

Public Agency Labor & Employment

Overview

Public agencies, like private business, must address all types of labor and employment concerns, from hiring through firing and the many issues that arise in the course of employment relationships. However, public agencies are subject to even greater scrutiny than private businesses and they must comply with more stringent regulations regarding their workers.

Best Best & Krieger LLP, a recognized leader in advising public agencies, assists hundreds of public agency clients in meeting their employment and labor-related needs. We help our public agency clients avoid pitfalls and we resolve issues quickly and effectively when they arise. Our [Labor & Employment](#) attorneys advise on all employment and labor matters, conduct investigations into employee complaints and vigorously defend public agency employers in [litigation](#) and administrative matters at the federal, state and local levels. Working closely with human resources and management staff, we help ensure that employment decisions and actions comply with all applicable laws.

BB&K attorneys provide training for human resources professionals, managers and supervisors and assist in establishing, implementing and enforcing best practices and employment-related protocols regarding issues such as:

- Hiring and firing
- [Workplace Safety](#)
- Disability accommodations
- Worker and manager discipline
- Discrimination, harassment and retaliation allegations

Our attorneys advise on, draft and negotiate employment agreements, compensation terms, [employee pensions and benefits](#), and [union contracts](#), as well as assist with [labor-related issues](#) and provide guidance regarding all facets of [municipal law](#), [special districts](#), and fire department, [police](#) and [education](#) institution-related matters.

Further, we stay current on legal developments and keep our clients informed with regular updates on labor and employment laws and cases with articles, Legal Alerts, blog posts and other communications.

Key Contacts



Alison D. Alpert

PARTNER

(619) 525-1304



Roger K. Crawford

PARTNER

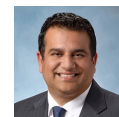
(909) 466-4918



Stacey N. Sheston

PARTNER

(916) 551-2099



Joseph R. Sanchez

PARTNER

(619) 525-1372

Connected Industries

[Education](#)

[Municipal](#)

[Special Districts](#)

People



Carlos L. Campos

PARTNER

CARLOS.CAMPOS@BBKLA
W.COM

(760) 837-1602

VCARD

Areas of Focus: California Public Records Act | Government Policy & Public Integrity | Municipal Law | Public Agency Labor & Employment | Public Agency Litigation | Special Districts



Jeff Chang

PARTNER

JEFF.CHANG@BBKLAW.CO
M

(916) 329-3685

VCARD
LINKEDIN

Areas of Focus: Employee Benefits & Executive Compensation | Public Sector: Employee Benefits & Executive Compensation



Samantha Chen

ASSOCIATE

SAMANTHA.CHEN@BBKLAW
.COM

(925) 977-3315

VCARD

Areas of Focus: California Environmental Quality Act (CEQA) | California Public Records Act | Government Policy & Public Integrity | Land Use, Planning & Zoning | Municipal Law | Public Agency Litigation



Roger K. Crawford

PARTNER

ROGER.CRAWFORD@BBKL
AW.COM

(909) 466-4918

VCARD
LINKEDIN

Areas of Focus: Labor & Employment | Labor & Employment Litigation | Labor Negotiations & Other Union Matters | Public Agency Labor & Employment | Wage & Hour Law | Workplace Safety



Laura J. Fowler

Related Practices

[Board Governance & Administration](#)

[General & Special Counsel](#)

[Investigations](#)

[Labor & Employment](#)

[Labor & Employment Litigation](#)

[Labor Negotiations & Other Union Matters](#)

[Public Agency Litigation](#)

[Public Safety](#)

[Wage & Hour Law](#)

[Workplace Safety](#)



OF COUNSEL

LAURA.FOWLER@BBKLAW.COM

(916) 551-2085

VCARD

Areas of Focus: Labor & Employment | Labor & Employment Litigation | Public Agency Labor & Employment



Cynthia M. Germano

PARTNER

CYNTHIA.GERMANO@BBKLAW.COM

(951) 826-8232

VCARD
LINKEDIN

Areas of Focus: Labor & Employment | Labor Negotiations & Other Union Matters | Municipal Law | Wage & Hour Law | Workplace Safety



