Joint Education & Workforce Development and Health Care Council Meeting
July 11, 2014
10 – 11:30 AM

1. Welcome and Self Introductions

2. California’s Growing Health Care Workforce Needs
   
   Special Guests:
   
   Bob Redlo, Chair of Health Workforce Development Council
   California Workforce Investment Board

   Ellen Zaman, Director of Community Affairs/Government and Public Policy
   Children’s Hospital Los Angeles

   Teri Hollingsworth, Vice President of Human Resources Services
   Hospital Association of Southern California

   Anush Gevorgyan, Regional Director
   Health Care Talent Innovations

3. Audience Q&A

4. Informational Items

5. Closing Remarks

Upcoming:

Health Care Council Meeting
Friday, August 1, 2014 from 10-11:30 AM

Education and Workforce Development Council Meeting
Friday, August 9, 2014 from 10-11:30 AM
Bob Redlo is the Vice President of Patient Relations, Labor Relations and Workforce Development at Doctor’s Medical Center (DMC), a 200 Bed Community Hospital located in San Pablo, CA. Prior to Bob’s appointment at DMC, he was the Director of Workforce Planning and Development for Kaiser Permanente working directly with 160,000 employees. Bob led the development of Kaiser’s first comprehensive Workforce Development Program that included labor and management.

Bob is also the Chair of the Health Workforce Development Council of the California Workforce Investment Board, (CWIB). Bob was appointed by the Governor of California as an Executive Member of the CWIB in 2012.

Over the past five years, Bob has worked diligently with Health Leaders at the California Hospital Association and at the California Health Workforce Alliance to develop a comprehensive model of career development and to synergize private and public funding to meet the needs of the ever changing technologies in the delivery of HealthCare. As we prepare for Health Care Reform, Bob has been a proponent in developing strategies that expand our primary care and allied health services, increase the training opportunities for our health care workforce that is culturally competent and at the same time strengthening our economy by focusing on affordable quality health care programs.

Bob has been involved in Health Care for over thirty years. He has held Leadership Positions including Chair of the Center of Labor and Education at UC Berkeley and Director of the of the Public Service Training Program in New York.
Ellen Zaman is director, Community Affairs/Government and Public Policy at Children's Hospital Los Angeles. CHLA is a 317 bed tertiary care pediatric teaching hospital and Ms. Zaman has served in leadership roles with responsibilities for the operations, clinical, teaching, and research activities of numerous Hospital Departments. Through her leadership in hospital operations and planning, she has developed and implemented numerous patient, hospital and external programs. She is also Principal Investigator on numerous patient care, community benefit, and workforce development programs and grants.

Actively working with many health care, business, government, professional and civic organizations, Ms. Zaman is involved in many city, county and regional initiatives. She has served on the Board of Governors of the East Hollywood Business Improvement District since its inception in 2006, working with area stakeholders on neighborhood revitalization and community development.

Ms. Zaman serves on the Board of Directors of Health Care Executives of Southern California of the American College of Healthcare Executives, and is a past member of the Board Directors of the Hospital Association of Southern California.

As a Fellow of the American College of Healthcare Executives, Ms. Zaman is Board Certified in health care management. Through successful ACHE Innovation grants, she has developed and taught health policy programs for emerging healthcare leaders. She is a member of the ACHE National Research Committee, the Health Administration Press Editorial Board, and an advisor to the NFLHE Latino Caucus in Los Angeles. She is a preceptor for graduate health management students and a frequent guest speaker on health policy and service delivery. She is also a Fellow of the Southern California Leadership Network/Leadership Los Angeles. She holds a Master of Public Administration from New York University, a Master of Social Welfare from Fordham University, and is a Licensed Clinical Social Worker, State of California.
Teri Hollingsworth
Vice President, Human Resources Services
Hospital Association of Southern California

Assuming her current position in 2008, Teri Hollingsworth is the Vice President of Human Resource Services at the Hospital Association of Southern California (HASC), where she is responsible for addressing human resources issues and overseeing the association’s benchmark surveys, workforce studies, educational programs and strategic business partners. Teri serves as a resource to 385 hospitals and health systems across the state.

