

IRWINDALE CHAMBER OF COMMERCE

Insights

IRWINDALE
CHAMBER OF COMMERCE
 LEADING THE WAY FOR OTHERS

It is the mission of the Irwindale Chamber of Commerce to BUILD solid relationships and provide quality services which SUPPORT chamber members and businesses, in order to PROMOTE the economic vitality of our community.

Volume 33, Number 01

January 2013

CHAMBER OF COMMERCE

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LEADING THE WAY FOR OTHERS

NEW Stormwater Parcel Tax/Fee Notices

If you own any property in LA County, you were mailed a notice last month about a protest hearing on the proposed **Clean Water, Clean Beaches Stormwater Quality Measure**. This notice had what your proposed fee(s) will be. From what we have seen and heard so far, fees will be approximately \$54- \$90 for a residential, single family home to tens of thousands for businesses, industry, school districts and government agencies. One local school district is facing over \$90,000 in annual fees. Fees are based on size, land use, and the determination of what the estimated runoff is/should be.

What you need to know is the following:

1. To "protest" the measure means you don't want to pay the fee (in essence you are voting against the idea). The notice has a tear off portion you should return by January 15, 2013 if you wish to PROTEST the fee/tax. You can also attend the meeting in person. If more that 50% of property owners PROTEST, then it fails right there and the County must figure another way to get the funding for the storm water clean-up. Please read the notice carefully and decide if you wish to protest or not.

(Storm Water-continued on page 9)

2013 Award Honorees

Joe DiShanni Business of the Year Award:

Partee Insurance Associates

Business Persons of the Year:

Gale Banks, Banks Engineering

Employee of the Year:

Nathan Kirschenbaum, AmericanWest Bank

Ambassador of the Year:

Brenda Reuter, Athens Services

Citizen of the Year:

Theresa Olivares

 ☆ Installation & Award Banquet ☆
 ☆ Friday, January 18, 2013 ☆
 ☆ 6:00 p.m. ☆
 ☆ @ Pomona Valley Mining ☆
 ☆ Company ☆
 ☆*****

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Pasadena Black History Parade



Celebrating our Veterans



Shoes That Fit



Water Stewardship—Beach Clean-up



Calendar of Events

January 2013

Nothing is predestined. The obstacles of your past can become the gateways that lead to new beginnings. -Ralph Blum-



1	Happy New Year	CHAMBER CLOSED	
8	IEF Board Meeting	7:30 a.m.	Chamber Office
9	Environmental Committee	Noon	Chamber Office
10	Business Ambassador Mtg.	8:00 a.m.	Chamber Office
18	Installation & Award Banquet	6:00 p.m.	Pomona Valley Mining Company
	Presenting Sponsor: Vulcan Materials Co.		
23	Labor Law Update	9:00 a.m.-11 a.m.	Irwindale Community Center
24	GMI/Mini Expo	7:30 a.m.-9:00 a.m.	Picasso's Cafe
28	Board Meeting	3:00 p.m.	Chamber Office
29	How to Sell in the New Economy	9:00 a.m. English 1:00 p.m. Spanish	Irwindale Community Center

February 2013

I'd rather be a failure at something I love than a success at something I hate. -George Burns-



6	Environmental Committee	Noon	Kare Youth League
7	Business Ambassador Mtg.	8:00 a.m.	Chamber Office
12	IEF Board Meeting	7:30 a.m.	Chamber Office
14	Luncheon	11:30 a.m.-1:30 p.m.	TBD
18	Presidents' Day	CHAMBER CLOSED	
20	Moving Your Business Into The Future	7:30 a.m.	MillerCoors
25	Board Meeting	3:00 p.m.	Chamber Office
28	Good Morning Irwindale	7:30 a.m.-9:00 a.m.	Picasso's Cafe

March 2013

"The meeting of preparation with opportunity generates the offspring we call luck." - Tony Robbins



6	Environmental Committee	Noon	TBD
7	Business Ambassador Mtg.	8:00 a.m.	Chamber Office
12	IEF Board Meeting	7:30 a.m.	Chamber Office
15	Windows 8 Modern Tools for Business	9:00 a.m.	Irwindale Community Center
25	Board Meeting	3:00 p.m.	Chamber Office
28	GMI/Mini Expo	7:30 a.m.-9:00 a.m.	Picasso's Cafe

Reservations Guarantee Admission

- Good News:** Our events have been at capacity.
- Bad News:** We may have to turn away walk-ins.
- Solution:** RSVP to guarantee your entrance.

All reservations must be honored. Cancellations must be done 24 hours prior to event.

For further details, future events, or to RSVP please visit our calendar at www.irwindalechamber.org or please call us at 626-960-6606.

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Thank You

We wish to thank the Irwindale Chamber of Commerce for choosing us to represent December 2012 Business of the Month.

We are honored to be a member of the Chamber, and greatly value the business and friendships we have earned over the years in this community.

May you enjoy a healthy and prosperous New Year!

PRO PRINTING, Inc.

