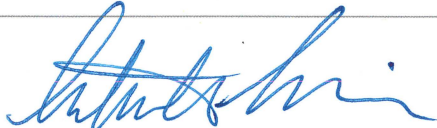


MEMORANDUM

DATE	October 26, 2016
TO	Psychology Board Members
FROM	 Antonette Sorrick Executive Officer
SUBJECT	Executive Officer Report: Organizational Update 8(a-b)

Background:

Below is an organizational update for the Department of Consumer Affairs and the Board of Psychology.

Action Requested:

This item is for informational purposes only.

Department of Consumer Affairs Update

DCA Director's Meeting – September 7, 2016

On September 7, 2016, Director Kidane and the DCA Executive Team held its "Director's Meeting" with Executive Officers and Board Presidents. The purpose of the Director's Meetings is to update board leadership on the Department's activities, share important information, and answer questions. Several items contained in this update below were shared at the recent meeting.

Changes to the Department's Executive Team

In May, Melinda McClain, the Department's Deputy Director for Legislation and Regulatory Review, accepted a position in the Governor's Office. In late July, Governor Brown announced his appointment of Adam Quiñonez as the Legislative Deputy. Adam previously served with Melinda as Assistant Deputy Director for Legislation.

Also in May, DCA's Assistant Chief Counsel, Tamara Colson was appointed as Assistant Chief Counsel of the Bureau of Medical Cannabis Regulation. In August, the Governor appointed Ryan Marcroft, previously a Deputy Attorney General at the California Department of Justice, to replace Ms. Colson. We are happy to welcome Ryan to the DCA Team.

Business, Consumer Services & Housing Agency Regulations Process Change

Under the Governor's regulatory review program, review and approval of a fiscal impact statement is required for all proposed regulations prior to submission of a notice of proposed action to the Office of Administrative Law (OAL). Since 2009, the Business, Consumer Services, and Housing Agency have waived this requirement for DCA boards. Given an increase in the number of rulemaking packages disapproved by OAL due to issues of clarity and necessity, **Agency has rescinded this waiver effective September 7, 2016**. Therefore, prior to noticing any approved regulatory packages at OAL, all boards must first submit them to the Department and Agency for review and approval. Rulemaking packages should be submitted to the Department's Division of Legislative & Regulatory Review. The Department is committed to ensuring this is a timely process that impacts the boards as minimally as possible. If you have any questions about the new process, please contact Adam Quinonez, DCA's Deputy Director of Legislation (916-574-7800 or adam.quinonez@dca.ca.gov).

North Carolina Case Legislation – SB 1194 (Hill)

As you are aware, SB 1194, authored by Senator Hill, Chair of the Senate Business, Professions, and Economic Development Committee, was the legislation which contained several provisions to address the anti-trust issues presented by the *North Carolina Board of Dental Examiners v. Federal Trade Commission* U.S. Supreme Court decision of February 2015.

The Department worked with the Senate Committee on Business, Professions, and Economic Development and various stakeholders to clarify the proposed regulation review process for the Department Director. At the Assembly committee hearing on August 25, 2016, Senator Hill pulled the bill from consideration this legislative session. Senator Hill said that he would like to convene additional stakeholder discussions to address concerns raised at the committee hearing.

Little Hoover Commission

On October 4, 2016, the Little Hoover Commission released its report, *Jobs for Californians: Strategies to Ease Occupational Licensing Barriers*. The Commission's report calls for a comprehensive review of the state occupational licensing system, asserting that it increasingly stands in the way of employment and upward mobility, especially for former criminal offenders, veterans, military spouses, and those who are foreign trained and educated. The issue of reciprocity, that is to say, issuing a license to an applicant licensed in another state, is also addressed in the report. DCA is currently reviewing the Commission's report and recommendations and will provide additional information to the Board's and Bureaus at a later date.

Required Board Member Trainings

Board Members are required to complete orientation training within one year of their appointment and re-appointment to the Board. The final Board Member Orientation Training of this year will be held on November 16 at the Department of Consumer Affairs in Sacramento.