Howard B. Golds

PARTNER

HOWARD.GOLDS@BBKLAW.COM

(951) 826-8339

VCARD
LINKEDIN

Areas of Focus: Business | Business Litigation | Labor & Employment | Labor & Employment Litigation | Public Agency Labor & Employment



Annie Loo

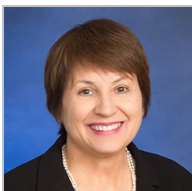
PRA SERVICES ATTORNEY

ANNIE.LOO@BBKLAW.COM

(949) 263-2602

VCARD
LINKEDIN

Areas of Focus: ARC: Advanced Records Center | California Public Records Act | Government Policy & Public Integrity



Susan Neethling

OF COUNSEL

SUSAN.NEETHLING@BBKLAW.COM

(916) 329-3687

VCARD
LINKEDIN

Areas of Focus: Employee Benefits & Executive Compensation | Public Sector:



Arlene Prater

PARTNER

ARLENE.PRATER@BBKLAW
.COM

(619) 525-1334

VCARD
LINKEDIN

Areas of Focus: Education Law | Education Litigation | Labor & Employment | Labor & Employment Litigation | Municipal Law



Janelle Rango

PENSION CONSULTANT*

JANELLE.RANGO@BBKLAW
.COM

(916) 329-3688

VCARD
LINKEDIN

Areas of Focus: Employee Benefits & Executive Compensation | Pension Benefits | Public Agency Labor & Employment | Public Sector: Employee Benefits & Executive Compensation | Retired Annuitant Employment | Retiree Health & Other Post-Employment Benefits



Stacey N. Sheston

PARTNER

STACEY.SHESTON@BBKLA
W.COM

(916) 551-2099

VCARD
LINKEDIN

Areas of Focus: Labor & Employment | Labor & Employment Litigation | Public Agency Labor & Employment | Wage & Hour Law



Ann Siprelle

PARTNER

ANN.SIPRELLE@BBKLAW.C
OM

(916) 551-2834

VCARD
LINKEDIN

Areas of Focus: California Public Records Act | Environmental Law & Natural Resources | General & Special Counsel | Municipal Law | Public Contracts & Construction | Special Districts



Mark R. Velasquez



OF COUNSEL

MARK.VELASQUEZ@BBKLA
W.COM

(916) 551-2824

VCARD
LINKEDIN

Areas of Focus: California Public Records Act | General & Special Counsel | Investigations | Public Agency Labor & Employment | Public Agency Litigation | Public Contracts & Construction



John D. Wahlin

PARTNER

JOHN.WAHLIN@BBKLAW.C
OM

(951) 826-8313

VCARD

Areas of Focus: Business | Employee Benefits & Executive Compensation | Labor & Employment | Public Agency Labor & Employment | Tax | Trusts & Estates

News & Events

BB&K WEBINAR | JAN 07, 2020

The Respectful Workplace: Civility and Sexual Harassment Training

BB&K Webinar

BB&K WEBINAR | DEC 10, 2019

2019 Annual Labor & Employment Update

BB&K Free Webinar

EVENT | NOV 20, 2019

2019 CALPELRA Annual Training Conference

California Public Employers Labor Relations Association

BB&K WEBINAR | NOV 19, 2019

Sexual Harassment Avoidance Training for Non-Supervisors (Nov. 19, 2019)

BB&K Paid Training

LEGAL ALERTS | NOV 12, 2019

Legal Analysis: How Businesses and Public Agencies Can Adhere to AB 5

New California Law Creates Legal Test for Determining Who is an “Employee”

PRESS RELEASES | OCT 15, 2019

BB&K Welcomes Pension Consultant Charles Miller

Former CalPERS Compensation Compliance and Audit Review Manager

EVENT | SEP 26, 2019

PELRAC's 10th Annual Training Conference

National Public Employer Labor Relations Association

AUTHORED ARTICLES & PUBLICATIONS | SEP 10, 2019

CPRA: The Only Constant is Change

ARC's Christine Wood Discusses Calif. Public Records Act Updates in *Riverside Lawyer Magazine*

LEGAL ALERTS | JUN 05, 2019

CalPERS Board Decision on Contract Workers Will Not Become Precedential. Now What?

