits until the provision ended at the close of 2022. Now, there is legislation pending to permanently eliminate the statute of limitations on these claims. The result is that lawsuits are being filed with allegations of abuse going back to the 1950s or earlier that public entities are left to defend with limited access to documents and witnesses.

We will explain the law supporting these claims and the related statute of limitations, outline the available defenses to counter these claims, discuss effective approaches to litigating decades-old claims where documents and witnesses with first-hand knowledge are limited, and address strategies for resolving these claims.

Speakers: Megan Lieber, Collins + Collins LLP; Christie Swiss, Collins + Collins LLP

G4 Lessons Learned in the Aftermath of an Active Shooter

Focus: Risk Management **Level:** General Interest

In the modern world, threats come from many sources. One of the most difficult to defend against is the incursion of an armed individual

intent on inflicting harm. Organizations have a duty of care to maintain a secure environment for their staff, students, patients, visitors, and the general public. In the event of a deadly attack, an entity could be liable for regulatory or civil actions. There are significant challenges to securing places of business, particularly ones where visitors come and go frequently.

Explained through the lens of municipal governance, panelists will conduct a case study outlining facts of a real-life active shooter event. Panelists will discuss lessons learned from their involvement in an active shooter incident, how to prepare for similar situations that may disrupt normal business, and ways to mitigate or transfer the risk. Panelist will discuss the key features of insurance products on the market, and lastly, panelists will discuss legislative and other efforts being made to assist in reducing the harm from the public health crisis associated with gun violence.

Speakers: Dennis Mulqueeney, Alliant; LeeAnn McPhillips, City of Gilroy; Chris Parker, Beazley; Kris Brown, Brady

G5 Key Elements to an Emergency Communication & Response Plan

CE

Focus: Safety **Level:** Intermediate

Emergency management is critical for any organization, and being prepared can make a significant difference in the outcome. This session will provide practical guidance on navigating the different stages of emergency management, including how to identify the most effective tools for your organization. Participants will learn how to ask the right questions to build a robust emergency management plan that meets their unique needs. This session is designed to equip attendees with the knowledge and skills to create a thoughtful and effective emergency management plan.

Speaker: Jason Jeffery, CatapultK12

G6 Power of Influence Over Claim Outcomes

Focus: Workers' Comp **Level:** General Interest

Influence is having a vision of the optimum outcome for a situation or organization and then, without using force or coercion, motivating people to work together toward making the vision a reality. In this session, we explore techniques to enhance your influence competency to inspire others, energize participants into action, and motivate beneficial contributions resulting in optimal claim outcomes. Influence is beneficial at every level of your organization to validate the unique contributions of the program team, to inspire them to engage fully, develop a passion, and bring their best selves forward to achieve the ideal claim outcomes. Various methods to build your influence skills are presented through practical examples, data, and industry research. Specific approaches are provided for injured workers who evade, deceive, or commit fraud to bring the truth to the surface for the WC program's optimal result. Build upon your ability to experience game-changing encounters, remove barriers to successful communication, and motivate others to take beneficial action so you can ignite the power of influence and obtain desired outcomes.

Speakers: Dalene Bartholomew, Dayta Group; Joanne Thomas, SRTK Law

PARMA 2024 CONFERENCE SESSIONS

Friday, February 23, 2024

8:45 am-10:15 am

H1 Schools Roundtable

Focus: Risk Management **Level:** General Interest

Schools face unique and ever-evolving challenges both big and small. Come and bring your issues, questions, solutions, and best practices to the Schools Roundtable. Topics are provided by attendees. Past topics have included pandemic diseases, employment practices liability, cyber liability, active shooter policies and protocols, pesticides, Cal/ OSHA compliance, and more! It has the same title every year, but it is a completely different session. Someone in the room has had the same issues you are facing. Please bring your questions. Please bring your answers.

Speaker: Russ Olsen, ARM-P, Ventura County Schools Self-Funding Authority

H2 Pain Points: Four Banes of Our Existence and Creative Claims Solutions to Lessen Your Stress

CE/MCLE

Focus: Workers' Comp **Level:** Intermediate

Interactive panel with three experienced professionals to discuss four common pain points that can cause case dysfunction, poor communication, result in unnecessary litigation, and delay case disposition. The common pain points are (1) utilization review and inconsistent responses or failures of common sense, (2) work restrictions and strategies to get your employees back to work, (3) the late arising compensable consequence and how to better anticipate and understand the scope of your case, and (4) how to avoid the recently increased penalty provisions of SB 1127. Audience participation will be encouraged!

