

# The Sea of **RISK MANAGEMENT**

**PARMA's 52<sup>ND</sup> Annual Conference**

**FEBRUARY 24-27, 2026**

**Monterey Conference Center | Monterey, California**

# The Sea of RISK MANAGEMENT

## PARMA's 52<sup>ND</sup> Annual Conference

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Tani Corona	Toni Hoang	Sunny White
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Becky Denhalter .....	Event Manager
Allie Johnson .....	Membership Services

#### 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.

### WELCOME MESSAGE

Dear Colleagues,

On behalf of the PARMA Board, our Planning Committee, and all of our hardworking Chapter Officers, it is my great pleasure to welcome you to the 2026 Annual Conference, taking place February 24–27, 2026, at the Monterey Conference Center in beautiful Monterey, California.



This year's conference theme, "The Sea of Risk Management," reflects the ever-shifting challenges we face, and the skill, strategy, and collaboration required to navigate them. In today's complex world, risk management has never been more vital—and this gathering is a unique opportunity to explore new approaches, share insights, and strengthen our professional community.

We are excited to offer over 45 educational sessions led by industry experts and innovators, covering a wide range of topics that impact our work every day. Be sure to explore the expo hall, where our invaluable business partners will showcase the latest tools and technologies supporting smarter, more agile risk management.

A highlight of the week will be our keynote address by Captain Richard Phillips, whose harrowing story of leadership and resilience at sea offers powerful lessons in managing risk under extreme pressure.

On Thursday night, we invite you to a special dinner at the world-renowned Monterey Bay Aquarium—a fitting venue to connect with colleagues and enjoy the beauty of our coastal surroundings.

We're honored to have you with us and look forward to an engaging, meaningful, and inspiring conference. Together, let's chart a successful course through The Sea of Risk Management.

Warm regards,  
Paul Zeglovitch, *PARMA President*

### PARMA Social Media Links

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# 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*
<b>Public Entity Registration - 1st Person</b>	\$449.00	\$549.00	\$649.00	\$619.00	\$719.00	\$819.00
<b>Public Entity Registration - 2nd and Additional Registrations</b>	\$399.00	\$499.00	\$599.00	\$489.00	\$589.00	\$689.00
<b>Associate Registration (Non Public Entity)</b>	\$999.00	\$1,099.00	\$1,199.00	\$1,299.00	\$1,399.00	\$1,499.00
<b>Sponsor Additional Registrations</b>	\$549.00	\$649.00	\$749.00	\$849.00	\$949.00	\$1,049.00
<b>Exhibitor Registration (After the First 2 Comps)</b>	\$549.00	\$649.00	\$749.00	\$849.00	\$949.00	\$1,049.00
<b>Guest (Includes all meals and special events)</b>				\$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. This opportunity applies to new members only.

### Important Deadlines

12/5/2025.....Early Bird Pricing End Date (Register on or Before this Date)

12/6/2025.....Regular Pricing Start Date

2/12/26.....Onsite Registrations Rates Apply

### Refund Policy

Requests for refunds must be received in writing. Cancellations postmarked on or before December 5, 2025, will receive a full refund. Membership dues will not be refunded if registering as a nonmember. Cancellations postmarked after December 5, 2025, will be subject to a \$100.00 service charge. No reimbursement will be given after January 9, 2026 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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# Conference Location



## Conference Location

### Monterey Conference Center

One Portola Plaza, Monterey, CA 93940

### Hotel Reservations

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

### Room Rates

<b>Portola Hotel &amp; Spa</b> .....	\$274 – \$299/night
Valet Parking .....	\$27.00
Self Parking .....	\$22.00
<b>Monterey Marriott</b> .....	\$289/night
Valet Parking Only .....	\$30.00
Nearby Parking .....	\$24.00
<b>Hotel Pacific</b> .....	\$279/night
Parking .....	\$22.00

*Prices do not include room fees and taxes.*

### Cancellation & Change Policy:

Cancellation or changes must be made fourteen days prior to arrival. The final day to book a hotel is January 23, 2026. However, the guestroom block is subject to sell out before this date. PARMA requires a one-night nonrefundable deposit.

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# Captain Phillips – an American Merchant Mariner

February 24, 2025 | 8:30am – 10:00am

For five days in April 2009, the world was glued to their TV screens as Captain Richard Phillips became the center of an extraordinary international drama when he was captured by Somali pirates who hijacked his ship, the first hijacking of a U.S. ship in more than 200 years.

The hostage drama began on Wednesday, April 8th when a small band of pirates swung grappling hooks and climbed ropes from their skiff onto the Maersk Alabama, a container ship ferrying food aid to East Africa. Firing into the air as they leapt aboard the ship, many of the crew members scrambled into a designated safe room aboard the vessel.

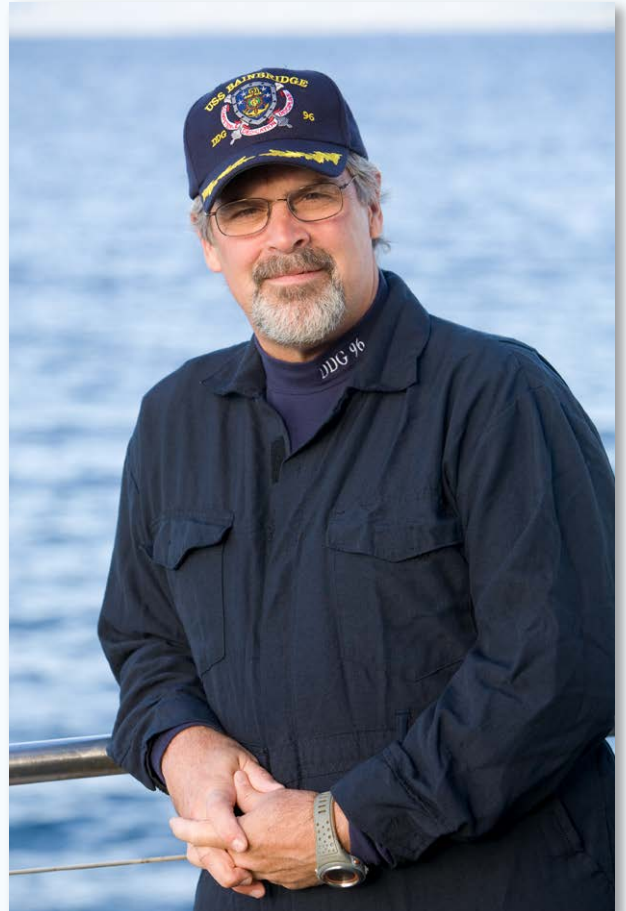
On the bridge, the pirates held four sailors at gunpoint, but the crew of 20 outnumbered the four attackers. They managed to wound the apparent leader of the pirates in the hand with an ice pick and regain control. The crew demanded the other pirates leave the ship, but the pirates had scuttled their own small boat. They demanded an escape boat, fuel and food.