Prior to joining HASC, Teri served as a Compensation Consultant at Transamerica Finance Group and Security Pacific Corporation respectively where she was responsible for ensuring that employee compensation and benefits were equitable and competitive. She also developed pay structures for the organization, analyzed market studies, provided consultative services to executives and designed incentive compensation plans.

Teri received her Bachelor’s of Arts in Organizational Management from Vanguard University and a Masters of Arts in Management from University of Redlands.
Anush Gevorgyan joined the Health Care Talent Innovations (HCTI) Division of COPE Health Solutions in November 8, 2011 as a Manager for HCTI programs at Barlow Respiratory Hospital and later at St. Mary Medical Center in Long Beach, CA. She has managed internship operations for pre-health pipeline programs and a scholarship program for Long Beach City College nursing students. Gaining experience in both long-term care setting as well as a community hospital serving the underserved, Anush has been a part of a number of committees at the clients’ site to further integrate the HCTI programs within the hospital’s strategic goals and establish innovative ways to engage the volunteer interns in key hospital initiatives. Anush has completed Lean Green Belt training and is currently working with her colleagues to hard-wire efficient processes within the program operations. Anush has been a part of Clinical Care Extender Pipeline since August 2008 where, in addition to contributing to the patient care team she has taken a role as the Director of Administration and running one of the major branches of Leadership Team.

Anush is a 2014 candidate for a Master of Public Health at the Executive program in Health Policy and Management at UCLA Fielding School of Public Health. In her current role as the Regional Director of Health Care Talent Innovations, Anush is responsible for overseeing the pipeline programs at St. Mary Medical Center, St. Francis Medical Center and St. Johns Hospitals. This role supports site managers at each of the facilities to lead program operations and ensures value-adding milestones of the program align with clients’ needs. In this role Anush also heavily focuses on collaborating with the clients and key community stakeholders on developing strategies to meet current and future health workforce needs.

Prior to joining COPE Health Solutions, Anush contributed to the basic science research industry through her work at the University of Southern California. Her research has earned her presentations at major international conferences, publications and valuable collaborations in the field of Diabetic Kidney Disease. Other positions held include managing of neonatal hearing screen program at a local hospital to ensure that every newborn receives adequate screening and appropriate follow-up.
COUNCIL LEADERSHIP

Chair
Augustia Haydel
L.A. Care Health Plan

Co-chair
Martin Gallegos
Hospital Association of Southern California

Co-chair
James Garrison
Pacific Federal Insurance Corporation

Co-chair
Jeff Shapiro
The Walt Disney Company

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The Health Care Council of the Los Angeles Area Chamber of Commerce is a leader in providing the business perspective on key health care issues. The council supports reform efforts that promote shared responsibility for health care financing, expand access to coverage and quality care and create health professional workforce opportunities.

The Chamber will continue to advocate for health care policies that provide greater coverage, increase affordability, grow the health care industry, and improve the health of all individuals and businesses. Strong health care policy is good for business.

Monitor implementation of affordable care act
The Chamber has been an advocate for full implementation of the Affordable Care Act (ACA). It will continue to monitor implementation in 2014 to ensure shared responsibility for health care financing, adequate access to health care providers, adoption of efficient digital health technologies, increased cost transparency, and reduced overall financial burden on employers. The Chamber supports realignments and innovations in delivery and financing models that strengthen the sustainability of the health care system and improve quality of care.

Control escalating health care costs
The Chamber will advocate for policies that control escalating health care costs impacting employers and employees. It supports options to help businesses manage health care costs and provide more flexibility for large and small businesses to join together to purchase quality coverage. The Chamber will be an advocate for employers' benefits issues as the full effects of ACA implementation are realized by members.

Encourage business-friendly policies and education regarding Covered California
Covered California's launch has been hailed as a national model for State individual market health care exchanges. The Chamber will continue to engage with Covered California staff and board members to ensure a robust enrollment and education strategy for the Small Business Health Options Program (SHOP) as well. It is critical to provide small business owners with business-friendly policies and options for health care coverage.

The Chamber will remain a partner in outreach to its small business members to ensure those who would benefit from purchasing health care coverage for employees through the SHOP will know how to do so.