4981 IRWINDALE AVENUE, SUITE 600, IRWINDALE, CA 91706
(626) 814-3338

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Chamber Continued Spirit of Giving Throughout 2012

The Chamber's Spirit of Giving campaign which began 7 years ago with the goal to help out local non-profit organizations during the holiday season has expanded into a yearlong campaign of giving back to the community! In 2012 our Board of Directors, Business Ambassadors, Environmental Committee, Staff, and dedicated Chamber Members donated items, money, and their time in a variety of ways to help us accomplish the following:

- **Book Donations** – over 16 books donated to the Irwindale Public Library.
- **E-Waste Recycling event** – 25,499 lb's collected over two days.
- **Feast at the Faire** – fundraising event held at the Renaissance Pleasure Faire benefitting 4 local non-profit organizations chosen by the "celebrity" waiters.
- **Blood Drive** - 19 units of life saving blood collected for City of Hope.
- **Thanksgiving Food Distribution** – partnered with Cory's Kitchen to provide meals to several families.
- **Virtual Stocking** – With the help of SCE Federal Credit Union, donated \$500.00; Arrow Automotive, donated \$250.00; MillerCoors, donated 200; and Vulcan Materials, donated \$2000.00; the Chamber collected monetary donations and gift cards to provide gifts for 12 teenage boys at the LeRoy Haynes Center.

The Irwindale Chamber has a lot to be thankful for and certainly much to be proud of in 2012. Our thanks to all who helped make it a great year for giving back. We look forward to an even greater year in 2013!

December Business of the Month



Business Accomplishments
- Pro Printing, Inc. has been in business for over 30 years, providing high-quality print and graphics to not only local businesses, but also national companies as well.

Roger Ellenson, President of Pro Printing, Inc. has been recognized by community organizations on numerous occasions over the years, most recently by The Duarte Unified School District, for his unfailing support. The variety of print services and graphic design is constantly updated in order to keep up with the growing demands of the community and the industry.

Community Service - Pro Printing, Inc. supports local non-profit organizations by serving their printing needs as well as meeting their last minute deadlines. Recipients include the Irwindale Education Foundation, Irwindale Chamber of Commerce, Duarte Unified School District, Duarte Education Foundation, Duarte Chamber of Commerce, Stepping Stones for Women, California Climate Registry, Rotary International, Partners for Hope, Animal adoption shelters and many more.

Chamber of Commerce Activity - Pro Printing, Inc. has been a member of the Irwindale Chamber since 1991 offering print material and graphic design services to the Chamber on a number of occasions. Pro Printing updates the Cornerstone promotional pamphlet yearly as well as the Cornerstone poster, which includes logos of all its members as well as the banner design used at most Chamber events.

Due to publication deadline the current business of the month is featured on our website at www.irwindalechamber.org

To nominate your company as Business of the Month please contact the Irwindale Chamber for further information and details at 626-960-6606.



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Appellate Court Agrees With CalChamber: Rounding Policies OK in California

By: HR California

The Fourth District Court of Appeal recently issued an [employer-friendly opinion](#) by concluding that, under California law, employers may round employee timecard entries to the nearest-tenth of an hour. *See's Candy Shops, Inc. v. Superior Court*, 2012 WL 5305729 (Oct. 9 2012)

This ruling is particularly important because no statute or prior case law explicitly authorizes this common practice, a practice that is permissible under federal law and followed by California's labor agency.

Rounding Policy and Grace Period - In the *See's Candy Shops, Inc. v. Superior Court* case, See's utilized a timekeeping software system to keep track of its employees' working hours. The software system required employees to "punch" in at the beginning and again at the end of their shift. Adjustments to the timecards were made only in accordance with two See's policies: (1) the nearest-tenth rounding policy; and (2) the grace period policy.

- Under the nearest-tenth rounding policy, in and out punches were rounded up or down to the nearest tenth of an hour (every six minutes beginning with the hour mark). As a result, the time punches were rounded to the nearest three minute mark. For example, if an employee clocked in at 7:58 a.m., the system rounded up the time to 8:00 a.m. If the employee clocked in at 8:02 a.m., the system rounded down the time to 8:00 a.m.
- Under the grace period policy, an employee whose schedule had been programmed into the timekeeping system could voluntarily punch in up to 10 minutes prior to his/her scheduled start time and 10 minutes after his/her scheduled end time. Under See's rules, employees were not permitted to work during that time but could use it for personal activities. Since employees were not supposed to be working during the grace period, if an employee punched in during the grace period, the employee was paid based on scheduled start/stop time, rather than the punch time. The scheduled start/stop time became the compensable time. If the employee actually did work during the grace period, the manager had to make an adjustment. If the grace period rule is applied, the nearest-tenth rounding policy is no longer relevant: the start/stop time for the employee will be exactly the employee's scheduled time, rather than his/her punched time.

A former employee filed a class action lawsuit against See's to challenge these two policies.

Court Approves Policies - In approving See's rounding policy, the court relied upon the federal Department of Labor's (DOL) rounding standard to determine that rounding policies are permissible provided the policy is "fair and neutral on its face" and over time does not result in the

failure to properly compensate the employee. In addition, the court was persuaded by the fact that the California Division of Labor Standards Enforcement (DLSE) also followed the federal standard.