To protect his crew, Captain Phillips made a conscious decision to put himself directly in harm's way, knowing full well that he might pay the ultimate price for his decision. Amid the standoff, he offered himself as a hostage.

Once the pirates settled into one of the ship's covered lifeboats, the crew attempted to trade the pirate they had captured for Captain Phillips. After they released their captive, the pirates refused to honor the agreement and fled with nine days of food rations and Captain Phillips. Held hostage as a human shield in a small lifeboat with three pirates, he had little to hope for or cling to — except the knowledge that he had done absolutely everything he could to save the lives of the 20 sailors aboard his ship.

The U.S. Navy responded to the scene, and negotiations were ongoing between the pirates and the captain of the USS Bainbridge. On Friday April 10th, Captain Phillips jumped out of the lifeboat and managed to swim a few yards toward the nearby destroyer, but the pirates went in after him and managed to haul him back in. The standoff dragged on until April 12th.

Be sure to join this keynote and learn the final outcome.



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# Conference-at-a-Glance

## Session Color Codes

 SAFETY/HEALTH	 WORKERS' COMP	 MANAGEMENT	 TECHNOLOGY
 RISK MANAGEMENT	 LIABILITY	 INSURANCE	

## Tuesday, February 24, 2026

2:00PM-6:00PM Conference Registration is Open

## Wednesday, February 25, 2026

7:00AM-5:00PM Conference Registration is Open

7:00AM-8:30AM Continental Breakfast

8:30AM-10:00AM Welcome and Keynote Speaker Captain Richard Phillips

10:00AM-10:30AM Networking Break in the Exhibit Hall

10:00AM-5:00PM Exhibit Hall Open

10:30AM-12:00PM	Friendly Feud: Risk Management Edition – An Interactive Look at Today's Hottest Risk and Insurance Topics!	Steadying the Ship: Proactively Navigating Workplace Investigations, CE/MCLE	Rising From the Ashes: Critical Workers' Compensation Lessons from Los Angeles Wildfires, CE/MCLE	Municipalities Risk Management and the Budget Crisis	How to Implement an Integrated Approach to Cyber Governance and Risk Management for Artificial Intelligence	CalPERS Industrial Disability Retirement (IDR) and ADA/FEHA Disability Interactive Process
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12:15PM-1:15PM Lunch

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

2:00PM-3:00PM	I've Seen Fire and I've Seen Rain: Insurance Coverage and Risk Management Issues Relating to Natural Disasters and Other Events, CE/MCLE	Deal or No Deal: Analyzing Recent Verdicts & Settlements	Weaving a Culture of Personal Connection Back Into Your Team	Casting the Net and Reeling It In – Mitigating Risk Associated With Hiring and Firing Employees, CE/MCLE	Steering Through the Storm and Squalls: Crisis Readiness for the Modern Public Sector	Navigating the Latest MPN Regulations in California: Implications for Public Agency, Workers' Compensation & Liability
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3:00PM-3:30PM Networking Break in the Exhibit Hall

3:45PM-5:00PM	Weathering the Storm With Historical Umbrella Policies, CE/MCLE	Litigation Through the Ages: Insights From the Past, Solutions for Today	Actuarial Hocus Pocus – The Magic Explained!!	Strategic Surveillance Planning - Get Better Results	Cal/OSHA Year in Review - What Happened and What to Expect, CE/MCLE	The Dual Capacity Doctrine and Credit for Judicially Created Exceptions to the Exclusive Remedy Rule: Navigating Workers' Compensation, CE/MCLE
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5:00PM-6:30PM Welcome Reception

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# Conference-at-a-Glance

## Thursday, February 26, 2026

7:30AM-8:30AM	Continental Breakfast					
8:00AM-2:00PM	Exhibit Hall Open					
8:30AM-9:45AM	132a Discrimination Claims in Workers' Compensation Cases - What Are They and What to Do About Them, CE/MCLE	Is It a Claim and Is It Sufficient?	What a Review of 10,000 Incidents Revealed About Preventing Serious Injuries	20 Issues to Watch in 2026	Have You Met Your Duty to Keep Your Employees Safe from Violence in the Workplace?	Breaking Barriers: Navigating the Depths of Treatment Delays, Return to Work Challenges, and Physician Roadblocks, CE/MCLE
9:45AM-10:15AM	Networking Break in the Exhibit Hall					
10:30AM-11:30AM	The Defense Bag of Tricks: Tips and Tactics for Successful Outcomes in Civil Rights Cases	Strategies for Defending Sex Abuse Cases, CE/MCLE	2026 Legal Landscape: What's New in Labor & Employment Law?	Government Tort Claims Act: Understanding Immunities & Defenses for Public Entities, CE/MCLE	Actions and the Aftermath of Wildfires	Seas of Change: Shaping the Next Generation of Claims Adjusters for Impactful Risk Management
11:45AM-1:15PM	Lunch in Exhibit Hall					
1:15PM-2:15PM	The ABC's of a TPA RFP	In the Line of Fire: Navigating Wildfire Liability in the Public Sector, CE/MCLE	Tales From the Trenches - Expand Your Knowledge Base and Add Value to Your Organization Beyond Traditional Expectations of Risk Management	Disaster Recovery: The First 48 Hours and Beyond	Run. Hide. Fight. Who Is in Control and Why Does It Matter? Preventing a Sea of Trauma	Workers' Comp Bingo 2026 - Case Law Update, CE/MCLE
2:15PM-2:30PM	Refreshment Break					
2:45PM-4:00PM	Enhancing Law Enforcement Risk Management: Strategies for Public Entities	ADA Title II Basics	From Resistance to Results: Mastering the Art of Organizational Change	Workers' Compensation Fraud – Current Trends, What's Next, and Innovative Solutions	The Heat Is On: Mitigating Extreme Working Conditions	Navigating the Turbulent Seas of Workers' Compensation Claims, CE/MCLE
6:30PM-9:30PM	Dinner at the Monterey Bay Aquarium					

## Friday, February 27, 2026

8:00AM-8:30AM	Continental Breakfast		
8:30AM-9:15AM	Schools Roundtable	Elevating Safety Culture: People, Property, Environment	Pursuing Immunity: How to Successfully Assert Police Pursuit Immunity, CE/MCLE
9:15AM-9:30AM	Refreshment Break		
9:30AM-10:45AM	Closing Speaker, Antje Boetius, President and CEO of the Monterey Bay Aquarium Research Institute		

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## Special Events

**WEDNESDAY, FEBRUARY 25, 2026**

### Welcome Reception

**Portola Hotel | 5:00 PM - 6:30 PM**

Join us for a warm welcome as we kick off our 52nd Annual Conference with an evening reception designed for risk management professionals. Enjoy hors d'oeuvres and beverages while connecting with peers from your chapter. This is a great opportunity to network, share insights, and start building valuable connections in a relaxed and friendly atmosphere. We look forward to seeing you there!



