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Grapevine Independent

VOLUME 58 • ISSUE 1 PROUDLY SERVING RANCHO CORDOVA & SACRAMENTO COUNTY SINCE 1968 JANUARY 5, 2024

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The Paid Sick Day Dilemma



The National Federation of Independent Business lists the new law among its top five “compliance headaches” for California’s small business owners. Photo courtesy of Marcus-Aurelius Pexels

By Sameea Kamal,
Calmatters.org

California workers will be guaranteed five paid sick days a year starting Jan. 1, up from the three days that employers are currently required to provide, thanks to Senate Bill 616. The bill, authored by Long Beach Democratic Sen. Lena Gonzalez, also extends protections against retaliation to workers who are in a union, but excludes provisions that would have granted railroad employees access to unpaid sick leave. It was a significant, but partial victory for proponents, including advocacy groups for families and women and dozens of unions. They originally sought seven days, but the final version was reduced in

negotiations during the legislative process. The California Work & Family Coalition hailed the law — one of several measures last session aimed at improving work-life balance — as “a commonsense change.” But trade associations representing various industries such as the California Grocers Association and California Hotel & Lodging Association, as well as chamber of commerce groups throughout the state, argued that the law would hurt small businesses that have not recovered from the pandemic, are now dealing with inflation and can’t afford the additional cost of covering for sick workers. The National Federation of

law among its top five “compliance headaches” for California’s small business owners in 2024, along with SB 848, which makes it unlawful for employers to refuse as many as five days of “reproductive loss leave” for miscarriages, failed adoptions and other events. The state Chamber of Commerce had the sick leave law on its “job killer” list and recently issued guidance for employers to navigate the law’s complexities. There’s no federal law that requires employers to give workers paid sick leave. California became the second state in the nation to adopt a paid sick leave policy in 2014, but now provides less time than 15 states and many of its own cities, including

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**David
Villanueva
Appointed
County
Executive**



David Villanueva
Sacramento County
News Release

SACRAMENTO COUNTY, CA (MPG) - The Sacramento County Board of Supervisors unanimously agreed to appoint Assistant County Executive David Villanueva as County Executive. The appointment is effective January 28, 2024.

“I am pleased to announce that the Board of Supervisors voted unanimously to appoint David Villanueva as County Executive,” said Board Chair and Third District Supervisor Rich Desmond. “David’s career has been dedicated to public service with Sacramento County and the State of California, with which he has had extensive senior management and executive management experience. “The County as an organization has made tremendous progress over the last three years. We are confident this will continue under David’s leadership. David brings a unique combination of business, accounting and technology skills to this role, and he has shown in practice that his decisions are guided by honesty, integrity and a passion for service and transparency.”

Appointed Assistant County Executive last May, Villanueva has been serving as Deputy County Executive for the Administrative Services Agency since 2011. Prior to that, he began his County service as Chief Information Officer/ Director of the Department of Technology in 2008. Before his County service, Villanueva was the Deputy Director/Chief Information Officer for the California Department of General Services.

“I am deeply honored and grateful for the trust placed in me by the Board of Supervisors in appointing me as the County Executive,” said Villanueva. “This opportunity to serve our community is both a privilege and a responsibility that I undertake with great dedication. I am committed to fostering a culture of transparency, collaboration, and customer service excellence within our organization. “In the spirit of public

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How Sac County Meets the Needs of Older Adults

Sacramento County
News Release

SACRAMENTO COUNTY, CA (MPG) - California launched the Master Plan for Aging in 2021 to create a California for All Ages by 2030.

“We are all aging, whether we’re 10, 20, 30, 40, or 70, 80, 90, or 100,” says Heidi Richardson, program planner with the Sacramento County Department of Child, Family & Adult Services. The benefits of supporting older residents are the same as supporting all residents: a community where residents from birth to older ages can thrive, enjoy life, help others, and reach out for help when in need. “We think of older people as needing care and help — and some do — but we all do at points in our life. We want a society where people are able to say, ‘I need help.’”



“We think of older people as needing care and help — and some do — but we all do at points in our life. We want a society where people are able to say, ‘I need help.’” Photo courtesy of Kampus Production

**Sacramento’s
Growing Aging
Population**

According to the California Department of Aging, the population of Sacramento County residents over

age 60 will increase 187% from 2010 to 2060. Conversely, the population of younger residents is decreasing. “What’s going to happen in Sacramento County, in probably 2026, is the older adult population will

exceed the youth population. That will be the first time in history that that’s ever happened,” says Pam Miller, executive director of the Agency on Aging Area 4. “There’s a whole lot of things out there

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Evictions on the Rise

By **Jeanne Kuang,**
CALMatters.org

Eviction cases soared across California in the year after the last portion of a statewide moratorium lapsed, a CalMatters analysis of court data shows.

The elevated numbers — in some places beyond pre-pandemic levels — show a significant portion of renters remain at risk of losing their homes, despite the state's roll-out of a \$5 billion rent relief program during the pandemic and a yearslong pause on many eviction cases that many landlords have said disrupted their businesses and income. A nationwide study published this year found increases in eviction filings are associated with slight upticks in the population of homeless people living in shelters.

