



PERSONNEL COMMITTEE MEETING
Mendocino Coast Recreation and Park District
100 N Main St. Fort Bragg, CA 95437

Friday February 27, 11:00AM

MINUTES

1.0. CALL TO ORDER

11:01AM

Board Members: Angela Dominguez, Dana Vogele

Staff: Kylie Felicich

2.0 PUBLIC PARTICIPATION NON-AGENDA ITEMS

A maximum of 3 minutes is reserved for members of the public to address the Board on items not listed on the agenda and the total time for public input on a specific issue is limited to 20 minutes. (Government Code 54954.3) The Board is prohibited from discussing or acting on matters not on the agenda but may briefly respond or ask a question for clarification (Government Code 54954.2)

3.1 INFORMATION/DISCUSSION

3.1 Updated Laws and regulations for Employees in California 2026

- A.** SB294 (include the attachment in the agenda) [SB294 Know Your Right Notice](#)
- B. Emergency Contact Designation:** By March 30, 2026, employers must allow employees to designate an emergency contact or collect this information from new hires going forward.
- C. SB 617 – California’s 2026 WARN Act Updated Notice Requirements for Mass Layoffs, Relocations, or Terminations**

Director Dominguez asked, “What if we don’t know we are going to have layoffs, terminations, etc...?” This was an excellent question, and GM Felicich stated she will find out.

- D. SB 513 – Expands Personnel File Requests to Include Training and Education Records** SB 513 clarifies that “personnel records relating to the employee’s

performance” now also include education and training records and must be produced pursuant to an employee’s request under section 1198.5. Employers that maintain such records must ensure they contain the following information:

- Employee’s name
- Name of trainer
- Date and duration of training
- Core competencies addressed (e.g., skills in equipment or software)
- Resulting certification or qualification

E. SB 642 – Amendments to California’s Equal Pay Laws

- a. **Public entities already have pay scales for all jobs SB 590**

F. Paid Family Leave for Designated Persons

G. AB 406 – Workplace Protections for Victims of Violence

3.2 California's statewide minimum wage increased to \$16.90 per hour for all employers, effective January 1, 2026.

This adjustment, up from \$16.50 in 2025, is driven by inflation, making California one of the highest state-mandated minimum wages in the U.S.

Key Details on California Minimum Wage (2026):

- **New Rate:** \$16.90/hour for all employers.
- **Exempt Employees:** To be classified as an exempt employee, the minimum salary is \$70,304 annually (\$1,352.00 per week).

Director Felicich stated The District will be adding a lower pay rate trainer/fitness instructor for more flexibility when hiring for new programs. This will be on the agenda for 3/18

4.0 ADJOURNMENT

11:16AM