See's was able to demonstrate that its nearest-tenth rounding policy went up and down and that the policy, over time, did not result in a loss to the employee. Based on its formal grace period policy, See's was also allowed to assume that the employee was not working and not under its control during the grace period. See's could use the scheduled start/stop time for pay purposes absent evidence that the employee actually worked during the grace period.

Additionally, See's was able to present evidence that employees knew about the rounding and grace period policies. Because See's policies were clear and understood by its employees and because See's could show that the policies did not result in the underpayment to its employees, See's prevailed in the action.

Employers Receive Needed Certainty - CalChamber joined the Employers Group and the California Employment Law Council in filing an amicus brief with the court that rendered this favorable decision. CalChamber recognizes that the issue of rounding time entries is a matter of widespread concern to California employers and was concerned that the lower court ruling could lead to even more class action lawsuits.

The favorable decision in the See's case will not only provide employers with the clarity needed to thwart class action lawsuits challenging rounding policies, but it will also give employers guidance on how to craft policies that comply with California's law.

The court in this case approved only the practice of rounding to the nearest one-tenth of an hour. The court approved no other rounding practice and said that See's should have the opportunity to present evidence about its practice at trial.

Both the DLSE and the federal DOL have approved rounding to the nearest one-quarter of an hour, but these practices have not been tested by California courts.

Best Practices - Rounding policies still present some legal risk and consultation with counsel prior to implementation is recommended.

- Any rounding policy should be contained in a clear, written policy communicated to affected employees.
- The policy should be fair and neutral and not unfairly favor the employer.

You should regularly audit your businesses' payroll to ensure that any rounding policy does not result in failure to compensate the employees properly for all time worked, over a period of time.

New Taxes to Take Effect January 1 to Fund Health Care

By: CalChamber Alert



Billions of dollars in new taxes will go into effect on January 1, 2013 to fund provisions in the health care law passed in 2010.

The new taxes include an increase in the payroll tax on wages, a tax on investment income (including interest, dividends and capital gains) and a new tax on medical devices.

Higher Medicare Tax - Currently, a 2.9% Medicare payroll tax (1.45%

from employees and 1.45% from employers) is the primary financing source for Medicare's hospital insurance trust fund, which pays hospital bills for beneficiaries, who are 65 and older or disabled.

Self-employed people pay the entire 2.9%, but are permitted to deduct half the amount for income tax purposes.

Starting January 1, 2013, single taxpayers earning more than \$200,000 and married couples earning more than \$250,000 will be taxed an additional 0.9% (2.35% total) for earnings over that base amount.

A questions-and-answers document available from the Internal Revenue Service (IRS) notes that an employer must withhold the additional Medicare taxes from wages paid in excess of \$200,000 in a calendar year without regard to the individual's filing status or wages paid by another employer.

The document recommends an individual make estimated tax payments and/or ask that additional income tax be withheld if he/she anticipates additional liability due to the new Medicare tax. If the taxpayer anticipates not meeting the tax threshold for joint filers, that individual cannot ask

the employer to stop withholding the additional Medicare tax, according to the IRS document.

The document advises the individual to claim credit for any withheld additional Medicare tax on his/her income tax return.

New Tax on Investments - The new tax on investment income also is to support Medicare. That 3.8% tax will be imposed on the lesser of the individual's net investment income or the amount by which the individual's modified adjusted gross income (AGI) tops \$200,000 (single) or \$250,000 (married filing jointly).

Net investment income includes interest, dividends, royalties, rents, gross income from a trade or business involving passive activities or that trade in financial instruments and commodities, and net gains from the disposition of property held in a trade or business that is a passive activity or that trades in financial instruments and commodities.

Excluded from investment income are distributions from qualified retirement plans and any items taken into account for self-employment tax purposes.

New Tax on Medical Devices

A new 2.3% tax will be levied on the gross sales of medical devices intended for use in a medical institution or by a medical professional.

The law included an exception from the tax for retail items purchased by the general public (not medical professionals) for individual use, such as eyeglasses, contact lenses and hearing aids.

The final IRS regulations include a series of examples to illustrate how a device might qualify for the retail sale exemption.

(New Tax-continued on page 10)



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Insured to see \$63 annual fee increase to cover pre-existing conditions

By: Ricardo Alonso-Zaldivar, Associated Press Writer Daily News

Your medical plan is facing an unexpected expense, so you probably are, too. It's a new, \$63-per-head fee to cushion the cost of covering people with pre-existing conditions under President Barack Obama's health care overhaul.

The charge, buried in a recent regulation, works out to tens of millions of dollars for the largest companies, employers say. Most of that is likely to be passed on to workers.

Employee benefits lawyer Chantel Sheaks calls it a "sleeping issue" with significant financial consequences, particularly for large employers.

"Especially at a time when we are facing economic uncertainty, companies will be hit with a multi-million dollar assessment without getting anything back for it," said Sheaks, a principal at Buck Consultants, a Xerox subsidiary.

Based on figures provided in the regulation, employer and individual health plans covering an estimated 190 million Americans could owe the per-person fee.

The Obama administration says it is a temporary assessment levied for three years starting in 2014, designed to raise \$25 billion. It starts at \$63 and then declines.