The statewide moratorium was extended until June 2022 for those who had applied for rental assistance by March, barring evictions in cases where tenants had not paid rent and said they couldn't because of financial hardship wrought by the pandemic. The law didn't stop evictions completely — thousands were still locked out under various exceptions — but it dropped cases to record lows. After it ended, a patchwork of local protections for tenants kicked in for cities that had passed their own eviction limits, which then phased out later in 2022 or earlier this year.

Recently obtained data from when the statewide moratorium was lifted through the summer of 2023 show that in a dozen of the state's most populous counties the average monthly eviction filings surpassed pre-pandemic averages.

Counties that extended local moratoria also are seeing waves of landlords seeking to remove tenants, albeit delayed until after their own rules end.

The post-moratoria spikes could reverse a nearly decade-long trend of evictions falling, both in California and nationwide. While the overall number of eviction cases filed post-pandemic remains far lower than the peak years following the Great Recession, researchers and tenants' advocates said they were dismayed that while the moratorium and rental assistance kept eviction filings relatively low for about three years, those state interventions don't appear to have significantly blunted



Eviction cases have returned to, or surpassed, pre-pandemic levels. Image by Sammy-Sander from Pixabay

the number of evictions sought afterward.

"We're facing the eviction cliff we tried to prevent during the pandemic," said Tim Thomas, a sociologist and director of the Urban Displacement Project at UC Berkeley who analyzed the data for CalMatters. "Being back to normal this quickly is concerning."

Thomas attributed the wave of eviction filings to a combination of state and local moratoria expiring, inflation and the recent expiration of several other pandemic aid programs that kept families afloat, such as expanded food assistance and loosened eligibility to stay on Medi-Cal.

Landlords' groups say the yearslong moratoria gave property owners no recourse when tenants failed to pay rent even when the economy started to recover during the pandemic and said lasting rental debt from the pandemic is leading landlords to now be more aggressive in seeking evictions.

Landlords can only file for evictions over unpaid rent from the past 12 months, but that does not forgive old debt, and tenants' advocates say there's little to stop landlords from applying newly paid rent to old debt. The National Equity Atlas, a research group, estimates that as of September, 605,000 California households owed a total of \$1.8 billion in back rent.

A state program that was open from March 2021 through March

2022 required landlords and tenants to apply for federally funded rental assistance to cover back rent from the pandemic before landlords could seek an eviction. But thousands who applied are still waiting for the aid to cover debts from that time period while the program appears to be on track to run out of money. Many landlords said they had trouble handling the program's red tape or had tenants who weren't approved for assistance for every month that they owed rent.

Tenants' advocates, however, also blamed recent rent increases for the high number of filings. Even in counties that haven't been governed by any eviction limits since last summer, cases filed remained above pre-pandemic averages more than a year later. Landlords who are subject to a 2019 rent cap law have been allowed to raise rent on tenants by as much as 10% this year, due to last year's record inflation, though some cities have stricter caps.

But in some counties — including Sacramento, Los Angeles and San Mateo — the number of cases of tenants facing eviction increased this year by more than 10% compared to pre-pandemic levels, according to the CalMatters analysis. The highest leap was in Santa Clara County, where evictions filed in 2023 through August were more than 35% higher than in 2019, on average.

Eviction filings do not

necessarily mean a tenant gets kicked out. But the court filing — known as an unlawful detainer — starts a legal process with strict timetables that could result in a landlord being granted legal possession of the unit, allowing them to send a sheriff's deputy to perform a lockout.

The wave has swamped tenants' attorneys, most of whom work for understaffed legal aid organizations that represent low-income residents. Few tenants have attorneys in eviction court, compared to landlords who are represented most of the time.

The recent eviction case spikes put California in line with other Democratic states that extended tenant protections during the pandemic well beyond a federal moratorium, such as Oregon or Minnesota, Thomas said.

Kyle Nelson, a senior policy and research analyst at Strategic Actions for a Just Economy who has studied evictions in Los Angeles County, said based on how long it took for evictions to stabilize after the Great Recession, some counties should expect cases to remain elevated for years.

CalMatters obtained more than a year of data from courts in 19 of the state's most populous counties showing the number of eviction cases filed each month through August 2023, along with nearly a decade of corresponding historical figures compiled by the Judicial Council, the agency governing the state's court system.

In counties that did not extend additional local eviction protections after the state law expired, eviction filings began spiking the month before the statewide moratorium ended and reached their peaks in late 2022. But they remain elevated.

The court process allows for landlords and tenants to settle a case before it goes to trial, which could include a payment plan to avoid eviction or an agreement to leave.

But tenants' advocates point out there are numerous ways a tenant could also be "informally evicted," by moving out due to the threat of a court case. The filings data do not include those cases or show if a tenant moved out during a court case. Eviction cases are sealed from public view — but not if the tenant loses in court, making it more difficult for them to rent again.

Landlords' associations said most property owners only file for an eviction as a "last resort."