Speakers: Jesus Mendoza, Laughlin, Falbo, Levy & Moresi LLP; Paul Kim, MD, MPH, MBA, QME, FACOEM, Keystone Industrial Medicine; Sunny White, Athens Administrators

H3 Your Officer is Charged with Murder. Now What? Discussing the Intersection of Criminal, Civil, and Administrative Investigations

Focus: Liability

Level: Intermediate

The presenters are trial attorneys and claims administrators in the criminal, civil, and administrative policy arena. They will provide guidance based on actual cases they have defended. Topics may include PC 835(a), a section of the state's penal code that outlines the circumstances under which law enforcement officers can use reasonable force to perform their duties. Specifically, PC 835(a) states that "Any peace officer who has reasonable cause to believe that the person to be arrested has committed a public offense may use reasonable force to effect the arrest, to prevent escape or to overcome resistance" the agenda of progressive district attorney; the department's immediate public safety statement; the administrative investigation; the officer's employment status; the expense of defending the civil case; conflict counsel for the civil case; 5th Amendment ramifications; Rule 68 considerations.

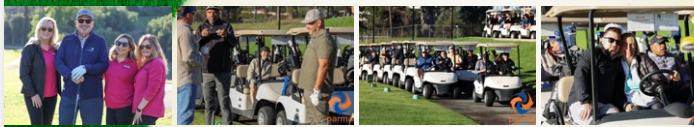
Speakers: Patrick Moriarty, Castillo Moriarty Tran & Robinson; Joanne Tran, Castillo Moriarty Tran & Robinson; John Robinson, Castillo, Moriarty, Tran & Robinson



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GOLF TOURNAMENT



registration 6:30 am | shotgun start 8:00 am
scramble | contests | prizes | awards

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February 20, 2024
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MIKE ERUZIONE — GOLD MEDALIST 1980 U.S. OLYMPIC HOCKEY TEAM CAPTAIN

February 23, 2023 | 10:30 am – 11:45 am

Mike Eruzione served as the captain that led the 1980 United States Olympic Hockey Team to its Gold Medal victory in Lake Placid, NY. The highlight of the games for Mike was scoring the game-winning goal against the Soviet Union. That victory against the Soviets advanced the U.S. Hockey Team to the Gold Medal Game where they beat Finland to win the Gold Medal.



REGISTRATION FORM

Three Ways to Register!

ONLINE: www.PARMA.com

MAIL TO: PARMA
One Capitol Mall, Ste. 800
Sacramento, CA, 95814

FACSIMILE: (916) 444-7462

Hotel Reservations

Upon completion and payment of your registration you will receive a confirmation email with details on reserving a hotel room.

Important Deadlines

12/6/2023..... Early Bird Pricing Last Date

12/7/2023..... Regular Pricing Start Date

2/12/2024 Onsite Registration Only

Refund Policy

See page 3 for details.

Registration Information

Company/Public Entity

Main Contact

Contact Address

City / State / Zip

Cell Phone

Fax

Email

Special Needs? Diet Restrictions? Let us know:

Registration Pricing

	MEMBER EARLY	MEMBER REGULAR	MEMBER ONSITE	NON-MEMBER EARLY*	NON-MEMBER REG*	NON-MEMBER ONSITE*
Public Entity (1st Person)	\$449	\$549	\$649	\$619	\$719	\$819
Public Entity (2nd and Add'l Registrations)	\$399	\$499	\$599	\$489	\$589	\$689
Associate Registration (Non Public Entity)	\$999	\$1,099	\$1,199	\$1,299	\$1,399	\$1,499
Sponsor Additional Registrations	\$549	\$649	\$749	\$849	\$949	\$1,049
Guest (Includes all meals and special events)	\$449	\$549	\$649	\$749	\$849	\$949

Attendee Pricing for Non-PARMA Members

*Registration includes a one-year, non-refundable membership to PARMA. **Only one person from each company needs to register at the nonmember rate.** All others from the same company/entity can use the additional member pricing. ☐ Check here to opt-out of the PARMA membership.

Attendees

Type (see chart above)	Fee (see chart above)	Name	Title	Email
Total \$		Upon completion of and payment of your registration you will receive a confirmation email with details on reserving a hotel room.		

Payment Information

☐ Credit Card ☐ Check (Check Number _____)

Credit Card Number

Exp. Date

Security Code

Billing Address (include postal code)

Name on Card

Signature