**THURSDAY, FEBRUARY 26, 2026**

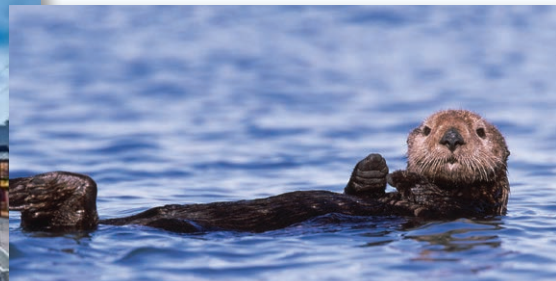
### Dinner at the Monterey Bay Aquarium

**6:30 PM - 9:30 PM**

Immerse yourself in an unforgettable evening at the world-renowned Monterey Bay Aquarium, where the beauty and depth of the ocean reflect the ever-evolving landscape of risk management. As part of *The Sea of Risk Management* experience, enjoy a strolling dinner featuring coastal-inspired cuisine and refreshing beverages, all set against the stunning backdrop of vibrant marine life.

This unique event offers the perfect opportunity to connect with fellow professionals, explore captivating exhibits, and reflect on the shared journey through the vast and dynamic "sea" of risk.

Join us for a night of discovery, connection, and inspiration.





# PARMA Conference Sessions

**Wednesday, February 25, 2026**

**10:30 AM - 12:00 PM**

## **Friendly Feud: Risk Management Edition – An Interactive Look at Today's Hottest Risk and Insurance Topics!**

**Focus:** Insurance    **Level:** Beginner

The survey says.....In this interactive and engaging session using the “Family Feud” game show format, we will dive into and discuss trending insurance and risk topics from the world of risk management based on real answers of a national collection of risk management personnel. Along the way, the game show host and esteemed panel of judges will offer practical tips and tricks to combat some of today's biggest challenges and provide commentary on some of these hot-button topics! Whether you are new to the field of risk management or an experienced veteran, you'll test your knowledge against the responses of over 500 risk professionals across the nation. You'll laugh, you'll learn, and most importantly, you'll realize that we are all in this together!

**Speakers:** Courtney Ramirez, Alliant Insurance Services, Inc., Rick Pray, Alliant Insurance Services, Inc.

## **Steadying the Ship: Proactively Navigating Workplace Investigations, CE/MCLE**

**Focus:** Liability    **Level:** Intermediate

Workplace investigations can feel like navigating stormy seas, but with the right preparation, human resource professionals and supervisors can chart a steady course. This session will equip you with proactive strategies to put in place before an investigation is even on the horizon, ensuring a more efficient and controlled process when challenges arise. In addition, we will explore best practices for your agency at the outset of an investigation, including selecting the right investigator and structuring the investigation from the outset to prevent turbulence down the line. Join us to gain the tools needed to keep your workplace investigations on course with confidence and clarity.

**Speakers:** Kelly Trainer Policky, CJPIA; Monica Sanchez McQueen, Burke, Williams & Sorensen, LLP

## **Rising From the Ashes: Critical Workers' Compensation Lessons from Los Angeles Wildfires, CE/MCLE**

**Focus:** Workers' Comp/Risk Management    **Level:** Intermediate

Wildfires are an unavoidable reality in California and their impact on workers' compensation claims can be both complex and far-reaching. This session brings together a Los Angeles risk manager, an experienced workers' compensation attorney, and a medical expert to examine the claims that arose from recent fires and the broader implications for employers, insurers, and medical professionals.

Through real-world data, case studies, and expert insights, the panel will explore the unique challenges that wildfires pose to workers'

compensation systems, including issues related to compensability, causation, medical treatment, and long-term recovery. Attendees will gain a better understanding of the patterns observed in post-disaster claims, legal and regulatory considerations, and best practices for managing claims effectively in the wake of large-scale disasters.

**Speakers:** Dr. Tyrone Spears, ARM, WCPP, IPMA-SCP, City of Los Angeles, Jonathan Liff, Laughlin, Falbo, Levy & Moresi; Dr. Martin Schlusberg FCCP-FCCP

## **Municipalities Risk Management and the Budget Crisis**

**Focus:** Risk Management/Insurance    **Level:** Intermediate

This session will go over the current budget crisis that almost all municipalities are currently facing and how it is affecting their risk management operations. We will then discuss different strategies that a municipality might be able to take to try maximizing the limited budgets they will have for risk management. This includes mitigation techniques as well as strategies to limit risk transfer spend.

**Speakers:** Kyle Powell, Aon; Sumeet Malhi, City of Fresno

## **How to Implement an Integrated Approach to Cyber Governance and Risk Management for Artificial Intelligence**

**Focus:** Technology/Liability    **Level:** Intermediate

As organizations increasingly adopt Artificial Intelligence (AI) technologies, the need for a structured governance model becomes essential. AI presents significant opportunities for operational efficiency, innovation, and competitive advantage. However, it also introduces complex risks that must be carefully managed. Developing a comprehensive AI governance model, policy and risk management approach can help organizations reduce significant risks, including security threats, regulatory penalties, and reputational damage. During this informative session, Alliant will present an integrated approach to Cyber Governance and Risk Management for AI, with specific and actionable recommendations for Risk Managers and other organizational leaders. The session will present specific recommendations and actions that may be adopted and implemented immediately by any organization that is considering significant AI adoption.

**Speaker:** CJ Dietzman, Alliant Insurance Services, Inc.

## **CalPERS Industrial Disability Retirement (IDR) and ADA/ FEHA Disability Interactive Process – Effective Leave Management for Local Safety Officers , CE/MCLE**

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

CalPERS radically changed its procedures for the handling of Local Safety Officer IDR Applications back in March 2023, and employers need to understand the process and use it to their advantage to move qualified local safety officers into Industrial Disability Retirement, while being mindful of potential civil liability for failing to engage in the Americans with Disabilities Act (ADA) / California Fair Employment and Housing Act (FEHA) Disability Interactive Process.

**Speakers:** Dave Thomas, Hanna Brophy; Sam Khajenoori, Hanna Brophy; Rachel Shaw, Shaw HR Consulting

## Wednesday, February 25, 2026

2:00 PM - 3:00 PM

### **I've Seen Fire and I've Seen Rain: Insurance Coverage and Risk Management Issues Relating to Natural Disasters and Other Events Causing Injury to Real Property, CE/MCLE**

**Focus:** Insurance/Risk Management **Level:** Intermediate

This session will be presented by experienced coverage investigators and trial attorneys who routinely handle coverage investigations and litigation involving first and third claims arising out of injury to real property caused by natural disasters and other related events. The session will include interactive discussions based on real-life case scenarios illustrating reoccurring issues and common disputes arising in connection with such claims as well as effective techniques for investigating and resolving such claims.