In eviction court in Sacramento one recent morning, tenants said the process felt designed to pressure them.

To avoid a trial, Keyarra Dunn made a deal with her landlord to stay in her apartment by agreeing to pay a portion of her back rent in the next four days, and the remainder — more than \$7,000 — in three and a half weeks.

Dunn, 23, said she knew of nowhere else to live if she and her four young children had to move out. She acknowledged that she had fallen behind on rent for at least four months, but said she was getting divorced, had been in and out of the hospital and spends much of her income as a car rental shop manager on childcare.

She said it would have helped to have had an attorney, and wasn't sure she could come up with the money in time. Because the settlement was made instead of a judge's ruling, it had all the force of a court order. If she can't keep her end of the deal, the eviction process would move ahead quickly in court.

"I felt like I had to," she said of making the agreement. "It was like, now or never, to pay a rent amount that I might not have all of."

California Divide reporter Felicia Mello contributed to this story.

Data compiled by Ben Christopher, Jeanne Kuang, Alejandro Lazo, Felicia Mello and Alejandra Reyes-Velarde. ★

David Villanueva Appointed County Executive

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service, I look forward to collaborating with our dedicated team and community stakeholders to continue to build a County government that is responsive, accountable, and committed to making a

positive impact in the lives of our residents."

During his tenure at the County, Villanueva implemented a number of initiatives. Most recently, he led the County's new Leadership Development Academy program,

designed to enhance leadership skills, learn global trends impacting leadership and sustain positive changes in the organization. He also implemented his Agency's departments in the County's Organizational Culture Change

Initiative and managed the formation of the Climate Emergency Mobilization Task Force.

Villanueva is a longtime member and the current Chair of the Board of Trustees for Plumas Lake School District. He holds a bachelor's

degree in business administration from California State University, Sacramento, and recently completed the Harvard Kennedy School Executive Education program for Senior Executives in State and Local Government. ★

Important Holiday Recycling Collection Service Notice

HOLIDAY TREE COLLECTION AND HOLIDAY SERVICE ALERT

From December 26 through January 12, Rancho Cordova residents can recycle their live-cut tree at no additional cost! Recycle your tree one of these ways:

- Cut your tree into pieces to fit inside your organic waste cart with the lid shut on your organic waste collection day.
- Place your live-cut tree at the curb next to the green organic waste cart, to be picked up on your regular collection day.

Please no artificial trees, flocked trees or trees with decorations.

For questions, please call
916.638.9000



Attention Rancho Cordova Residents:

There is no service on Christmas Day or New Year's Day. For the weeks of Christmas Day and New Year's Day, Monday-Friday collection services will be delayed by one day to Tuesday-Saturday.

DECEMBER 2023

WEEK	M	T	W	T	F	Sa	Su
B	26	27	28	29	30		

JANUARY 2024

WEEK	M	T	W	T	F	Sa	Su
A	2	3	4	5	6		

The Paid Sick Day Dilemma

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San Diego, Los Angeles, San Francisco, Oakland and Berkeley.

Upon signing the bill on Oct. 4, Newsom said too many people were still having to choose between skipping a day's pay and taking care of themselves or their family members when they get sick.

"We're making it known that the health and wellbeing of workers and their families is of the utmost importance

for California's future," he said in a statement.

This isn't the first time a sick leave expansion has been introduced, but the COVID-19 pandemic amplified the need. In March 2021, a new law required larger employers to provide as many as 10 more days for quarantines or vaccine side effects. But that benefit went away, along with federal tax credits that paid for it, six months later. ★

How County Meets the Needs of Older Adults

Continued from page 1

that are happening for the first time that older adults are experiencing. I think the increase in housing costs, the increase in food costs, and your income probably going down because you're older, it's like the perfect storm for folks to need a lot of services."

Agency on Aging Area 4 services cover Sacramento, Nevada, Placer, Sierra, Sutter, Yolo and Yuba counties. Celebrating its 50th anniversary this year, Agency on Aging, Area 4 supports older residents by connecting them with programs that can help with housing, food insecurity, caregiver resources, legal services, health care and more. Locally, housing, food insecurity and transportation are top issues, says Miller.

Planning To Meet Future Needs

In February 2021, Sacramento County joined AARP's Age-Friendly Network of States and Communities. Created by the World Health Organization and implemented by AARP, age-friendly communities identify eight domains that make communities more livable. Those domains include accessible and affordable housing and health care, transportation options, green spaces, as well as opportunities for social and civic participation. Age-friendly communities "help older people thrive and experience connection and joy in their life," Richardson says. "Our goal for older adults — and everyone — is to thrive as residents of Sacramento County." In 2023, Sacramento received a grant from the California Department of Aging to develop

an Action Plan, the next stage of becoming an age-friendly community.

Aging And Disability Resource Connection

While Sacramento is working towards an age-friendly future, there are many current resources, programs and supports available. The Aging and Disability Resource Connection helps older adults and people with disabilities stay in the community by providing resources through information and assistance, person-centered case management and other important services. The goal is to keep people out of long-term care. Multiple community agencies and government programs are part of the Aging and Disability Resource Connection and work together to help older adults and people living with disability connect to services that are right for them.