Most of the money will go into a fund administered by the Health and Human Services Department. It will be used to cushion health insurance companies from the initial hard-to-predict costs of covering uninsured people with medical problems. Under the law, insurers will be forbidden from turning away the sick as of Jan. 1, 2014.

The program "is intended to help millions of Americans purchase affordable health insurance, reduce unreimbursed usage of hospital and other medical facilities by the uninsured and thereby lower medical expenses and premiums for all," the Obama administration says in the regulation. An accompanying media fact sheet issued Nov. 30 referred to "contributions" without detailing the total cost and scope of the program.

Of the total pot, \$5 billion will go directly to the U.S. Treasury, apparently to offset the cost of shoring up employer-sponsored coverage for early retirees.

The \$25 billion fee is part of a bigger package of taxes and fees to finance Obama's expansion of coverage to the uninsured. It all comes to about \$700 billion over 10 years, and includes higher Medicare taxes effective this Jan. 1 on individuals making more than \$200,000 per year or couples making more than \$250,000. People above those threshold amounts also face an additional 3.8 percent tax on their investment income.

But the insurance fee had been overlooked as employers focused on other costs in the law, including fines for medium and large firms that don't provide coverage.

"This kind of came out of the blue and was a surprisingly large amount," said Gretchen Young, senior vice president for health policy at the ERISA Industry Committee, a group that represents large employers on benefits issues.

Word started getting out in the spring, said Young, but hard cost estimates surfaced only recently with the new regulation. It set the per capita rate at \$5.25 per month, which works out to \$63 a year.

America's Health Insurance Plans, the major industry trade group for health insurers, says the fund is an important program that will help stabilize the market and mitigate cost increases for consumers as the changes in Obama's law take effect.

But employers already offering coverage to their workers don't see why they have to pony up for the stabilization fund, which mainly helps the individual insurance market. The redistribution puts the biggest companies on the hook for tens of millions of dollars.

"It just adds on to everything else that is expected to increase health care costs," said economist Paul Fronstin of the nonprofit Employee Benefit Research Institute.

The fee will be assessed on all "major medical" insurance plans, including those provided by employers and those purchased individually by consumers. Large employers will owe the fee directly. That's because major companies usually pay upfront for most of the health care costs of their employees. It may not be apparent to workers, but the insurance company they deal with is basically an agent administering the plan for their employer.

The fee will total \$12 billion in 2014, \$8 billion in 2015 and \$5 billion in 2016. That means the per-head assessment would be smaller each year, around \$40 in 2015 instead of \$63.

It will phase out completely in 2017 - unless Congress, with lawmakers searching everywhere for revenue to reduce federal deficits - decides to extend it.



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FSLG Accomplishments in Fiscal Year 2012 & Plans for Fiscal Year 2013

By: IRS.Gov

FY 2012 was as busy and demanding a year for Federal, State and Local Governments (FSLG) as it was for most of the government entity sector. Budget constraints continue to test federal agencies and state and local government entities alike. We continue to look at new and alternative means to get the job done.

In FY 2012, we ramped up our outreach efforts to focus more on innovative ways of delivering information to you to help you comply with your tax responsibilities. We achieved this by leaning heavily on less costly types of presentations, such as, webinars and phone forums, and less on face-to-face outreach. Both saved precious travel dollars for your organization and ours and increased the number of participants. This effort included two informative webinars and two nation-wide phone forums, dealing with topics from Section 218 (from the SSA's code) complex transactions to worker classification issues. Each of these events was well attended and received.

In FY 2012, we examined over 2,600 tax returns. Issues addressed included worker reclassification, employment taxes on fringe benefits, settlement payments, various international taxes, and information return reporting. In addition to examinations, FSLG conducted 840 compliance checks. A compliance check does not examine returns or assess tax, but assesses the level of taxpayer compliance. Typically, a compliance check includes filing compliance related to Forms 941, 944, 945, W-2, and the 1099 series.

We were very happy to hear of your satisfaction with the examination process. Customer satisfaction surveys are sent to all government entities that were examined. While no one likes to be examined, a vast majority of our customers have consistently indicated overall satisfaction with the examination experience. This year the overall satisfaction rating increased from 72% to 75%. At the same time, overall dissatisfaction dropped from 8% to 6%. FSLG continues to incorporate your suggestions into the examination process and will continue to make the examination experience as positive as possible.

FSLG will continue to maintain an effective balance between traditional compliance work and educational activities.

FSLG's FY 2013 outreach program will include teleconferences, webinars, and phone forums; and will target larger events to make the most efficient use of resources. FSLG will continue to conduct outreach with various stakeholder groups which will focus on the Service-wide implementation of the Affordable Care Act (ACA) provisions, international tax compliance, and traditional employment tax and information reporting issues.

(FSLG Accomplishments-continued on page 10)

(Storm Water-continued from coverage)

Los Angeles County
clean water, clean beaches measure

The Los Angeles County Flood Control District is proposing to adopt a Clean Water, Clean Beaches Measure, which would establish an annual fee to pay for clean water programs. The proposed clean water fee would be imposed upon property owners within the Los Angeles County Flood Control District, which includes most of Los Angeles County (with the exception of portions of the Antelope Valley), for the purpose of improving water quality and reducing pollution from stormwater and urban runoff.