**Speakers:** Kevin Hansen, McCormick Barstow; Leif Knutson, McCormick Barstow

### **Deal or No Deal: Analyzing Recent Verdicts & Settlements**

**Focus:** Liability/Risk Management **Level:** Intermediate

Modeled after the game show "Deal or No Deal," this session offers a deep dive into the legal landscape influencing risk management for public agencies. We will analyze recent general liability verdicts and settlements, offering a unique opportunity to examine real-world cases and draw valuable lessons. This session will enhance your understanding of emerging trends, legal precedents, and best practices. Arm yourself with the knowledge needed to navigate the complexities of legal outcomes and insurance coverage, ensuring your agency is well-prepared to face future challenges.

**Speakers:** Stephen Birgel, ASCIP; Reshan Cooray, ASCIP

### **Weaving a Culture of Personal Connection Back Into Your Team**

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

Post COVID, we are still feeling unsettled, isolated, and exhausted. We've gotten used to being alone and maybe even prefer it. We find comfort turning inward. We opt out of catching up with old friends and miss opportunities to meet for coffee. We lack decompression time, going from one activity to the next without processing and grounding ourselves. The culture of 'connectedness' has unraveled as we've lost those micro-moments in our day that filled our desire for connection to our jobs and each other.

It's well known that the younger workforce wants 'meaning and worth' in their careers. Meaning is the new money. In this session, we will discuss specific ways to help you recreate team connections and culture. You will learn ideas to weave a culture of deep connection back into your workforce and bring a sense of belonging, cohesiveness, and trust back.

Learn how to help your team turn "me" into "we". Help them become a group, a people, a culture bound by a shared identity and belonging.

**Speaker:** Kathy Espinoza, Kathy Espinoza Speak



### **Casting the Net and Reeling It In - Mitigating Risk Associated With Hiring and Firing Employees, CE/MCLE**

**Focus:** Risk Management/Management **Level:** Intermediate

Embark on a journey through the "Sea of Risk Management" and learn how to safely navigate the often-choppy waters of employee discipline, terminations, and wrongful termination claims. In this session, we'll cast our nets and reel in practical, actionable strategies for mitigating the risks associated with hiring and firing employees. Our experienced crew will guide you through common pitfalls, share best practices for avoiding lawsuits, and help you navigate tricky employment law waters with confidence. By the end of the session, you'll be prepared to tackle the challenges of workforce management while reducing exposure to costly claims.

**Speaker:** Eric De Wames, Michael Sullivan & Associates

### **Steering Through the Storm and Squalls: Crisis Readiness for the Modern Public Sector**

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

In a time of increasing natural disasters, cyberattacks, wildfires, infrastructure failures, and public scrutiny, the ability of public entities to respond swiftly and communicate effectively during a crisis is more critical than ever. "Steering Through the Storm: Crisis Readiness for the Modern Public Sector" provides practical, forward-looking strategies to help risk managers, emergency coordinators, and public officials modernize their preparedness plans and strengthen cross-agency response.

This session will explore common preparedness gaps, best practices in internal and external crisis communication, and how public agencies can leverage tools like emergency notification platforms, social media, Geographic Information System (GIS), and Artificial Intelligence (AI) enhanced dashboards. Real-world case studies will highlight both challenges and successes from recent emergencies across California and beyond.

Teaching techniques will include an interactive presentation with visual storytelling, crisis messaging examples, and live polling or scenario discussion (if available). Attendees will receive a handout with a crisis readiness checklist, communication templates, and guidance on integrating digital tools into emergency plans. This session is designed to move beyond theory—providing public entity leaders with actionable strategies for the new era of emergency management.

**Speaker:** Scott McNea, Alliant Insurance Services



# PARMA Conference Sessions

## Navigating the Latest MPN Regulations in California: Implications for Public Agency, Workers' Compensation & Liability

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

With evolving regulations governing Medical Provider Networks (MPNs) in California, public agencies must stay ahead of compliance requirements to mitigate liability and ensure injured workers receive appropriate care. This session will provide a comprehensive overview of the latest MPN updates and their direct impact on public agency workers' compensation programs.

Attendees will gain insights into the regulatory landscape, potential risks of non-compliance, and proactive strategies for optimizing MPN management. Key topics will include the role of public agencies in maintaining compliance, effective communication with injured workers, and best practices for implementing operational changes to meet new standards. The session will also explore access standards, provider selection, notification requirements, and dispute resolution processes.

As MPN regulations continue to evolve, understanding these changes is essential for claims professionals, risk managers, and public agency leaders. Participants will leave with practical tools and actionable strategies to navigate compliance challenges, enhance system efficiency, and improve claim outcomes for injured workers.

**Speakers:** Stacy Leal, CorVel Corporation; Rhonda Haynes, Orange County Fire Authority

## Wednesday, February 25, 2026

3:45 PM - 5:00 PM

## Weathering the Storm With Historical Umbrella Policies, CE/MCLE

**Focus:** Insurance/Liability **Level:** General Interest

Many public entities are struggling financially, and their long-forgotten excess insurance policies can help provide funds. This presentation will show how historical policies can pay and have paid out for present-day claims faced by public entities, including claims for workers' compensation, environmental liability, landslides, and AB 218 cases. We will discuss real-life examples where historical insurance has been successfully utilized and practical strategies for monetizing historical insurance as a possible avenue for recovery for both current and closed cases.

**Speakers:** William (Bill) Brown, Brown & Winders; Andra Greene, San Diego Unified School District; Albert Haverkamp, Haverkamp Law

## Litigation Through the Ages: Insights From the Past, Solutions for Today

**Focus:** Liability **Level:** Intermediate

Take a journey through the rich history of litigation as we delve into how past practices shape today's legal strategies. This session will provide a comprehensive look at the evolution of litigation, highlighting the pivotal moments and influential cases that have molded current

legal approaches. We will share historical contexts, legal frameworks, and analyze how these have influenced contemporary litigation practices. Bridge the gap between the past and present, offering practical solutions informed by historical wisdom.

**Speakers:** Mike Pott, PRISM, Will Portello, PRISM

## Actuarial Hocus Pocus - The Magic Explained!!

**Focus:** Management **Level:** Beginner

The actuarial report is a great tool for the risk manager in quantifying costs and identifying trends. This session will explain the results of a typical actuarial report, including outstanding liabilities for completing financial statements and projected program costs for budgeting purposes. The concepts of data quality, loss development, ultimate losses, reserves, discounting, and confidence levels will all be addressed. We will also discuss how to interpret trends in frequency, severity, and loss rates. All these "exciting" concepts will be explored in plain and simple English and with some "actuarial entertainment" along the way!