Support adequate access to health care services
The Chamber is committed to supporting broader access to health care coverage and services. In 2013, the Chamber supported an expansion of Medi-Cal and fought for hospitals and providers to receive fair reimbursement rates. The Chamber will continue to advocate for adequate payments to health care providers to ensure the promise of coverage gained through the ACA is made real. These efforts will protect the local health care safety net, ensure proper care for the remaining uninsured and achieve planned systems alignments and cost efficiencies for long-term savings. To enhance provider and network adequacy, the Chamber will continue to strengthen the health care workforce pipeline through collaboration with diverse stakeholders to address the critical shortage of health care professionals. Growth in this employment sector will provide career opportunities and incentives to remain in Southern California.

Promote children's health
Health care coverage for children is critical to ensuring successful educational and physical development and reducing health care costs for businesses and taxpayers. The Chamber will promote business-friendly options to combat obesity, increase quality oral health access, focus on health education, exercise and healthy foods to ensure our youngest learners are ready to learn and succeed.
The Education & Workforce Development Council of the Los Angeles Area Chamber of Commerce convenes and establishes a strong voice for the business and civic community to transform education and workforce development in Los Angeles and statewide. The council advocates for improved alignment and articulation of the full pipeline from early childhood to K-12 to post-secondary and workforce – cradle to career – and is committed to identifying opportunities to re-engage disconnected youth to develop a 21st century workforce capable of competing in a global economy.

Support increased expansion and investment in early care and education and children’s health

Support local, state and federal efforts to strengthen quality early care and education expansion and investments to ensure school readiness. The expansion of Transitional Kindergarten, coupled with 0-3, investments in quality early care and education provide the foundation necessary to cultivate a skilled workforce by narrowing the achievement gap and giving young children a solid base in critical early social and academic skills. The Chamber supports efforts to better coordinate and integrate early care and education with the K-12 system in order to develop seamless alignment and promote efforts to expand children’s health programs, such as childhood obesity prevention and access to quality dental care, to ensure students are healthy and ready to learn.

Increase access to and success in higher education

A skilled workforce is essential to building a thriving economy. To ensure a competitive workforce, we must support an ambitious higher education agenda that is focused on improving the quality and affordability of California’s higher education system, while holding institutions accountable for improving students' educational outcomes and access to economic prosperity. This includes supporting the local implementation of the Student Success Task Force recommendations, expanding access to financial aid, promoting dual enrollment, full implementation of the SB 440 transfer framework and augmenting funding for community college career technical education programs through innovative new funding models.

Improve student outcomes and funding for K-12 students

The Chamber champions Linked Learning as a strategy for secondary reform, which integrates rigorous academics with career-based learning and real world workplace experience in a wide range of fields, and with a special focus on science, technology, engineering and mathematics (STEM) and science, technology, engineering, art and mathematics (STEAM).

The Chamber supports the development of a new enlightened accountability system, resulting from AB 484 (Bemilia) that is based on principle of subsidiarity, self-accountability supports and transparency and promote efforts to revive the teaching profession by incorporating ideas from the “Greatness by Design” report to help transform teaching and learning. Support implementation of local control funding formula (new school funding formula) that ensures equity, transparency and flexibility and build local engagement and capacity.

Leverage federal funds and workforce development resources to create jobs

To sustain our region’s economic recovery efforts, a skilled and competitive workforce is critical for our businesses to succeed and grow. It is vital that we continue to invest in efficient and effective workforce development programs, including paid work experiences and internships for young adults, which are critical to bolstering the region’s economy and getting people back to work. This includes investments in the Workforce Investment Act, sector intermediaries, adult education, increase of U.S. citizens and job development support services to address the needs of returning veterans.
Overhaul of America’s Job Training Programs Headed to President’s Desk Following Strong Bipartisan Support from Congress

Current Federal Workforce Development Laws, Written in 1998, Have Been Overdue for Reauthorization for More Than Ten Years; Leaders From Senate and House Announced Bipartisan, Bicameral Agreement in May

WASHINGTON, D.C. – Legislation to update the Workforce Investment Act, overdue for reauthorization for more than a decade, is headed to the president’s desk following overwhelming bipartisan support from both houses of Congress. The Senate and House authors of the Workforce Innovation and Opportunity Act (WIOA) applauded the passage of the bill, which seeks to update and improve the nation’s workforce development system. The legislation was approved today by a vote of 415 to 6 by the House of Representatives; it was approved by the Senate last month by a vote of 95 to 3 and will be signed into law by President Obama.