General Resources for Older Adults

Senior Resource Guide - Phone: 2-1-1 or 1-844-546-14642; **Agency on Aging Area 4** - Phone: 916-486-1876; **Aging and Disability Resource Connection** - Phone: 1-800-211-4545; **ACC Senior Services (includes Meals on Wheels)** - Phone: 916-394-6399; **Sacramento County Department of Child, Family and Adult Services** - Adult Protective Services (APS) Phone: 916-874-9377; In-Home Supportive Services (IHSS): Phone: 916-874-9471; **Resources for Independent Living** - Phone: 916-446-3074. ★

CHP New Traffic Safety Laws

CHP News Release

SACRAMENTO, CA (MPG) - As we head into the new year, the California Highway Patrol (CHP) is educating the public on traffic safety laws that were passed during this year's legislative session and signed by Governor Gavin Newsom. The laws referenced below take effect on Jan. 1, 2024, unless otherwise noted.

Vehicles: Registration - AB 256 (Dixon)

Existing law requires current month and year tabs to be displayed on the registered vehicle's rear license plate. Beginning July 1, 2024, and until Jan. 1, 2030, a violation of vehicle registration shall not be the sole basis for any enforcement action before the second month *after* the month of expiration of a vehicle's registration. However, if a vehicle is stopped for any other Vehicle Code violation, enforcement action for a violation of vehicle registration may be taken before the second month *following* the month of expiration. Late registration fees from the Department of Motor Vehicles will still apply.

Vehicle Removal: Expired Registration (AB 925, Ta)

Requires a peace officer or traffic enforcement official to verify the lack of current vehicle registration with the Department of Motor Vehicles before towing a vehicle for expired registration longer than six months and prohibits the vehicle from being towed if the officer or traffic enforcement official does not have immediate access to those records.

Vehicles: Speed Safety System Pilot Program - AB 645 (Friedman)

The cities of Los Angeles, Oakland, San Jose, Glendale, Long Beach, and the City and County of San Francisco may install a limited number of cameras to enforce speed limits for a five-year pilot period in school zones and designated "safety corridors" — locations that have a high occurrence of fatal and injury crashes — and areas known for illegal street racing. Recorded violations will be subject to a civil penalty.

Vehicles: Stopping, Standing, and Parking - AB 413 (Lee)

Designed to increase visibility at crosswalks, this law prohibits parking or stopping a vehicle along a curb at least 20 feet from a marked crosswalk or 15 feet of a crosswalk where a curb extension is present. The regulation only applies to the side of the road of the vehicle's approach to the crosswalk. Local jurisdictions may establish different distances through local ordinances by marking areas with signs or paint.

Cruising - AB 436 (Alvarez)

The law removes city and county authority to regulate cruising via local ordinances. Additionally, the law legalizes "lowrider" vehicles to cruise California's streets, by removing the height restriction on lowered vehicles.

Automobile Dismantlers: Catalytic Converters - AB 641 (Fong)

This law redefined an automobile dismantler to include individuals in possession of nine or more catalytic converters.

Additionally, the law creates penalties for individuals illegally acting as an automobile dismantler. Individuals and businesses who have a legitimate purpose for having catalytic converters, such as repair shops, will be excluded from penalty.

Vehicles: Catalytic Converters - AB 1519 (Bains)

This law makes it illegal to remove a Vehicle Identification Number (VIN) marking from a catalytic converter. It also makes it illegal to possess three or more catalytic converters that have had their VIN markings removed.

Vehicles: Catalytic Converters - SB 55 (Umberg)

This law requires a motor vehicle dealer or retailer to have the catalytic converter engraved or etched with the VIN before a new or used truck or car is sold. The law does allow for the purchaser to decline having the VIN etched or engraved on the catalytic converter.

Emergency Notification: Ebony Alert: Missing Black Young - SB 673 (Bradford)

This legislation establishes the "Ebony Alert," which allows law enforcement agencies to request the CHP to activate an alert for Black youth, including young women and girls between 12 to 25 years of age, who are reported missing under unexplained or suspicious circumstances, at risk, developmentally disabled, cognitively impaired, or who have been abducted.

Emergency Services: Endangered Missing Advisory - AB 946 (Nguyen)

This new law will aid in the recovery of missing persons who do not meet the age restrictions associated with the AMBER and Silver Alerts. The new law authorizes law enforcement agencies to request the CHP activate the "Endangered Missing Advisory" for public distribution of missing person information within appropriate geographical areas when specific criteria is met.

Vehicle Safety Regulations - SB 68 (McGuire)

This law authorizes the CHP to establish rules and regulations allowing commercial vehicles capable of carrying more than 500 gallons of fuel to exceed the standard 10 hours-of-service limit during Governor-declared State of Emergencies. The exception only applies for the purpose of vehicles transporting fuel for refueling aircraft used in emergency-related activities, including fire suppression.

