



STAFF REPORT

MEETING DATE: May 14, 2025

PRESENTER: John Jansons, Personnel Director
Akayla Cheema, Human Resources Manager

SUBJECT: Workplace Violence Prevention Plan (JAJ & AC)

RECOMMENDATION: Council by motion adopt resolution approving amended Workplace Violence Prevention Plan updated April 24, 2025.

EXECUTIVE SUMMARY:

California Senate Bill 553 (SB 553), which amended Labor Code section 6401.7 and was signed into law on September 30, 2023, requires employers to develop and implement a workplace violence prevention plan in accordance with newly codified Labor Code section 6401.9. This new law mandates that the majority of employers in California must, by July 1, 2024, establish, implement, and maintain a Workplace Violence Prevention Plan. The proposed updated Plan was submitted to the two bargaining units and responses were to the satisfaction of both KMEA and KPOA.

DISCUSSION:

The proposed Workplace Violence Prevention Plan (WVPP) prepared by the City includes the following:

- Prohibiting employee retaliation,
- Accepting and responding to reports of workplace violence,
- Employee workplace violence training and communication,
- Emergency response,
- Workplace violence hazard assessments, and
- Other requirements, such as maintaining a Violent Incident Log.

Labor Code section 6401.9 outlines the elements of a workplace violence prevention plan required by section 6401.7 that every covered employer is required to establish, implement, and maintain an effective workplace violence prevention plan.

Training employees on workplace violence:

Employers must provide effective training and ensure that training materials are easy to understand and match the workers' education, reading skills, and language. Onsite training will be provided to all employees May 21, 2025.

Amendment of Existing Policy

The changes to the existing policy include the removal of the following text:

Employees assigned to respond to alerts, alarms, or systems that are in place to warn others will receive additional training that includes:

- General and personal safety measures;
- Aggression and violence predicting factors;
- The assault cycle;
- Characteristics of aggressive and violent persons;
- Verbal intervention and de-escalation techniques ~~and physical maneuvers to defuse and prevent violent behavior;~~
- Strategies to prevent physical harm;
- ~~• Appropriate and inappropriate use of restraining techniques and medications as chemical restraints in accordance with Title 22; and~~
- ~~• An opportunity to practice the taught maneuvers and techniques, including a debriefing session.~~

The reason for removing the text is that we do not believe employees should have to put themselves in any sort of situation resulting in physical harm, we would recommend they call 911 instead.

FISCAL IMPACT:

The fiscal impact of this unfunded mandate is substantial for many cities, but Kerman was able to produce this plan at minimal cost because the City received assistance through membership in the San Joaquin Valley Risk Management Authority.

ATTACHMENT:

A. Resolution w/Exhibit