**Speakers:** Mike Harrington, Bickmore Actuarial; Stefan Zepernick, Bickmore Actuarial; Susan Dunham, Bickmore Actuarial

## Strategic Surveillance Planning - Get Better Results

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

The session will teach what it takes to hire and work together with a PI. We will take it from when the claim starts through the investigation process. We will articulate when it's most effective to do surveillance and, more importantly, we will let them know what to do with the surveillance once they have it. We will walk them through the steps it takes to get a successful fraud prosecution with the California Department of Insurance and the local District Attorney's office.

**Speakers:** Brian Bergstrom, Keenan/Regency; Jeff Stewart, SIS Investigations



# PARMA Conference Sessions

**Wednesday, February 25, 2026**

**3:45 PM - 5:00 PM**

## **Cal/OSHA Year in Review - What Happened and What to Expect, CE/MCLE**

**Focus:** Safety/Risk Management **Level:** Intermediate

This is PARMA's annual review of all things Cal/OSHA. We will discuss what Cal/OSHA enforcement has been up to, as well as any new regulations to be aware of. We will also review recent impactful Appeals Board decisions and go over what to expect in the coming year.

**Speaker:** Lisa Baiocchi, The Prince Firm

## **The Dual Capacity Doctrine and Credit for Judicially Created Exceptions to the Exclusive Remedy Rule: Navigating Workers' Compensation Claims With Overlapping Civil Complaints, CE/MCLE**

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

This session takes a deep dive into the exclusive remedy rule and the many ways it can be challenged or bypassed. We'll explore both statutory exceptions under Labor Code sections 3602 and 4558, as well as judicially created exceptions—including the dual capacity doctrine, California Fair Employment and Housing Act (FEHA)/discrimination claims, and whistleblower protections. Attendees will also gain a clear understanding of Labor Code section 3600(b), including when credit may be applied for statutory exceptions—and why it often doesn't extend to judicially crafted ones. We'll analyze key case law that may allow credit where civil settlements implicate workers' compensation benefits and offer practical guidance on collaborating with civil counsel to prevent duplicate recovery ("double dipping"). Whether you're a seasoned professional or new to the field, this session will provide valuable tools to help you navigate these complex intersections with confidence.

**Speakers:** Richard Goldman, Goldman, Magdalin & Straatsma LLP; Jessica Tyndall, Goldman, Magdalin & Straatsma LLP



**Thursday, February 26, 2026**

**8:30 AM - 9:45 AM**

## **132a Discrimination Claims in Workers' Compensation Cases - What Are They and What to Do About Them, CE/MCLE**

**Focus:** Workers' Comp/Risk Management **Level:** Beginner

Labor Code section 132a claims alleged discrimination against an employee, by an employer, for filing a workers' compensation claim. In public entity cases, the discrimination alleged is often related to changes in various benefits; health benefits, retirements, change in status, work schedule, modified duty offers, placement on the 39-month rehire list etc.

The claims are often filed by a disgruntled employee with a litigated workers' compensation case. The defense is often coordinated with the workers' compensation defense. This session will explain what claims have value and which ones are filed for leverage. How to successfully defend the claim. Finally, who pays the damages with an unfavorable result?

**Speakers:** Paula White, Athens Administrators; Brian Ulyatt, Mullen and Filippi

## **Is It a Claim and Is It Sufficient?**

**Focus:** Liability/Risk Management **Level:** Intermediate

Failure to identify an informal "claim" may cause a public entity to waive important rights. If correspondence is not recognized as a "claim" the public entity can miss the opportunity to timely serve a Notice of Insufficiency, potentially waiving any defense based upon a defect or omission in the claim.

The dual role of a Notice of Insufficiency assists the public entity in identifying the facts necessary to evaluate a claim. A Notice of Insufficiency also potentially prevents a plaintiff from alleging a factual theory in their complaint that is entirely different from their claim.

This panel will discuss lessons learned from real-life cases and provide advice to help leaders identify and respond to potential claims, as well as identifying and responding to potential insufficiencies and defenses available.

**Speakers:** Tasso Mavroudis, Intercare; Cecilia Merillana, County of Monterey; Todd Master, Ridley Master

## **What a Review of 10,000 Incidents Revealed About Preventing Serious Injuries**

**Focus:** Safety/Risk Management **Level:** Advanced

Most organization aren't paying enough attention to failures with serious injury and fatality (SIF) potential. We will discuss findings from a research study of more 10,000 incidents and 680 high-severity potential incidents and recommendations that applies to a wide range of companies.

This presentation will focus on showing that high potential events are misclassified as low risk underestimating their true potential severity. We will discuss the importance of accurate SIF classification.



# PARMA Conference Sessions

To fix this, organizations need better systems (processes) to spot serious risks. Senior leaders must challenge assumptions about routine tasks and invest in resources to address the biggest threats. The delivery will be a mix of presentation and discussion with the audience relying on a PowerPoint slide deck which may include some limited video usage. An executive summary of a white paper will be available to the audience.

**Speaker:** Rune Haug, Aspen Risk Management/A TRISTAR Company

## 20 Issues to Watch in 2026

**Focus:** Risk Management/Workers' Comp **Level:** General Interest

While there are certainly more than 20 pressing issues facing public entities, this session will concentrate on a carefully curated selection of high-impact topics. These particular issues stand out due to their ongoing influence on risk management strategies and employee benefits programs. Whether you're a risk manager, human resources leader, or insurance professional, these are the critical concerns to keep on your radar throughout the year to maintain compliance, reduce exposure, and enhance organizational resilience.

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

## Have You Met Your Duty to Keep Your Employees Safe from Violence in the Workplace?

**Focus:** Safety/Liability **Level:** Beginner

As an employer, you have a duty to protect your employees and the third parties you serve from the threat of violence. If you breach that duty, resulting in harm to people, you are vulnerable to legal theories of liability, including negligence and gross negligence, which require Duty. Breach. Causation. Damages.

While sovereign immunity and insurance coverages may protect against your financial exposure, these provide no relief for the consequential harm to your people, brand, reputation, key relationships, and other critical assets that will be impacted by deadly weapon violence.

Employers have had a long-standing duty to provide a safe workplace under the General Duty Clause of the Occupational Safety and Health Act (OSHA), there has been limited guidance on what it would take to meet this duty of care. That has changed.

The burden on the plaintiff's bar to establish breach of the duty of care has gotten easier as a result of new state laws, like California SB 553. SB 553, which modifies the Labor Code, requires employers to have a documented workplace violence prevention plan, train their employees, identify hazards, and more. It applies to nearly every employer in the state, both public and private.

Several other states have, or are in the process of, adopting similar statutes that clarify the expectations of employers, raising the bar for employers everywhere to meet the duty of care related to workplace violence. Do you know what your duty is to keep your employees and stakeholders safe? Do you know how to fulfill your duty? Join this session to find out.