The Workforce Innovation and Opportunity Act modernizes and improves existing federal workforce development programs, helps workers attain skills for 21st century jobs, provides supports to people with disabilities to enter and remain in competitive, integrated job settings, and fosters the modern workforce that evolving American businesses rely on to compete. In addition to winning strong bipartisan support in both chambers, the bill is supported by a broad array of labor, business, workforce development leaders, and disability advocates, as well as governors and mayors from around the country.

"Today is a good day for the American people. We’ve shown what’s possible when we work together toward a common goal and right now there is no greater goal than putting Americans back to work,” said Representative John Kline, Chairman of the House Education and the Workforce Committee. "This bipartisan, bicameral agreement will fix a broken job training system, help workers fill in-demand jobs, and protect taxpayers. I am proud to have helped lead this effort and want to thank my Republican and Democrat colleagues in the House and Senate for their hard work. Let’s build off today’s achievement and continue working together on behalf of the American people."

"The Workforce Innovation and Opportunity Act modernizes our workforce development system to ensure that all our workers can prepare for and fill 21st century jobs, including individuals with disabilities. It also makes groundbreaking changes that will raise prospects and expectations for Americans with disabilities so that they receive the skills and training necessary to succeed in competitive, integrated employment," said Senator Tom Harkin, Chairman of the Senate Health, Education, Labor, and Pensions (HELP) Committee. "Access to education, training, and employment services is critical to helping our workers secure good jobs, gain access to the middle class, and become economically self-sufficient, and this bill is part of the solution to the challenges facing our middle class. This bill represents the best of what Congress can accomplish when we work together and I urge President Obama to sign it into law as soon as possible."

"Last year the federal government spent more than $145 million in Tennessee through a maze of programs trying to help Tennesseans find jobs, and this legislation simplifies that maze. This bill will help our nation’s workers gain the skills to find jobs and give governors and local workforce boards the freedom and flexibility to make job training meet their local needs," said Senator Lamar Alexander,
Ranking Member of the Senate HELP Committee.

"The Workforce Innovation and Opportunity Act will update and improve our workforce training programs by aligning them with real-world labor market needs. This legislation will better connect job training programs with the needs of local employers, helping workers to learn the most in-demand skills and to be prepared for the jobs of tomorrow," said Representative George Miller, senior Democrat on the House Education and the Workforce Committee. "I want to commend all my colleagues, and particularly Reps. Tierney and Hinojosa, for their commitment to and leadership on strengthening our nation's workforce development system. For forty years, we have reauthorized these programs through bipartisan collaboration, and I am happy to see that tradition continue."

"After receiving overwhelming, bipartisan support in the Senate, today's vote in the House goes to show that both chambers of Congress are still capable of breaking through the gridlock and investing in American workers and the economy," said Senator Patty Murray. "I've seen firsthand that federal workforce programs can change lives, boost our economy, and get people back to work, but we can't expect to adequately train Americans for jobs at Boeing or Microsoft with programs designed in the 1990s. Today, we can definitively say that both chambers of Congress agree, and I'm thrilled that this long overdue legislation is now headed for the President's desk to become law."

"Today's vote is the culmination of a long process of legislating the old fashioned way: discussion, negotiation and compromise. There is longstanding, bipartisan agreement that the current workforce development system is broken, and this bill turns that consensus into action," said Representative Virginia Foxx. "The bipartisan, bicameral process through which The Workforce Innovation and Opportunity Act was developed serves as an example of what we can accomplish when we work together. This legislation is important for the millions of Americans who are looking for work and for the employers who have 4.6 million job opportunities that remain unfilled due to the skills gap. Closing this gap will specifically improve the lives of many American job seekers, while generally helping our economy grow. I urge the President to sign this legislation without delay."

"Workforce training is critically important to help grow the American economy still recovering from recession and bridge the widening skills gap separating thousands of unemployed workers from promising careers in 21st century workplaces," said Senator Johnny Isakson. "The Workforce Innovation and Opportunity Act will provide millions of Americans the opportunity to receive the training and skills necessary to find a job and keep a job. I am extremely pleased that my colleagues in the House acted today to pass this bipartisan measure with overwhelming support, and I urge the president to swiftly sign this bill into law so we can continue making critical investments in American workers to meet the modern demands of businesses in a global environment."