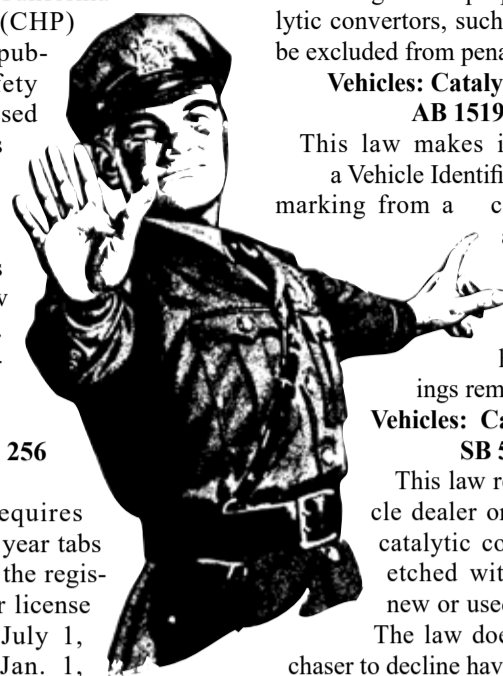
Pupil Transportation: Driver Qualifications - SB 88 (Skinner)

This law will require drivers and their vehicles which are used by a local educational agency to provide pupil transportation for compensation, to meet certain safety requirements.

Vehicles: Zero-Emission School Buses: Signage - SB 775 (Padilla)

This law authorizes a school district, county office of education, or charter school using a zero-emission school bus to transport pupils at or below the 12th-grade level to place signage on the rear of the zero-emission school bus that identifies the school bus as a clean air zero-emission bus. It also authorizes the CHP to issue guidelines governing the size and placement of that signage.

The mission of the CHP is to provide the highest level of Safety, Service, and Security. ★



Magic Appears at Shriners



Magician Dale Lorzo brings smiles and joy to kids undergoing treatment by making colorful scarves appear for them. He has been performing for audiences throughout the West including his latest visit to Shriners Children's Northern California. Photo courtesy of Shriners Children's Northern California

Dale Lorzo's Magical Mysteries News Release

SACRAMENTO REGION, CA (MPG) - Shriners Children's Northern California welcomed the magical stylings of Dale and Elaine Lorzo, an eccentric and charismatic husband and wife magician duo. Shriners Children's GUM Pavilion is a space for kids to be kids, with toys, games, and entertainment. Dale and Elaine graciously performed a jam-packed hour of magical fun that delighted patients, parents, and staff.

During the Lorzo's recent visit to the Shriners Hospital For Children were Kyle and Ximena who were full of smiles while helping make colorful scarves appear. Dale and Elaine frequently bring their shows before schools, libraries, senior centers, community events and private parties. Being members of the Society of American Magicians, International Brotherhood of Magicians and The



Dale and Elaine Lorzo are a duo of professional entertainers who bring their magical performances to schools, libraries and other community events. Photo courtesy of Shriners Children's Northern California

Magic Castle, they are well prepared produce their magic, mirth and fun for your special event as well.

Minutes from downtown Sacramento, Shriners Children's Northern California's experienced, compassionate team brings hope and healing. We're driven to make lives richer, easier, and less complex for children and their families throughout Northern California, the Western U.S., Northwestern

Mexico, and Canada. Shriners Children's Northern California offers care for a range of orthopedic issues, as well as care for burn injuries, craniofacial conditions, spine care and spinal cord injuries, colorectal and gastrointestinal care, and sports medicine. Donations of talent and time like Lorzo's make our patients and families' stays that much brighter. Thank you, Dale and Elaine, for contributing to the most amazing care, anywhere. ★

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And Another Thing

Let's Eat, Drink, and be Merry - for Tomorrow We Diet!

By Bob McGarvey

Well, even though some of our holidays are gone, but like Andy Williams said "It's the most wonderful time of the year." I have to agree with him as he sings, "It's the most wonderful time of the year with the kids jingle belling and everyone telling you be of good cheer, it's the most wonderful time of the year." The rest of the lyrics are too long to put in this column, but I couldn't agree with him more.

I am thinking about this new year of 2024. Many famous people are quoted about their new year comments, and I picked a couple of them. For example, "Happy New Year! Let's eat, drink, and be merry - for tomorrow we diet!" I am sure that someone out there knows who said that, but I haven't been found who yet. So the search is still on for the author, and if you could pass that on to me, it would be appreciated. Now as far as dieting is concerned, I'm not going to say when I will be able to drop the holiday pounds I added during the holidays. Hopefully, it won't take too long.

New Years resolutions may be easier to say than actually do, and I agree with that because most of the ones in my life were easier to say than to do. My new resolution isn't here yet because I don't have any idea what it may be. You will all know what it is as soon as I know. (However, don't hold your breath.)

Looking at the first issue of the Grapevine Independent in 2024, we noticed a wonderful picture of the 2023 Cordova Lancers Cross Country team. The team was able to secure a second-place finish, for both boys and girls in the Greater Sacramento League. That picture shows one person in particular who is a member of that team, and that is Ryan McGarvey, who is one of our grandsons. He is a freshman at Cordova High this year and he loves to run, so we will be watching him and all the rest of that unbelievable team in 2024 as they begin running again.