**Speakers:** Kyle Rolf, Beazley; Harry Rhulen, Crisis Risk, Wilson Elser



## Breaking Barriers: Navigating the Depths of Treatment Delays, Return to Work Challenges, and Physician Roadblocks, CE/MCLE

**Focus:** Workers' Comp/Risk Management **Level:** Intermediate

Workers' compensation can feel like navigating uncharted waters, where treatment delays, return-to-work (RTW) challenges, and physician roadblocks create treacherous currents. This session will serve as your deep-sea diving guide, exploring the murky depths of securing competent treating providers, addressing delays that leave cases adrift, and managing the rising tide of Labor Code 4850 and temporary total disability (TTD) costs. We'll equip you with the right tools to avoid hidden hazards, facilitate accurate work restrictions, foster effective physician engagement and craft RTW plans that keep claims afloat. Attendees will surface with practical strategies to streamline their programs, improve outcomes, and chart a smoother course toward cost control and claim resolution.

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

## Thursday, February 26, 2026

10:30 AM - 11:30 AM

## The Defense Bag of Tricks: Tips and Tactics for Successful Outcomes in Civil Rights Cases

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

Critical incidents involving law enforcement create all sorts of challenges for the public entity. We are bringing 25 plus years of experience in this specialized area to provide the members with an overview of key tactics and methods, both before and after litigation is filed, to try to posture the defense as well as possible, create leverage for the public entity and Defendants and avoid a risky trial if that is the goal. Practical pointers, litigation tactics, real world examples, plus will include numerous audiovisual examples from real cases, such as forensic animations, with other anecdotes and evidence to drive the points home so that public entities are better equipped to manage such significant litigation and aim for successful outcomes.

**Speakers:** Noah Blechman, McNamara Law Firm; John Swafford, McNamara Law Firm

## Thursday, February 26, 2026

10:30 AM - 11:30 AM

### Strategies For Defending Sex Abuse Cases, CE/MCLE

**Focus:** Liability/Risk Management **Level:** Intermediate

This session covers strategies for defending both current and revived AB 218 sexual abuse claims. Topics include:

- 1) Legal standards and key defenses
- 2) Countering plaintiff tactics aimed at large verdicts
- 3) Effective witness preparation and testimony
- 4) Presenting training, policies, and oversight clearly
- 5) Addressing challenges in older cases (e.g., missing records, witnesses)
- 6) Trial strategies to limit damages
- 7) Using summary judgment effectively
- 8) Gain practical tools to build a strong, credible defense and reduce risk.

**Speaker:** Anthony DeMaria, DeMaria Law Firm

### 2026 Legal Landscape: What's New in Labor & Employment Law? CE/MCLE

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

Public agencies are expected to navigate an evolving landscape of legal obligations—don't let 2026 catch you off guard. This fast-paced, informative session provides a curated review of the most impactful labor and employment legislation and court rulings affecting public agencies. With a focus on real-world implications and risk exposure, attendees will gain a clear understanding of how these legal changes intersect with daily operations, human resource (HR) practices, and governance. Designed for risk managers, HR professionals, and/or agency counsel, this session offers a legal update combined with practical tips to help your agency stay compliant and proactive in a shifting legal environment.

**Speaker:** Lisa S. Charbonneau, Liebert Cassidy Whitmore

### Government Tort Claims Act: Understanding Immunities & Defenses for Public Entities, CE/MCLE

**Focus:** Risk Management/Liability **Level:** Intermediate

Set sail into the world of civil law with this insightful session on the Government Tort Claims Act, where we'll navigate the waters of immunity and statutory defenses available to public entities. This presentation will provide a comprehensive overview of how agencies can leverage these legal tools to reduce their exposure to liability. From understanding key legal protections to applying practical strategies in real-world claims, our crew of experts will help you steer clear of costly pitfalls. Join us as we dive deep into this essential area of risk management, offering tangible takeaways for public entities looking to minimize liability while staying compliant and protected in today's challenging legal environment.

**Speakers:** Anna Monteleone, Michael Sullivan & Associates; Megan Mavis, Michael Sullivan & Associates

### Actions and the Aftermath of Wildfires

**Focus:** Safety/Insurance **Level:** Beginner

Jamelle Peck and Maggie Jaltorossian were both impacted by the wildfires in Altadena. Jamelle lost her home and Maggie's home suffered major smoke damage. Same disaster but different outcomes and different experiences. Hear about the raw emotions of losing your home and your personal belongings to the fire vs. having to throw away unwillingly due to contamination of lead, asbestos, and smoke. We will discuss how to prepare when the disaster hits, what to do during your evacuation, how to work with your insurance company, how to address the stress and mental aspects of it, and how to navigate through all of the resources and companies to help recover, remediate, restore and rebuild. Dr. Tyrone Spears will speak about his experience during the LA wildfires and the resources that the city offered and his perspective. We want the audience to learn how to prepare, what to expect, and how to navigate wisely to restore their lives. We will also discuss the scammers, the people who try to take advantage of the situation, and the do's and don'ts during natural disasters. We will have slides with links to resources, as well as pictures and videos to share.

**Speakers:** Jamelle Peck, COSIPA; Maggie Jaltorossian, Intercare Holdings Ins. Services; Dr. Tyrone Spears, ARM, WCPP, IPMA-SCP, City of Los Angeles

### Seas of Change: Shaping the Next Generation of Claims Adjusters for Impactful Risk Management

**Focus:** Workers' Comp/Risk Management **Level:** Intermediate

The landscape of risk management in public employment is evolving rapidly, with new challenges and technological advancements shaping the role of claims adjusters. This session will focus on the critical need to prepare the next generation of claims adjusters for the ever-changing environment. Through a combination of case studies, industry insights, and practical strategies, attendees will explore how to equip emerging claims adjusters with the skills and knowledge necessary to manage complex risks effectively.

This session will highlight the significant impact of well-trained claims professionals on public employers, including cost containment,





improved claims outcomes, and stronger risk management strategies. A human-centered approach—rooted in transparency, empathy, and proactive support—is essential for achieving these results by improving injured worker outcomes and building trust in the claims process. Additionally, advancements in AI are transforming the industry, equipping claims professionals with innovative tools to enhance efficiency, streamline decision-making, and elevate service delivery. Attendees will leave with actionable strategies to develop the next generation of claims adjusters and drive the future of public sector risk management.

**Speakers:** Lisa Phillips, CoVel Corporation; Sharon L'Heureux Dressel, City of Beverly Hills

## Thursday, February 26, 2026

1:15 PM - 2:15 PM

### The ABC's of a TPA RFP

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

Ever wonder what really goes on behind the scenes of a Request for Proposal (RFP) in the California public agency world? Join us for a dynamic, engaging panel session where we demystify the RFP process from three key perspectives: a Risk Manager, a Broker, and a Third-Party Administrator (TPA). Think of it as a peek into a complex group project—each player has their own priorities, pain points, and success strategies, but somehow, it all comes together in the end (hopefully before the deadline!).