Notice to Property Owners of Public Hearing

The Board of Supervisors of the County of Los Angeles will hold a public hearing (details inside) on January 15, 2013 to consider a Clean Water, Clean Beaches Measure proposed by the Los Angeles County Flood Control District to establish an annual clean water fee, which would be collected with the property taxes beginning on the 2013-2014 County of Los Angeles property tax roll.

8940-153-005
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Your Proposed Clean Water Fee:
\$54.16 a year.

Upper San Gabriel River Watershed

There are nine watersheds in the Los Angeles County Flood Control District in which the proposed clean water fee would be collected annually.

The proposed clean water fee would provide dedicated funding for local and regional projects and programs to help keep pollution out of stormwater and runoff, clean up pollution that flows into our waterways, and use stormwater and runoff to recharge groundwater supplies, which are an important source of drinking water. The fee could also be combined with other funding such as state and federal grants for multibenefit projects that improve water quality and provide other public benefits as well.

(Continued on next page)

You own property in the Upper San Gabriel River Watershed, which drains to the San Gabriel River and other waterways and includes all the cities and unincorporated communities shown on this map.

www.LACountyCleanWater.org

2. If the protest fails then you can expect to get an official ballot in the MAIL in mid-April (one per property). Once again you can vote to support or oppose the measure.
 - A. As noted previously, they will not have the details available for you to make a truly informed decision.
3. If the ballot succeeds, the parcel tax/fee will be on the December 2013 property tax bills.
4. **If you did not received the notice** (or mistakenly threw it out)

You can also protest without the protest form by sending a letter of protest which includes your parcel number and address and is signed by the property owner or an authorized representative, to the Executive Officer of the Board of Supervisors, P.O. Box 866006, Los Angeles, CA 90086. Protests can also be hand-delivered to the Kenneth Hahn Hall of Administration, Room 383, 500 West Temple Street, Los Angeles.

You can be assured that the Irwindale Chamber is working hard on your behalf. Please send us a copy of your notice with the fee shown and let us know what your thoughts are on this issue. It will help us be your voice on this issue! Learn more about what LA County is saying about this measure at www.lacountycleanwater.org.

Most of California’s Water Footprint Tied to Food Production

By: Bettina Boxall, LA Times

These days, there’s a lot of discussion of carbon footprints. A new study by the Pacific Institute focuses on another footprint, that of water.

The report, released by the Oakland-based think tank, takes a look at the amount of water required to produce the goods Californians consume, whether it’s the food we eat or the things we buy; whether they are produced in state or imported from other states or foreign countries.

California’s total water footprint is about 64 million acre-feet, or 20 trillion gallons of water, per year, according to the study. More than half of that is used to produce goods that are imported and consumed here.

On a per capita basis, the average Californian’s water footprint is 1,500 gallons a day – slightly less than the average American’s but significantly more than the average in other developed countries.

About 4% of the total footprint is tied to direct household use, for watering lawns and gardens. Industrial products, such as clothing and electronics, account for another 3%.

The biggest piece by far – 93% -- is tied to agricultural production, both food that is imported from out of state or grown, produced and consumed in state. (California’s agricultural exports are not counted.) Thanks to the large amounts of water required to grow animal feed, meat and dairy products have an especially big footprint.

About 70% of state water footprint is associated with goods produced elsewhere in the U.S. or in foreign countries.

“These findings suggest that California’s economic and social well-being is intimately connected with water resources beyond our borders and is vulnerable to water-supply constraints in those regions,” note authors Julian Fulton, Heather Cooley and Peter Gleick.

(New Tax-continued from page 7)

Other Changes - Other changes due to the health care law that will affect taxes:

- Medical expenses deduction raised from 7.5% of AGI to 10%. Taxpayers currently can take an itemized deduction for unreimbursed medical expenses that exceed 7.5% of AGI. The floor is raised to 10% starting January 1, 2013.
- New limit on health care flexible spending plans. There had been no limit to the amount of contributions to a flexible spending arrangement (FSA), which allows an employee to set aside a portion of earnings to pay for qualified expenses as established in a cafeteria plan. Allowable contributions to health FSAs are capped at \$2,500 per year starting January 1, 2013. The dollar amount will be indexed to inflation after 2013.

Metro Gold Line Foothill Extension



Foothill Extension, Pasadena to Azusa Update:

After more than a year of focused design work for the 11.5-mile light rail extension, construction along the “Alignment” has begun in Irwindale. Starting this month, crews are starting grading, excavation, retaining wall installation, bridge work, underground utilities installation and track work. Construction activities are

scheduled to continue intermittently until approximately the end of June 2013. The crews will be working within the railroad corridor near Irwindale Ave and the San Gabriel River Bridge.

If you have any questions, drop by the Azusa outreach office located at 1300 W. Optical Drive, Suite 500 or call the Community Hotline at (626) 324-7098. Sign up to receive construction updates and alerts at www.foothillextension.org or on Facebook: <https://www.facebook.com/iwillride>.