Contract Workers May Still Be Reclassified as Employees by CalPERS

EVENT | MAY 08, 2019

2019 City Attorneys' Spring Conference

League of California Cities

LEGAL ALERTS | MAR 14, 2019

Department of Labor Proposes Increase to FLSA Exemption Salary Threshold

California Public Sector Employers Would Feel the Impact

LEGAL ALERTS | MAR 07, 2019

California Supreme Court Decides Cal Fire Narrowly

Option to Purchase Airtime is Not a Vested Right

LEGAL ALERTS | FEB 08, 2019

Compensation, Harassment and Discrimination Cases

Brought Labor & Employment Law Changes

California's 2019 Labor & Employment Update: Part II

LEGAL ALERTS | JAN 16, 2019

How Will a Much-Anticipated Joint Employer Decision Impact Private and Public Employers?

Browning-Ferris Industries v. NLRB

LEGAL ALERTS | JAN 15, 2019

#MeToo Impact and Other Legislative Changes

California's 2019 Labor & Employment Update: Part I

PRESS RELEASES | DEC 19, 2018

Cities' Struggles to Meet Obligations Are Real — BB&K Municipal Law Team Grows to Help

New and Expanded Services and More Attorneys and Staff Added in 2018

| DEC 13, 2018

[WEBINAR] Annual Labor & Employment Update

BB&K Webinar

BB&K WEBINAR | DEC 13, 2018

Annual Labor & Employment Update

BB&K Free Webinar

EVENT | DEC 03, 2018

CALPELRA Annual Conference 2018

The California Public Employers Labor Relations Association

LEGAL ALERTS | NOV 12, 2018

Public Employers Covered by the ADEA of 1967

U.S. Supreme Court Holds that Number of Employees Doesn't Set Local Government Agencies Apart Under Anti-Discrimination Law

LEGAL ALERTS | OCT 09, 2018

Certain Police Personnel Records No Longer Confidential

AUTHORED ARTICLES & PUBLICATIONS | OCT 02, 2018

Best in Law: No Off-the-Clock Work

BB&K Partner Joseph Ortiz Writes About the Starbucks Wage-and-Hour Class Action Decision in the Press-Enterprise and Other Newspapers

LEGAL ALERTS | OCT 02, 2018

CalPERS Employers Dodge a Bullet

SB 1124 Would Have Imposed Statutory Liability for Errors in CalPERS Reporting

LEGAL ALERTS | SEP 17, 2018

City Can't Restrain Employee's Critical Comments

Ninth Circuit Holds It Is OK to Speak on Matters of Public Concern as a Private Citizen

EVENT | SEP 15, 2018

Sexual Harassment Law After #MeToo

California Lawyers Association

LEGAL ALERTS | SEP 07, 2018

Local Ordinances Cannot Permit Prosecution for Sleeping Outside on Public Property When No Shelter is Available

Ninth Circuit Holds Such Laws Violate the Eighth Amendment

AUTHORED ARTICLES & PUBLICATIONS | AUG 16, 2018

70 Years of Pension Precedent Could Soon Be Weakened by the California Supreme Court

Isabel Safie Provides Insight Into Lawsuits That May Have Significant Implications for Public Agencies Facing High Pension Costs in PublicCEO

LEGAL ALERTS | AUG 08, 2018

Down to the Minute: Starbucks Wage-and-Hour Decision

California Supreme Court Rejects Employer-Friendly Defense in Class Action

PRESS RELEASES | JUL 19, 2018

Partners Roger Crawford and Isabel Safie Named Top Labor & Employment Lawyers

Daily Journal Releases Annual List of 75

EVENT | JUN 28, 2018

Gender Empowerment in the #MeToo World

League of California Cities

LEGAL ALERTS | JUN 28, 2018

What Public Employers Need to Know Now in Wake of Janus Decision

SCOTUS Changes How Public Sector Union Fees are Collected; Governor Also Signs SB 866

LEGAL ALERTS | JUN 21, 2018

When is an Employer Responsible for Accidents on Employees' Commutes?