"I am pleased to see the bipartisan support as well as the overwhelming support from business groups, labor unions, state and local elected officials, community colleges, workforce boards, adult education providers, youth organizations, and civil rights groups for this bill," said Representative Rubén Hinojosa. "In my district in South Texas we have seen how these programs are successful in training our workforce and getting our residents back into good paying jobs. Importantly, this bill includes several key provisions from 'The Adult Education and Economic Growth Act,' which I introduced. In the area of adult education, this bill integrates adult education and workplace skills, authorizes the integrated English Literacy and Civics education program for Adult learners, and expands access to postsecondary education."

WIOA represents a compromise between the SKILLS Act (H.R. 803), which passed the House of Representatives in March of 2013 with bipartisan support, and the Workforce Investment Act of 2013 (S. 1356), which passed the Senate Health, Education, Labor, and Pensions (HELP) Committee with a bipartisan vote of 18-3 in July of 2013. A one-page summary of the legislation can be found here. A summary of key improvements WIOA makes to current workforce development programs can be found here. A full list of WIOA supporters can be found here.

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FOR IMMEDIATE RELEASE:
July 10, 2014

***STATEMENT***

L.A. Area Chamber & Business Community Laud Congress for Investing in Nation’s Workforce with the Passing of the Workforce Innovation and Opportunity Act

Los Angeles – This week, the House passed the Workforce Innovation and Opportunity Act (WIOA), a bipartisan, bicameral legislation reauthorizing the Workforce Investment Act (WIA) through 2020. This stems from the leadership of Senators Murray (D-WA), Harkin (D-IA), Alexander (R-TN), and Isakson (R-GA), along with Representatives Kline (R-MN), Foxx (R-NC), Miller (D-CA), and Hinojosa (D-TX) who introduced the Workforce Innovation and Opportunity Act on May 21. It now moves to the President for his signature.

It has been 16 years since WIA was initially passed, and 11 years since it was due to be reauthorized. WIOA will modernize and streamline existing federal workforce programs, update reporting and provide support for administration while eliminating 15 existing federal training programs and creating common measures across new programs. The legislation was approved by a vote of 415 to 6 by the House of Representatives and the Senate approved it last month by a vote of 95 to 3.

“For the past decade, the Chamber has been advocating for WIA reauthorization and we are thrilled to welcome policies that will advance our workforce development systems and ensure businesses have access to the skilled and qualified employees needed to succeed in today’s economy,” said Chamber SVP of education and workforce development, David Rattray. “We have led chamber support for WIOA through local, statewide and national business coalitions such as L.A. Workforce Systems Collaborative, Regional Economic Association Leaders (R.E.A.L) Coalition, National Association of Workforce Investment Boards, National Skills Coalition and National Metro Business Alliance; we will continue to support and lead strategies that ensure a robust economy that will improve the quality of life for the people in this region, state and country.”

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The Los Angeles Area Chamber of Commerce represents the interests of business in L.A. County. Founded in 1888, the Chamber promotes a prosperous economy and quality of life in the Los Angeles region. For more information, visit www.lachamber.com.
California 2014-15 Budget Highlights for Education

By EdSource

CalSTRS Changes

Contributors are currently paying $5.2 billion annually into the California State Teachers Retirement System's defined benefit program. The total will double to $10.4 billion annually by 2020-2021, when a 32-year payment plan to fund the system is fully phased in. By 2046, the current $74 billion deficit will be wiped out. This shows the share of the annual increase that each group of contributors — teachers, school districts and the state — will bear under an agreement worked out between the Legislature and Gov. Jerry Brown. Districts will shoulder about 70 percent of the increase.

![Contributors' payments toward CalSTRS' $74 billion unfunded liability](chart)

*Source: Assembly Bill 1469
* Annual payments from all contributors from 2020 to 2046 will remain constant at the 2020 level.
** Only applies to teachers who were hired prior to January 1, 2013

Education Highlights

- **Proposition 98**: $60.8 billion for K-12 schools and community colleges in 2014-15 through Proposition 98, the voter-approved school funding guarantee; $53.6 billion of that will go to K-12 districts. This will be $3.6 billion more than appropriated for them in 2013-14.
• **Local Control Funding Formula:** $4.75 billion more than districts received this year. Gov. Brown had projected it would take seven years to fully fund the formula. The additional money for 2014-15, the second year implementing the formula, will bring districts more than one-third of the way there.