(FSLG Accomplishments-continued from page 9)

FSLG continues its partnership with the National Conference of State Social Security Administrators (NCSSSA) and the Social Security Administration to assess Section 218 Agreement coverage in each state and to address this issue using a unified approach. FSLG is working cooperatively with these organizations to assess the Section 218 framework of each state to identify commonalities, differences and problem areas in an effort to improve our outreach and service delivery. In addition, it continues to collaborate with SSA in addressing important legal questions and identifying opportunities for improvement related to Section 218 compliance.

In FY 2013, FSLG expects a reduction in compliance checks and examinations due to reduced staffing and modifications to the types of examinations conducted. FSLG will devote significant resources to complete examinations selected for the Service wide Employment Tax National Research Program (ET-NRP). ET-NRP is an examination project designed to develop data to identify and quantify the tax gap related to employment taxes. It will increase the number of examinations with potential international tax issues, the number of large entity examinations, and will continue to conduct examinations in all market segments. FSLG expects to address a greater volume of claims for refund primarily related to Section 218 Agreement coverage issues. FSLG will use “soft letter” campaigns when warranted to address small, targeted non-compliance issues and encourage self-correction. FSLG will continue to support the Service-wide Voluntary Classification Settlement Program.

Employee Poster/Pamphlet Changes Set to Take Effect in 2013

By: CalChamber Alert

Will there be changes to posters and pamphlets for 2013?

Yes. Anticipated changes for 2013 include:

Posters

- Notice to Employees—Injuries Caused by Work, Division of Workers' Compensation (DWC).
- Discrimination and Harassment Notice, Department of Fair Employment and Housing (DFEH).
- Notice A—Your Rights and Obligations As A Pregnant Employee, DFEH.
- Notice B—Family Care and Medical Leave and Pregnancy Disability Leave, DFEH.
- Notice to Employees, Employment Development Department (EDD).
- Safety and Health Protection on the Job, Cal/OSHA.
- Notice Employee Polygraph Protection Act, U.S. Department of Labor (DOL).

Pamphlets

- Paid Family Leave, EDD.
- State Disability Insurance, EDD.
- Unemployment Insurance, EDD.
- Workers' Compensation pamphlet, California Chamber of Commerce.
- Sexual Harassment Information, CalChamber.

The CalChamber has a complete list of required notices and posters available at www.HRCalifornia.com.

Some employers may be required to post notices that are unique, based on the type of business, geographical location, work done by employees, or types of hazards in the workplace. HRCalifornia's "Posters for Unique Situations" contains a **wizard** that will help employers determine other posting requirements.

Through the CalChamber store, employers can order the **2013 Required Notices Kit**—which includes all state and federal required employee notices, plus all five required employee pamphlets, updated as necessary for 2013.

Also available is a **San Francisco poster** that includes the notices required by city ordinances in English and five other languages.

Poster Protect - There are potential additional mandatory changes after January 1, 2013, as implementation of workers' compensation reform measures begin.

Poster Protect® customers can opt for a no-cost, all-in-one poster. If mandatory changes occur during 2013, customers enrolled in Poster Protect will automatically receive a replacement poster, paying no shipping, handling or tax for the update.

For more information, visit www.irwindalechamber.org/online-store.htm.

New Rates for 2013

By: HRCalifornia Extra

The upcoming year will see some changes in the exempt classification rates for computer professionals and also for physicians and surgeons. Employers with employees working in the cities of San Francisco and San Jose also need to be aware of new minimum wage requirements.

Exempt Classification Rates

California's Department of Industrial Relations (DIR) announced rate changes for the computer professional exemption and the licensed physician or surgeon exemption. The new rates take effect January 1, 2013.

Certain computer professionals are considered exempt employees if they meet a number of different requirements, including meeting a certain minimum rate of pay. If the employee is paid on an hourly basis, the exemption will apply only if the employee's hourly rate of pay is not less than that set by law. If the employee is paid on a salaried basis, the employee must earn a specific annual salary for full-time employment, which is paid at least once a month and in a monthly amount of not less than the rate set by law. The exemption will apply only if the employee's salary is not less than that set by law.

For 2013 the rates are as follows for the computer professional exemption:

- The minimum hourly rate of pay exemption increased to \$39.90 from its previous rate of \$38.89
- The minimum monthly salary increased to \$6,927.75 from its previous rate of \$6,752.19
- The minimum annual salary exemption increased to \$83,132.93 from its previous rate of \$81,026.25

Certain licensed physicians or surgeons paid on an hourly rate are also exempt from overtime requirements only if certain criteria are met. One of the criteria is meeting a minimum hourly rate of pay.

For 2013, the rate is as follows for the licensed physician or surgeon exemption:

- The minimum hourly pay for licensed physicians and surgeons increased to \$72.70 from \$70.86

These rates are tied to the California Consumer Price Index (CCPI) for Urban Wage Earners and Clerical Workers. The 2013 rate changes reflect the 2.6 percent increase in the CCPI.

ANNUAL IRWINDALE CHRISTMAS SPECTACULAR

The Irwindale Holiday season began on November 30th with the Annual Christmas Spectacular and Mayor's Tree Lighting. The evening was a fun-filled family event which included Christmas carols from the Tiny Tots, visits with Santa, arts & craft vendors, a cake walk, holiday picture booth, live music, and craft activities.