California Court of Appeal Reverses \$14 million Judgment Against Employer Because Employee's Vehicle was Not Required at Work on the Day of the Accident

| JUN 12, 2018

[WEBINAR] Preparing for Changes in the "Vested Rights Doctrine" - Understanding Plan Design Options

BB&K Webinar

BB&K WEBINAR | JUN 12, 2018

Preparing for Changes in the "Vested Rights Doctrine" - Understanding Plan Design Options

BB&K Free Webinar

AUTHORED ARTICLES & PUBLICATIONS | MAY 23, 2018

Harassment and Transgender Regulations: Workplace Impact

BB&K Partner Joseph Ortiz Writes on Recent Regulations in Riverside Lawyer Magazine

LEGAL ALERTS | MAY 04, 2018

The Dynamex Fallout: Independent Contractor Classifications Endangered

California Employers Should Heed Recent State Supreme Court Ruling

EVENT | MAY 02, 2018

LCC City Attorneys' Spring Conference

League of California Cities

VIDEOS | APR 24, 2018

Legal Update: Is the California Rule in Flux?

The Bill is Due: Now What? Infrastructure, Pensions and the Environment

VIDEOS | APR 24, 2018

Lessons Learned from San Jose and other Attempted Solutions

The Bill is Due: Now What? Infrastructure, Pensions and the Environment

VIDEOS | APR 24, 2018

Pension Liability by the Numbers

The Bill is Due: Now What? Infrastructure, Pensions and the Environment

VIDEOS | APR 24, 2018

Perspectives: The Practical Effects of Today's Pension Programs

The Bill is Due: Now What? Infrastructure, Pensions and the Environment

EVENT | APR 19, 2018

2018 Housing Conference

Fair Housing Council of Riverside County

EVENT | MAR 01, 2018

Employment Law 101

California Lawyers Association

LEGAL ALERTS | FEB 20, 2018

California's Labor & Employment Changes for 2018: Part

II

Court Cases Impacting Labor & Employment Law

CLIENT SUCCESSES | FEB 15, 2018

Settlement Reached with CalPERS on Behalf of Truckee

BB&K Represented Town in Negotiations

BB&K WEBINAR | FEB 13, 2018

Free Municipal Law Webinar Series from BB&K

Legal Issues that Matter Most to California Cities

LEGAL ALERTS | FEB 07, 2018

California's Labor & Employment Changes for 2018: Part I

Legislative Changes Impacting Employers

LEGAL ALERTS | FEB 06, 2018

Gov. Brown's Executive Order Suspends Certain Retired Annuitant Employment Requirements

Modifications Needed for Disaster Response Staffing Levels

LEGAL ALERTS | FEB 01, 2018

CalPERS Employers are Now Subject to Two New Penalties

New Laws Change Out-of-Class Appointments Requirements and Impose New Penalties in Connection with Retired Annuitant Employment

BB&K EVENT | JAN 18, 2018

BB&K Annual Labor & Employment Update 2018

Free BB&K Seminar

| JAN 09, 2018

[WEBINAR] Labor & Employment Law: What Changed in 2017

BB&K Free Webinar

BB&K EVENT | JAN 09, 2018

Labor & Employment Law: What Changed in 2017

BB&K Free Webinar

EVENT | JAN 08, 2018

SB 96 – Prevailing Wage Compliance – Tips for Local Procurement Officials

101st Annual CAPPO Conference

AUTHORED ARTICLES & PUBLICATIONS | DEC 26, 2017

Best in Law: Four Steps Employers Can Take to Avoid a #MeToo Situation

BB&K Attorneys Joseph Ortiz and Tristan Kirk Write for the Press-Enterprise

EVENT | DEC 13, 2017

Review of Issues and New Labor Laws for 2018

Greater Riverside Employer Advisory Council

LEGAL ALERTS | DEC 05, 2017

Addressing Workplace Harassment in an Age of Heightened Awareness

Four Steps Employers Can Take Now

EVENT | DEC 04, 2017

Embracing A World Of Difference

CALPELRA 42nd Annual Training Conference

EVENT | NOV 16, 2017

Groundwater Sustainability Plans, Prevailing Wage Requirements

CARCD's 72nd Annual Conference

| NOV 08, 2017

[WEBINAR] SB 96: Department of Industrial Relations' New Prevailing Wage Penalties