The wind is blowing harder than it was earlier, and hopefully the rain and snow which is predicted will come this evening. I am working on my column on Friday, December 29. The deadline for the column is earlier because of the holiday Monday, January 1st.

A majority of the kids in Rancho Cordova will be going back to school on Tuesday. I am glad that they are really going to school instead of having to go to school remotely because of the Coronavirus. From what has been shown by studies about those two years, most students fell behind their grade levels no matter how hard the teachers tried to help them. Hopefully 2024 will be a beneficial and prosperous year for everyone.

From Bob McGarvey, God bless, and see you next time. ★



Tour of '24

And so a New Year begins with hopes of better things to come. So I checked in with World-Renowned Psychic/Medium **Mary T. Browne** to give us a glimpse into this New Year with a practical no sugar-coated Pablum, so we can be prepared for just about anything we have to face and make it through. **Mary T** has been on my POPPOFF Radio Show many times and is a real straight shooter. She has authored several books including "Life After Death" and "The Power of Karma" and "The 5 Rules of Thought." World leaders and celebrities alike turn to **Mary T** for counsel.

1. Americans will become more tired of wars and a majority will be against sending more funds to the Ukraine in 2024.

2. 2024 will see greater instability in the Middle East as the war between Israel and Hamas intensifies.

3. The economy will be bumpy and inflation will begin to rise again but not to the levels seen in 2021.

4. Global shipping interruptions caused by attacks on ships in the Red Sea will create supply chain problems resulting in price increases.

5. People will remain burdened by housing, energy and food prices.

6. Artificial Intelligence will have a much larger impact at a much faster pace than people are prepared for. 2024 will see a huge rise in the use of AI resulting in a greater loss of jobs than anticipated. Jobs will not only be lost in assembly lines,

store checkout aisles and fast-food restaurants, but finance, research, editing, law and sales just to mention a few. Fake influencers generated by AI will become more problematic resulting in confusion and political interference.

7. Governments will begin to work on passing laws to slow down the use of AI, but there is no turning back. We must learn to work with AI and it is time for people to become educated about it. 8) She sees more people turning to meditation as many are seeking ways to find greater harmony in this unbalanced world. She suggests that we use the word Harmony to help us if we find ourselves in turmoil. Take a deep breath and quietly say 'Harmony' and concentrate. This tiny exercise can have a remarkable ability to calm us.

We sure do have a lot to think about in 2024. The world is in turmoil and all we are trying to do is survive the wave of bad that may come to us every day. But I know **Mary T** believes that we can and will survive if we stay strong. I know we can make it through thick and thin if we just hold on to belief, belief in a greater power than we are and know we will be guided with a wisdom that will help us through these rough times. If you want to know more about **Mary T. Browne**, you can check out her website at www.MaryTBrowne.com. She is one remarkable force for good.

HAPPY NEW YEAR with BLESSINGS to go with it!!!

Here To Help with Your New Year's Resolutions

Sacramento County News Release

SACRAMENTO COUNTY, CA (MPG) - It's almost time to ring in the New Year and you may be thinking about your 2024 New Year's resolutions! Whether your resolution is getting healthier, starting a business, adding to your family, traveling or volunteering in the community, Sacramento County is here to help!

Get information about nutrition, immunizations, adoptions, quitting smoking, or seeking mental wellness services – in addition to many others – by visiting the County's Health and Social Services webpage.

Get more exercise by cycling the miles of trails at our Regional Parks.

Get a new furry family member from the Bradshaw Animal Shelter. If you want to help save lives but can't adopt, consider providing a temporary home for a pet in need by becoming a foster care provider.

Get involved in the community and volunteer with a Sacramento County organization.

If one of your resolutions for this year is to travel more, we have the perfect

solution for you: travel from Sacramento International Airport! With its convenient location and wide range of destinations, SMF can help you check off all of those dream destinations on your bucket list. In 2023, SMF added new nonstop destinations to Orlando, FL (MCO) and Nashville, TN (BNA) on Southwest, Miami, FL (MIA) on American Airlines, and Lihue (LIH) and Kona (KOA) in Hawaii on Hawaiian Airlines.

Get going on your dream of having a business of your own with the key steps to Starting a Business.

Get informed about your County's Activities, Attractions, Adventure and Entertainment.

Get yourself and your family a good emergency preparedness plan in place before an emergency strikes, and sign up for Emergency Alert Notifications!