Board members are required to also complete ethics, sexual harassment prevention, and defensive driver training. A reminder regarding required trainings was emailed to all DCA Board Members on September 9, 2016. This e-mail included details on training frequency and registration. Please contact Board and Bureau Relations if you need assistance or have questions. (916) 574-8214

Information Technology Update

Two upcoming BreEZe software releases will implement requested system changes. One will be deployed on November 16 of this year and the other on January 11, 2017.

Since January 1, 2016 – Six Physician Assistant Board system change requests have been resolved with an additional one set for resolution with the software release scheduled for deployment in November.

As of October 14, there are an additional 2 outstanding requests from the Board for system changes that are not yet scheduled for resolution in an upcoming software release. DCA has deployed over 1,000 requests for system changes this year.

Microsoft Office 365 Migration – The Department's Office of Information Services (OIS) is working with the California Department of Technology to migrate email services to an Office 365 model. The current CES platform will be retired in October 2017. The new model includes enhanced features including increased inbox storage, availability of corporate social networking to allow collaboration across departments and locations, unlimited online meetings, video conferencing and Skype for business application, personal file storage, and online versions of Microsoft Office applications.

DCA Organizational Planning, Training & Implementation

As you may know, the Department's SOLID Training and Planning Solutions unit is dedicated to organizational development and offers a wide array of services to DCA's bureaus and boards. On Wednesday, September 28, the third Brown Bag Gathering for Executive Officers and Bureau Chiefs was held. The agenda included Psychological Safe Workplaces, building a work philosophy, a peer panel, and an update on the Future Leadership Development program. The peer panel included the Executive Officers of the Medical Board and Board of Pharmacy, Registrar for the Contractors State Licensing Board, and the Deputy Director of Board and Bureau Relations. The event was very highly rated by the participants and SOLID looks forward to holding additional Brown Bag gatherings in the future.

One of the initiatives discussed at the EO Brown Bag Gathering that we are very excited about is the creation of the Future Leadership Development Program. This initiative is designed to assist the Department and its programs in growing the next generation of extraordinary Bureau Chiefs and Executive Officers.

The Future Leadership Development Program will have a three parts to assist in the development of managers into executives:

- 1) Training available and alongside Executive Officers and Bureau Chiefs;
- 2) Mentorship opportunities from executives throughout the Department and its boards and bureaus; and
- 3) Completion of special projects designed to benefit the participants as well as the Department and its boards and bureaus. The projects will be designed to address specific problems or issues facing the Department and its boards and bureaus, which are expected to be collected during the EO Brown Bag Gatherings.

Also, as part of DCA's Strategic Plan, SOLID launched the Employee Career Empowerment and Mentorship pilot program in July. The pilot affords line staff a great deal of flexibility to learn from various participating managers. In addition to some DCA units, the boards and bureaus currently participating in this program include:

- Board of Optometry;
- Board of Vocational Nursing and Psychiatric Technicians;
- Medical Board;
- Professional Fiduciaries Bureau;
- Bureau of Automotive Repair;
- Acupuncture Board, and,
- The Bureau of Electronic & Appliance Repair, Home Furnishings & Thermal Insulation.

100% of participants surveyed recommended the pilot to other DCA employees, as well as expanding the pilot to other boards and bureaus. The pilot is voluntary but if the

board wishes to participate, they can join by contacting SOLID's Manager, Damon Nelson at damon.nelson@dca.ca.gov.

DCA's Strategic Plan

The Department is developing a new strategic plan for years 2017 – 2019. One of the components of the strategic planning process is a survey of stakeholders. This survey will be distributed to stakeholders, including board members, in the next few weeks. Your feedback is vital and we respectfully ask for your participation to assist us in improving the Department's services.

Board of Psychology Update

Staffing Update

Authorized Positions: 21.30

BL 12-03 (999 Blanket) Positions: 1.20

Temp Help: 6.00

New Hires	
Classification	Program
Student Assistant	Central Services
Office Technician	Central Services

Promotions
Special Investigator - Enforcement
Program Technician (Permanent Intermittent to Full Time) – Central Services

Other
Licensing Coordinator, Retirement December, 2016

Vacancies
Staff Services Analyst (Licensing): Pending Office of Human Resources (OHR)
Staff Services Analyst (Licensing, Limited Term): Pending OHR
Probation Coordinator (Enforcement): Pending