SENIORS' FUN-FILLED AUTUMN ACTIVITIES

As the year came to a close our seniors showed no signs of slowing down. The Irwindale Senior Center had a bevy of activities to keep our senior citizens happy, healthy and active. The Center had something for just about every level of activity. Programs included exercise and dance classes, crafts, walking club, book club and dances to celebrate Halloween and Thanksgiving. It is this flurry of activity that keeps our seniors young at heart!



COUNCIL ROUND-UP – OCTOBER 24 & NOVEMBER 14, 2012

- Council approved the cancellation the regular City Council (and its agencies) meetings scheduled for November 28, 2012 and December 26, 2012.
- A resolution declaring three Police Department vehicles to be surplus property and authorizing disposal of such surplus police vehicles through sale by auction was approved by Council.
- The Subrecipient Agreement with the County of Los Angeles regarding the 2009 State Homeland Security Grant Program was approved by Council who authorized the City Attorney and City Clerk to execute same.
- Council accepted the improvements and maintenance responsibility for the repair of the protective netting along the east and north sides of the swimming pool.
- Council awarded three consultant services agreements for as-needed geotechnical professional services for mining and reclamation oversight and technical support services with ITAC members Donald Coduto, Kent McMillan, and Jock Scott and authorized the City Manager to execute same.
- The closure of some City facilities during December 24, 2012, through January 6, 2013 was approved by Council.
- Council received and filed the Investment Quarterly Report for September 30, 2012.
- An ordinance was introduced for first reading by Council adopting Chapter 17 (Open Space Zone) of the Zoning Code.
- A Resolution certifying the finding of no significant impact and approving the site plan and design review permit No. 3-08 to allow development of Phases 1 and 2 of a youth sports facility for school age children on property located at the northeast corner of the intersection of Arrow Highway and the I-605 freeway (APN 8533-003-909) was adopted by Council.
- Council approved an ordinance approving Zone Change No. 1-08, changing the current zoning designation from A-1 (Agricultural) to OS (Open Space) for property located at the northeast corner of the intersection of Arrow Highway and the I-605 freeway (APN 8533-003-909).
- The Council acting as the Board of the Successor Agency to the Irwindale Community Redevelopment Agency authorized the Executive Director to enter into an agreement with Converse Consultants for well abandonment at 2200 Arrow Highway (APN 8535-001-911) for an amount not to exceed \$41,770.00.
- Acting as the Board of the Successor Agency to the Irwindale Community Redevelopment Agency, the Council approved the request from Irwindale Denn, Inc. to terminate the lease agreement for the property located at 6550 North Irwindale Avenue, Irwindale, California.
- Council reorganized resulting in the selection of Council member Julian A. Miranda as Mayor and Council member H. Manuel Ortiz as Mayor Pro Tem.
- Upon 2nd reading, Council adopted an ordinance adding chapter 17.14 to the City of Irwindale Municipal Code, regarding the Open Space Zone, which will affect properties citywide.
- Council adopted on second reading an ordinance changing the zone designation from A-1 (Agricultural) to OS (Open Space) for property located at the northeast corner of Arrow Highway and the I-605 freeway (APN 8533-003-909).
- A resolution adopting Amendment Three to the Gold Line Phase II Construction Authority Joint Exercise of Powers Agreement, adding the City of Montclair as an authorized member of the Gold Line Phase II Construction Authority was adopted by Council.
- Council adopted a resolution finding that the public purpose would be served by the donation to the Irwindale Educational Foundation of the use of a billboard display in the City of Irwindale.
- A resolution casting its vote(s) for Councilmember Luis Ayala to represent cities with prescriptive pumping rights on the Board of the San Gabriel Basin Water Quality Authority was adopted by Council.
- Council authorized the City Manager to enter into an agreement with Elie Farah, Inc. in the amount of \$18,000.00 to perform a Citywide Engineering and Traffic Survey.
- The approval of the 2nd Amendment to Memorandum of Understanding Relating to Solid Waste Materials Recovery Facility/Transfer Station Agreements between the City and Arakelian Enterprises, Inc., dba Athens Services and the approval of the First Amendment to Franchise Agreement for Waste Hauling Services between the City and Arakelian Enterprises, Inc., dba Athens Services was tabled by Council
- A mayoral appointment to the Oversight Board of the Successor Agency to the former Redevelopment Agency was tabled until the December Council meeting.
- Council held a Public Hearing and adopted a resolution amending all fees referenced in Title 15 of the Irwindale Municipal Code and appendixes 1-6 of the Irwindale Comprehensive Fee Schedule for building, mechanical, electrical, plumbing, sewer, grading and landscaping plan check permit fees.