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MEMORIAL

ERICK STEVEN SPRUNGER • 7/28/1947 — 12/8/2023

As Rick's wife, Mary Jane Popp. I can truly say "It's A Wonderful Life" absolutely describes the life of my beloved Rick Sprunger. He was a great son, a dedicated and loving husband for nearly 53 years, a decorated Vietnam Veteran, and so caring that he always had my back for whatever I created from the most serious to the crazy antics I came up with. He was always there for me from being a cameraman for my TV work to helping me make my dreams a reality. He was a one-of-kind in all he did from writing scripts to producing award-winning films for the government. His creative talents always shined. Whatever task Rick took on, you could count on



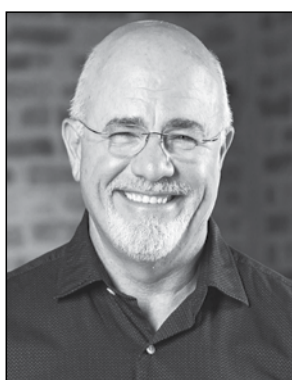
it being done to perfection. To say he will be missed will never be enough. But we are and always will be soulmates forever.

Rick is survived by me Mary Jane, sister-in-law Mary Frances Popp, and our two four-legged kids Ice and Trekker. Rick was so dedicated to animal rescues like "Golden Retriever Homeward Bound." For over ten years, he helped

to retrain and let frightened dogs know they were loved. Rick cared for all creatures big and small. Also left to remember Rick is his great family of cousins in Berne, Indiana.

Funeral services will be held Thursday January 11 at high noon at Sierra View Funeral Home 6201 Fair Oaks Blvd in Carmichael California, beginning with honor guard presentation. For donations, please pick your favorite charity and donate in Rick's name. Of course he would love donations for any animal charities.

A piece of my heart is with you in Heaven my darling Rick. But our love will live on till we meet again in a better place, and share that special bond forever.



But Will He Listen?

Dear Dave,

My best friend is having financial problems, and I'm worried about him. He's "between jobs" now and making less than \$600 a month through a part-time job. He says he's holding out for his dream job, which is about ten hours away, but even when he's working full time, he always asks to borrow money or says he's running low. He interviewed for his dream job several months ago, and I haven't got the heart to tell him he was probably passed over for the position. Is there anything I can do to help him?

- Garrett

Dear Garrett,

I assume that since you're good friends, he's willing to listen to what you have to say. There's absolutely nothing wrong with having a dream job. You just have

Dave Ramsey Says

to be practical and realistic at the same time.

This next part is more observation than insult, so I hope you'll understand. Your friend sounds to me like he might be a little impulsive and unrealistic. When it comes right down to it, maybe a touch immature, too. So, I think what we're talking about here is how to give your friend a gentle, well-intentioned nudge in a more realistic direction. He needs to open his eyes to some positive financial realities of life—like living on a written, monthly budget—and not making a habit of chasing rainbows and making excuses.

If he came to me for advice, the first thing I'd tell him is that the most employable people are ones who aren't broke. When you go into a job interview and you're broke, it's easy to come off as desperate and tense. That doesn't make for a very good interview.

The answer to that, when you're essentially unemployed, is to work any legitimate full-time job. At the very least, two, three or even four part-time jobs. Deliver pizzas, wait tables

and mow yards. It's doesn't matter what you're doing, as long as you're generating a livable income for yourself. Smile and be professional at whatever you're doing, too. You never know when you might come face-to-face with your next real employer. But none of this will happen if you're working three or four hours a day, and spending most of your time at home in front of the television.

I hope this helps. I hope your friend will listen to you and understand you have his best interests at heart. But if he doesn't, all you can do is hope for the best and pray for him.

Best of luck, Garrett. You're a good friend.

- Dave

Dave Ramsey is an eight-time national best-selling author, personal finance expert and host of The Ramsey Show. He has appeared on Good Morning America, CBS This Morning, Today, Fox News, CNN, Fox Business and many more. Since 1992, Dave has helped people take control of their money, build wealth and enhance their lives. He also serves as CEO for Ramsey Solutions

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NFIB Releases Top Five Compliance Headaches for 2024

NFIB News Release

SACRAMENTO, CA (MPG) - California's leading small business association today released its list of the top five compliance headaches hitting small business owners in 2024.

"California small business owners are no different from their counterparts elsewhere in the nation in struggling to find qualified employees and in dealing with inflation," said John Kabateck, California state director for the National Federation of Independent Business (NFIB). "What does separate them from other small business owners in other states, however, is having to live with a Legislature that takes an almost sadistic delight in hamstringing them further with more and more regulatory compliance, and 2024 shows no letting up."

The five soon-to-be laws are:
SB 553 (Cortese) - Workplace Violence Prevention Plan. Effective July 1, 2024.

This bill requires employers to establish, implement and maintain a workplace violence prevention plan and record information in a violent incident log, the post-incident response and internal workplace violence injury investigation. The log must include: the date, time and location of an incident, a detailed description of an incident, a classification of who committed an incident, the type of incident, including whether an incident involved physical, verbal, sexual or animal attacks, the consequences of an incident such as medical treatment received, whether security or law enforcement was contacted and the contact information of the individual completing the violent incident log.

AB 2188 (Quirk) - Discrimination in Employment: Use of Cannabis. Effective January 1, 2024.