This session isn't just another dry walk-through of forms and timelines. Instead, we'll dive into the "why" and "how" of public agency RFPs, with candid insights from professionals who live and breathe this process. You'll leave with practical knowledge, a few stories from the trenches, and a better understanding of how to create, support, or respond to an RFP that truly works.

#### Key Topics Include:

**Risk Manager:** What must be clearly defined to ensure the services being requested align with your agency's real needs? Spoiler alert: it's not just about copying the last RFP template.

**Broker:** What's the broker's playbook when an RFP is initiated? From strategy to shepherding the process, brokers are the often-unsung heroes behind a successful proposal.

**TPA:** What does a TPA need to see to submit a thoughtful, tailored response (and not just guess what you meant by "innovative claims handling")?

**Speakers:** Michael Landa, Athens Administrators; Elizabeth Atilano-Melvin, Ventura County School Self-Funding Authority; Lilian Vanvieldt, Alliant Insurance



### In the Line of Fire: Navigating Wildfire Liability in the Public Sector, CE/MCLE

**Focus:** Liability/Risk Management **Level:** Intermediate

With wildfire events becoming increasingly frequent and severe, public entities face growing exposure and legal complexity. This session will examine the evolving landscape of wildfire-related claims through the lens of recent legislative efforts across western states. Panelists will explore the impact of proposed liability shields, subrogation rights, and the role of wildfire mitigation planning. Attendees will gain practical insights from both coverage and defense counsel perspectives, along with updates from the American Property Casualty Insurance Association's (APCIA's) advocacy efforts against immunity for utilities and other entities.

**Speakers:** Brian Sheriff, Safety National; David Minkin, McCorriston, Miller, Mukai, MacKinnon, LLP

### Tales From the Trenches - Expand Your Knowledge Base and Add Value to Your Organization Beyond Traditional Expectations of Risk Management

**Focus:** Management **Level:** Intermediate

During this session you will learn in an interactive process how to expand your knowledge base as you increase your value and visibility throughout your organization. Many employers and employees don't know why or how things are done. Seventy percent of employees are not engaged at work. Only 10 percent of employees are actually thriving at work. If you are not part of the ten percent who are thriving, you are in danger of becoming irrelevant.

**Speakers:** David Nunley, CPCU, ARM, AIC, Nunley Consulting; Zachary Gifford, CA State University

# PARMA Conference Sessions

## Thursday, February 26, 2026

1:15 PM - 2:15 PM

### Disaster Recovery: The First 48 Hours and Beyond

**Focus:** Risk Management/Insurance **Level:** Beginner

What is done and is not done in the first 48 hours after a disaster event influences how successful the entire recovery process will be, including impacts on costs and timelines. This presentation will explore elements of the initial response and recovery process as well as several intriguing ways that the 80/20 rule can apply to recovery efforts. Using examples and case studies from actual large-scale disasters, as well as smaller everyday losses, this presentation will help attendees understand typical incident development, as well as common issues and challenges to reduce loss of use and lower overall recovery costs, leading to a smoother recovery process, and overall cost reductions.

**Speaker:** Brian Foote, BELFOR Property Restoration

### Run. Hide. Fight. Who Is In Control and Why Does It Matter? Preventing a Sea of Trauma

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

As it relates to an active shooter incident, why is it important to talk about control? Isn't the obvious answer law enforcement? This session offers the thought that there is more than one context involved, and it involves the lives of the survivors - particularly as it relates to the trauma of the incident. The response should not be focused solely on wrestling away the attacker's control. We must look ahead - to the survivors. For them the end of the shooting incident is not the end of the trauma, it may be the beginning, and everything is not OK with them. A bullet can end a life and trauma can ruin one.

Is Run, Hide, Fight a lie? This session will explore the unique dynamic of shifting authority and responsibility during an active shooter/armed intruder situation, particularly within the Run, Hide, Fight model. The discussion is intended to push beyond the obvious objective of stopping the shooter by empowering occupants and hopefully reducing trauma for survivors. Jurisdictions have varying emergency operation protocols. When is control relinquished and to whom? The session is intended to help participants collaborate better

with responding agencies, improve response actions, and heighten awareness of the need to reduce the trauma of the incident (while still in the incident). The principles of National Incident Management System (NIMS) and the Incident Command System (ICS) will also be explored as a guide to improving response.

**Speaker:** Catherine Jones, Bakersfield College

### Workers' Comp Bingo 2026 - Case Law Update, CE/MCLE

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

This is the 26th annual presentation of Workers' Comp Bingo at the annual PARMA conference, with all new cases, new laws, and new fun and trivia.

**Speakers:** Ruben Pineda, Hanna Brophy; Rachel Hochstetler, Hanna Brophy

## Thursday, February 26, 2026

2:45 PM - 4:00 PM

### Enhancing Law Enforcement Risk Management: Strategies for Public Entities

**Focus:** Management/Risk Management **Level:** Intermediate

In light of escalating liability costs and heightened public scrutiny, effective risk management within law enforcement agencies has become paramount. This session will explore practical strategies that public entity risk managers can implement to mitigate liability risks, improve officer safety, and rebuild community trust. Key topics include conducting comprehensive incident reviews, minimizing training-related injuries, identifying high-liability policies, fostering mental health awareness, monitoring vehicle usage, and engaging in transparent public communication. Attendees will gain insights into proactive measures that can strengthen their agencies' risk profiles and enhance overall operational effectiveness.

**Speakers:** Jared Smith, ARM, Safety National; Betty Coulter, ARM, ARM-P, Safety National; Steve Ijames, MO Sheriff's Department

### ADA Title II Basics

**Focus:** Liability/Risk Management **Level:** Beginner

Attendees will learn the history of disability rights in the United States and specifically California, understand the basic requirements of the Americans with Disabilities Act (ADA), Title II, and get best practice advice to feel confident interacting with people with disabilities. Teaching will include an audio/ visual presentation, including training videos, interactive discussions and small group conversation, and handouts to reiterate, further explain, and provide references for attendees to bring back to their work and incorporate their learning.

**Speaker:** Brae Hunter, County of San Mateo





# PARMA Conference Sessions



## From Resistance to Results: Mastering the Art of Organizational Change

**Focus:** Management **Level:** Beginner

This session provides an in-depth exploration of organizational change, with a focus on addressing the unique challenges faced by public agencies. Participants will learn foundational principles and models of change management, gain insights into common barriers to change, and discover practical strategies for leading successful transitions. Through real-world examples and interactive discussions, attendees will develop skills to effectively engage stakeholders, address resistance, and align change initiatives with organizational goals. By the end of the session, participants will be equipped with actionable tools to foster adaptability, collaboration, and sustainable outcomes in their agencies.