IRWINDALE CHAMBER OF COMMERCE

Street Address: 16102 E. Arrow Highway, Irwindale, CA 91706
Mailing Address: P.O. Box 2307, Irwindale, CA 91706-1168
Phone: (626)960-6606 • Fax:(626) 960-3868
E-Mail: info@irwindalechamber.org
Website: www.irwindalechamber.org

2013 BOARD OF DIRECTORS

Chair of the Board: George Poitou *SCE Federal Credit Union*
Vice Chair Dawn DeVroom *Arrow Automotive Services*
Vice Chair Gary Clifford *Athens Services*
Treasurer: John Muldoon *Securitas Security Services*
Secretary: Steve Sorell *Sorell Law Group*
Past Chair: LaShawn Gillespie *Foothill Transit*

Directors: Elizabeth Bagwell *City of Hope*
Doug Campbell *Edison Energy Education Center*
Debra Clarkson *Applied Industrial Technologies*
Marissa DeRosa *Picasso's Cafe*
Dena Garvin-Smart *Alta Pacific Bank*
Claudia Hubbard *DoubleTree by Hilton*
Sam Kim *Ayutla Market*
Brian Ouellette *Vulcan Materials*
Kathy White *California Custom Fruits and Flavors*
Staff: Lisa Bailey *President/CEO*
Dominique Yates *Membership Event Manager*
Veronica Orosco *Office Manager*

CHAMBER MEETINGS

Board of Directors 4th Monday
3:00 p.m. at the Chamber
Business Ambassadors 1st Thursday at the Chamber
8:00 a.m.
Environmental Committee 1st Wednesday
12:00 noon Location Varies
Luncheons 2nd Thursday-Even Months
Location Varies
Networking Breakfast 4th Thursday at Picasso's Cafe
7:30 a.m. - 9:00 a.m.
Toastmasters Call for meeting details.
626-256-7900

IRWINDALE SERVICE ORGANIZATIONS

Am-Vets Post 113
16124 Calle de Paseo, Irwindale, CA 91806
Meets 1st Friday at Am-Vets Park (626) 338-4440 Ben Aguayo
Irwindale Educational Foundation
P.O. Box 2307, Irwindale, CA 91706-1168
Board Meets 2nd Tuesday, 7:30 a.m. at the Chamber
Soroptimist International of Irwindale
Meets 2nd & 4th Monday of every month, 6:00 p.m.
5050 Irwindale Ave., Irwindale-Contact Amanda 562-587-9090

City of Irwindale

City Hall
5050 Irwindale Avenue
Irwindale, CA 91706-1168

Phone: (626) 430-2200
Fax: (626) 962-4209 (City Hall)
Fax: (626) 430-2295 (Building Dept.)
Website: www.ci.irwindale.ca.us
e-mail: postoffice@ci.irwindale.ca.us

City Council

Mayor: Julian A. Miranda
Mayor Pro Tem: H. Manuel Ortiz
Council Members: Mark A. Breceda, David "Chico" Fuentes,
and Manuel R. Garcia

City Council Meetings

2nd and 4th Wednesday, 6:30 p.m. at City Hall

City Staff

City Manager John Davidson
Assistant City Manager: Camille Diaz
Dir. of Public Works/City Engineer: Kwok Tam
Acting Finance Director & City Treasurer: Eva Carreon
Director of Planning: Ken Lee
Human Resource Manager: Sharmeen Bhojani
Deputy City Clerk: Laura Nieto

Planning Commission

Chair: Arthur R Tapia Vice Chair: Richard Chico
Commissioners: Doloras Amador, Robert E. Hartman and Carmen M. Roman

Parks & Recreation Commission

Chair: Dan Diaz Vice Chair: Paula Fraijo
Commissioners: Erlinda Duran, Marguerite S. Lopez, and Belen Zepeda

Senior Citizen Commission

Chair: Maggie Guzman Vice Chair: Iris Rodriguez
Commissioners: Virginia Diaz, Erlinda Duran and Arline Miranda

Library.....(626) 430-2229

City Librarian: Ryan Baker
5050 Irwindale Avenue Fax: (626) 430-2266

Recreation.....(626) 430-2224

16053 Calle de Paseo Fax: (626) 962-3022
Recreation Manager: Dan Grijalva
Recreation Supervisor: Priscilla Zepeda

Senior Center.....(626) 430-2283

16116 Arrow Highway Fax: (626) 430-2275
Senior Citizen Coordinator: Jackie Delgado

Service Yard.....(626) 430-2280

16034 Calle del Norte

Police Department

Police Chief: Dennis Smith

Emergency..... 9-1-1

Phone (non emergency)...(626) 430-2244
5050 Irwindale Avenue Fax: (626) 856-0471

Los Angeles County Fire- Irwindale Station

Emergency..... 9-1-1

Phone (non emergency)...(626) 337-8919
15546 Arrow Hwy, Irwindale

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For complete details call the Chamber office
626-960-6606

Become an Irwindale Chamber Business Ambassador

Our VISION is to be the face of the Irwindale Chamber of Commerce by providing networking and business opportunities while growing the business community.

The MISSION of the BUSINESS AMBASSADORS is to connect and strengthen business relationships, communicate chamber benefits, bring exposure to its members and help businesses reach their ultimate goals.

Join us for the next Business Ambassador meeting

Meetings: 1st Thursday of every month at the Irwindale Chamber office 8:00 a.m.



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- 7) Publicity
- 8) Business Referrals
- 9) Leadership Development
- 10) Volunteer Opportunities

For more information visit www.irwindalechamber.org.

Vision: To be the premier Chamber of Commerce leading the way for others. It is the mission of the Irwindale Chamber of Commerce to build solid relationships and provide quality services which support chamber members and businesses, in order to promote the economic vitality of our community.