BB&K Municipal Law Webinar Series

LEGAL ALERTS | OCT 23, 2017

Parental Leave Rights Expanded Under New California Law

Businesses and Agencies with 20 or More Employees Impacted

LEGAL ALERTS | OCT 16, 2017

The Governor's Housing Package

Affordable Housing Production in California Gets a Boost from Sacramento

LEGAL ALERTS | SEP 11, 2017

Ban on Officers Discussing K9 Program Violated First Amendment

Ninth Circuit Decision on Nevada State Highway Patrol Prior Restraint Case

PRESS RELEASES | AUG 04, 2017

BB&K Welcomes Jeffrey Chang, Susan Neethling and David Allen to the Employee Benefits & Executive Compensation Practice

Additions Expand Services for Public Agency Employers

LEGAL ALERTS | AUG 02, 2017

Save Local Business Act Would Clarify "Joint Employer" Liability Under FLSA and NLRA

Legislation Introduced in House of Representatives Addresses Recent Expansion of Joint Employer Doctrine

LEGAL ALERTS | AUG 01, 2017

AB 119: What Public Employers Need to Know about their Obligations to Give Unions Access to New Employees

Information, Access and Notice Requirements for Public Employers

AUTHORED ARTICLES & PUBLICATIONS | JUL 10, 2017

Best in Law: What to do to Comply with Transgender Laws

New California Laws Took Effect July 1, Partner Joe Ortiz Writes in Press-Enterprise

VIDEOS | JUN 13, 2017

Howard Golds Video Bio

Partner

EVENT | MAY 03, 2017

City Attorneys' Spring Conference

League of California Cities

LEGAL ALERTS | APR 24, 2017

Right to Seek Injunctive Relief Cannot be Waived by Arbitration Provision

Arbitration Agreement does not Provide Shield from General Contract Defenses

LEGAL ALERTS | APR 20, 2017

California Legislature Proposes State Overtime Bill

Measure is Similar to Federal Rule That Was Put on Hold by Court

LEGAL ALERTS | MAR 31, 2017

Joint Employer Relationship Between Contractors and Subcontracts Redefined by a Federal Appeals Court

New Standard Puts Employer at Significant Risk

LEGAL ALERTS | MAR 24, 2017

Restaurant Chain Must Allow Employees to Wear Union Buttons

NLRB Ruling a Cautionary Tale for Employers

PRESS RELEASES | FEB 22, 2017

Partner Arlene Prater Named One of San Diego's Most Influential Women in Business

San Diego Daily Transcript Recognizes Women for Impacts in Their Fields

EVENT | JAN 27, 2017

Business Seminar Series: New Labor Laws 2017

Greater Riverside Chambers of Commerce

LEGAL ALERTS | DEC 22, 2016

Looking Forward: New California Laws for Public Agencies

Laws Passed in 2016 That Will Impact Public Agency Work

| DEC 14, 2016

[WEBINAR] Prop. 64: Marijuana, Employer Policies and Employee Rights

Second Webinar Dec. 14: Marijuana, Employer Policies and Employee Rights

BB&K EVENT | DEC 14, 2016

Free BB&K Webinar Series: Prop. 64 - Marijuana, Employer Policies and Employee Rights

Second in Series on Prop. 64

| DEC 09, 2016

[WEBINAR] Annual Labor & Employment Update 2016

New Legislation and Case Law Impacting California Employers

BB&K EVENT | DEC 08, 2016

BB&K Webinar: Annual Labor & Employment Update 2016

9:30 - 11:30 a.m. PT | Webinar

AUTHORED ARTICLES & PUBLICATIONS | NOV 28, 2016

Best in Law: Employers, Be Aware of Just-signed Laws

Bathrooms, Retirement Plans Among New Laws, Partner Brian Reider Writes in the Press-Enterprise

PRESS RELEASES | APR 28, 2016

BB&K Partner Arlene Prater Among San Diego Best Lawyers for 2016

SD Metro Magazine's List Includes the BB&K San Diego Office Managing Partner