**Speaker:** Dr. Amy Conly, CIRA

**Thursday, February 26, 2026**  
**2:45 PM - 4:00 PM**

## Workers' Compensation Fraud – Current Trends, What's Next, and Innovative Solutions

**Focus:** Risk Management/Workers' Comp **Level:** General Interest

Questionable insurance claims are among the most significant challenges impacting businesses nationwide. In this dynamic session, we'll dive into the evolving insurance fraud landscape, focusing on current workers' compensation (WC) fraud trends in California, emerging threats, and innovative strategies to prevent abuse. Led by Dalene Bartholomew, an insurance fraud expert, this presentation will include up-to-date insights from the California Department of Insurance and District Attorneys and will reveal who is behind these scams and how technology is changing the fraud landscape.

**Speaker:** Dalene Bartholomew, CFE, CIFI, Dayta Group

## The Heat Is On: Mitigating Extreme Working Conditions

**Focus:** Safety/Risk Management **Level:** Intermediate

Extreme weather conditions can pose significant risks to employees who work outdoors. This includes agricultural workers harvesting crops in the fields, construction workers laboring amid steel frames and concrete foundations, or delivery drivers transporting and dropping off heavy, cumbersome packages throughout the day. Extreme heat conditions have come under particular scrutiny. California is among the first states to introduce legislation aimed at combatting extreme heat conditions for its agricultural workers. These discussions are already sparking a wave of conversation as initial actions come under consideration. While advocates claim legislative action against extreme heat is imperative, other industry observers stress usage of preventative measures and say such legislation would pose added frictional costs and complexities without significant benefit to the affected workers. Headlines now contain examples of heat-related claims and are further fueling interest in these discussions. Hear industry experts talk about the magnitude of extreme heat working conditions, learn how these severe conditions are impacting workers, and come away with an understanding of how extreme heat conditions can be mitigated, including legislative proposals.

**Speakers:** Kirk Andre, CAPRI; Shane Baird, Sedgwick

## Navigating the Turbulent Seas of Workers' Compensation Claims, CE/MCLE

**Focus:** Workers' Comp/Risk Management **Level:** Beginner

Dive into the depths of complex workers' compensation claims and surface with golden nuggets of practical insight. This session explores some of the most challenging waters we face, unresponsive treating physicians, murky work restrictions, unaccommodating departments, and choppy American's with Disabilities Act (ADA) coordination. We'll also uncover hidden currents like Industrial Disability Retirement (IDR) as a litigation strategy and attacks on your Medical Provider Network (MPN). Panelists will chart a course through these pitfalls with legal, employer, and Third-Party Administrator (TPA) insights—arming participants with the tools to stay afloat and steer toward resolution.

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



## Friday, February 27, 2026

8:30 AM - 9:15 AM

### Schools Roundtable

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

Schools face unique and seemingly 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 School Self-Funding Authority

### Elevating Safety Culture: People, Property, Environment

**Focus:** Safety/Risk Management **Level:** Beginner

This session will dive into what safety culture means to organizations and the various impacts it can have on your business. Participants will learn techniques to evaluate their own safety culture and walk away with a road map to boost engagement, education, communication, and feedback. Last, we will review ways to leverage technology to train, audit practices, and measure performance for continuous improvement.

**Speaker:** Joe Diebert, ASCIP

### Pursuing Immunity: How to Successfully Assert Police Pursuit Immunity, CE/MCLE

**Focus:** Liability/Risk Management **Level:** Intermediate

One of the essential functions of law enforcement is to pursue and apprehend criminals. Unfortunately, vehicle pursuits are inherently dangerous, and public entities can end up bearing the burden of expensive lawsuits related to death or injuries caused by negligent vehicle pursuits. In an effort to promote safe vehicle pursuits, the Legislature enacted Vehicle Code section 17004.7, which provides public agencies with immunity if the agency adopts, promulgates, and trains on an appropriate vehicle pursuit policy.

This session will detail and discuss how public agencies can ensure and establish compliance with the procedural requirements of the Vehicle Pursuit Immunity, such as the requirements of the vehicle pursuit policy, how to promulgate the policy, and how to train on the policy. The session will also discuss how to maintain records and prepare motions to establish the immunity defense before trial.

**Speakers:** Richard Osman, Bertrand, Fox, Elliot, Osman + Wenzel; Sheila Crawford, Bertrand, Fox, Elliot, Osman + Wenzel; Michael Wenzel, Bertrand, Fox, Elliot, Osman + Wenzel





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**PUBLIC AGENCY**  
**RISK MANAGEMENT ASSOCIATION**



# GOLF TOURNAMENT

**registration 7:00 am | shotgun start 8:30 am**  
**scramble | contests | prizes | awards**



**February 24, 2026**

For more Information:  
[www.parma.com](http://www.parma.com)

**Del Monte Golf Course**

1300 Sylvan Road  
Monterey, CA 93940

# Registration Form

Register Online! [www.PARMA.com](http://www.PARMA.com)



## Other Options:

### MAIL TO: PARMA

One Capitol Mall, Ste. 800  
Sacramento, CA, 95814

**FACSIMILE:** (916) 444-7462

## Registration Information

Company/Public Entity

Main Contact

Contact Address

City / State / Zip

Cell Phone

Fax

Email

**Special Needs? Diet Restrictions? Let us know:**

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## Hotel Reservations

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

## Important Deadlines

12/5/2025..... Early Bird Pricing Last Date

12/6/2025..... Regular Pricing Start Date

2/12/2026 ..... Onsite Registration Only

**Refund Policy:** See page 3 for details.

REGISTRATION PRICING	MBR EARLY	MBR REGULAR	MBR ONSITE	NONMBR EARLY*	NONMBR REGULAR*	NONMBR ONSITE*
<b>Public Entity Registration - 1st Person</b>	\$449.00	\$549.00	\$649.00	\$619.00	\$719.00	\$819.00
<b>Public Entity Registration - 2nd and Additional Registrations</b>	\$399.00	\$499.00	\$599.00	\$489.00	\$589.00	\$689.00
<b>Associate Registration (Non Public Entity)</b>	\$999.00	\$1,099.00	\$1,199.00	\$1,299.00	\$1,399.00	\$1,499.00
<b>Sponsor Additional Registrations</b>	\$549.00	\$649.00	\$749.00	\$849.00	\$949.00	\$1,049.00
<b>Exhibitor Registration (After the First 2 Comps)</b>	\$549.00	\$649.00	\$749.00	\$849.00	\$949.00	\$1,049.00
<b>Guest (Includes all meals and special events)</b>				\$449.00	\$549.00	\$649.00

## 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. This opportunity applies to new members only. ☐ Check here to opt-out of the PARMA membership.

## Attendees

Type (see chart above)	Fee (see chart above)	Name	Title	Email
<b>Total \$</b>		Upon completion and payment of your registration you will receive a confirmation email with hotel reservation details.		

## Payment Information

☐ Credit Card ☐ Check (Check Number \_\_\_\_\_)

Credit Card Number

Exp. Date

Security Code

Billing Address (include postal code)

Name on Card

Signature