• **Common Core:** The Legislative designated $400 million to help implement the new standards in math and English language arts, although districts would be able to use the money however they want. This differs from the $1.25 billion for Common Core this year, which had to be spent on materials, technology and teacher training related to the standards.

• **Career Technical Education:** An additional $250 million in competitive one-time grants for individual and multiple districts that build partnerships with community colleges and businesses.

• **Early Childhood Education:** Transitional kindergarten will remain as is, but early education programs will get $264 million more, with $155 million to enable 11,500 additional low-income children to attend preschool. Parent fees for part-time preschool programs will be eliminated.

• **CalSTRS:** Brown proposed and lawmakers agreed to a 32-year plan to eliminate the $74 billion unfunded liability for teachers' and administrators' pensions. Districts eventually will pay about 70 percent of the $5.35 billion in extra annual costs, with the state contributing 20 percent and teachers about 10 percent. Districts' increases will ramp up over seven years; next year's first installment will be $175 million.

• **Late payments:** Late payments of state money, known as deferrals, created a hardship for many districts and grew to $9 billion during the recession. Brown has made wiping out this obligation a priority. After next year $500 million in deferrals will remain, and Brown has made eliminating what's left the top priority if state revenues run higher than projected.
SUMMARY

SB 1446 permits small group market health insurance issuers to continue certain coverage that would otherwise be cancelled and allows affected small businesses to renew that existing coverage.

BACKGROUND

In November 2013, the President announced a transitional policy to allow individuals and small employers to continue to renew their existing coverage in 2014. However, currently California law requires that coverage that renews in 2014 must include requirements of the Affordable Care Act and prevents insurers and health plans from accessing the transition period provided by the President. As a result, many insurers and health plans offered early renewals to small employers in late 2013 so that small employers could keep their existing coverage through at least part of 2014. In March 2014, the President announced an extended transitional policy that would permit individuals and small employers to renew their existing coverage through October 1, 2016 with coverage to be in force through September 30, 2017.

In order to carry out the extended transition policy announced by the President, and to allow small businesses to renew their current health care coverage in 2014, it is necessary to exempt small group policies that were renewed in 2013 from compliance with some aspects of the Affordable Care Act for one year.

THIS BILL

SB 1446 permits small employers whose small group health coverage was in effect on December 31, 2013 to renew that coverage. Consistent with the extended transitional policy announced by President Obama, plans that qualify for transition under SB 1446 will not be considered to be out of compliance with certain provisions of the Affordable Care Act. SB 1446 does not apply to individual plans.

SB 1446 also clarifies that plans subject to the transitional policy will continue to be subject to:

1. The requirements regarding premiums and standard employee risk rates.
2. The requirements regarding the prohibition against the use of preexisting condition or waived condition provisions.
3. The requirements regarding the prohibition against establishing rules for eligibility or continued eligibility based on health status-related factors.
4. The requirements regarding waiting periods.
5. The disclosure requirements for solicitation and sales materials.

SB 1446 allows small employers to be able to keep their existing coverage, with renewals permitted to occur until January 1, 2015 and extension of this coverage permitted to last until December 31, 2015. This extended transitional period will provide small businesses the choice to keep their existing coverage if their health insurer or health plan allows renewals of their existing health insurance policies.

STATUS

June 18, 2014 – Assembly Appropriations

SUPPORT

- California Department of Insurance (Sponsor)
- Associated Builders and Contractors of California
- Bay Area Council
- Blue Shield of California
- California Asian Pacific Chamber of Commerce
- California Association of Health Underwriters
- California Chamber of Commerce
- California Manufacturer & Technology Association
- California Restaurant Association
- California Small Business Association
- Coalition for Business Healthcare Choices
- Delta Dental
- Health Net
-- Independent Insurance Agents and Brokers of California
-- Los Angeles Area Chamber of Commerce
-- National Association of Insurance and Financial Advisors – California
-- National Federation of Independent Businesses
-- San Jose Silicon Valley Chamber of Commerce
-- Silicon Valley Leadership Group
-- Simi Valley Chamber of Commerce
-- Small Business California

OPPOSITION

-- None on File

FOR MORE INFORMATION

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