Passed last year but going into effect on January 1, 2024, this bill amends California's Fair Employment and Housing Act (FEHA) by making it unlawful for an employer to terminate, penalize or otherwise punish an employee for cannabis use outside the workplace. Existing law prohibits an employee from being impaired by cannabis in the workplace. One of the challenges for employers, however, is that since there is currently no

reliable testing method for determining if an individual is impaired by cannabis, the thresholding for proving such impairment is extremely difficult to meet.

SB 700 (Bradford) - Discrimination in Employment: Use of Cannabis. Effective January 1, 2024.

This bill amends California's Fair Employment and Housing Act (FEHA) by making it unlawful for an employer to request information from an applicant for employment pertaining to the applicant's prior use of cannabis unless obtained from the applicant's criminal history. Takeaway from a recent NFIB California Podcast guest: Don't ask about an applicant's cannabis usage history. (NFIB does not provide legal advice. For legal advice about compliance with these or other laws, we recommend consulting with an attorney or human resource specialist.)

SB 616 (Gonzalez) - Paid Sick Leave. Effective January 1, 2024.

This bill increases paid sick leave from three to five days a year. Paid sick leave can still be front loaded and the current accrual methodologies remain in place.

SB 848 (Rubio) - Reproductive Loss Leave. Effective January 1, 2024.

This bill amends California's Fair Employment and Housing Act (FEHA) by making it unlawful for an employer to refuse to grant a request by an eligible employee to take up to five days of reproductive loss leave. The leave must be taken within a three-month window from the time of the loss. A reproductive loss event can include a failed adoption, failed surrogacy, miscarriage, stillbirth or unsuccessful assisted reproduction.

Keep up with the latest on California small-business news at www.nfib.com/california or by following NFIB on Twitter @NFIB_CA or on Facebook @NFIB.CA.

For 80 years, NFIB has been advocating on behalf of America's small and independent business owners, both in Washington, D.C., and in all 50 state capitals. NFIB is a nonprofit, nonpartisan, and member-driven association. Since its founding in 1943, NFIB has been exclusively dedicated to small and independent businesses and remains so today. For more information, please visit nfib.com

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Subscriptions should be mailed to Grapevine Independent, 7144 Fair Oaks Blvd., Suite #5, Carmichael, CA 95608. Subscription rate is \$42 per year within Rancho Cordova. \$62 within Sacramento County.

The Grapevine Independent is published weekly. Call 916-773-1111 for more information.

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Publisher, Paul V. Scholl

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California Resident is Winner in International Marathon

By Grace Gollihur

SACRAMENTO REGION, CA (MPG) - On Sunday, Dec. 3, 11,000 runners gathered on Folsom-Auburn Boulevard to complete the 2023 California International Marathon. People came from all over to participate in this scenic 26.2 mile route, running from the Folsom Dam to the State Capitol. The CIM has been around for 40 years with the first run held in 1983. Many spectators enjoyed watching the runners go by, waving and cheering for their friends, family and community members.

Executive Director of the Sacramento Running Association Scott Abbott oversees the planning and execution of the CIM. His main job is making sure everyone else is doing their job.

“I’m just managing the entire event from six hundred foot view – it’s such a big event that encompasses so much,” Abbott said.

Abbott went on to talk about all the different teams of people that help plan the many aspects of the race. It’s also his job to make sure that the runners are having a fun and safe time.

“Safety is always our priority. After safety, we really try to focus on the participant experience,” Abbott said.

The CIM is a very big event that takes a lot of people to put on, and the SRA could not do it without their volunteers.

Gerry Garcia has been volunteering for the CIM for ten years, and he does it to give back to his community.

“We have runners in all different shapes and sizes and ages and they’ve set a goal to do – and I’m kinda helping them out with their goal,” Garcia said.

Garcia is a captain at the starting line of the race. He also oversees the first aid tent, as well as the busses and transportation. Garcia meets with a group of volunteers three times



Runners came from all over the world to participate in the scenic 26.2 mile route, running from the Folsom Dam to the State Capitol on Sunday, Dec. 3. Photo courtesy of California International Marathon

before race day to plan their respective stations at the race.

Runners from all over the world participate in the race. They come from countries such as Germany, Brazil, Australia, Kenya, Romania, Poland, and Ukraine. This year the winner, CJ Albertson, is from Fresno, California. He took two hours and eleven minutes to finish the race. The top female finisher was Grace Kahura from Longmont, Colorado. She took two hours and twenty nine minutes to

finish the race.

But not all participants compete for time, some runners run for the fun of the race and to hang out with their friends.

Melissa McCormick is a teacher at Cowan Elementary School and she ran the CIM as a half marathon with her friend as teammate. She has been running marathons for a long time, but the CIM was her final race.

“I thought that would be a good way to go out – I have probably done about thirty halves,” McCormick said.

McCormick also spoke about how her family drove her and supported her throughout the race. She enjoyed the whole atmosphere of the race.

“I had so much fun – there were DJs and I danced when I was going by – everything was the way it should be,” McCormick said.

She went on to talk about how everyone was very positive and kind, and how she really enjoyed the course.

The CIM is not only for runners, but it is also for

the community. UC Davis Children’s Hospital is the Chief Beneficiary of the CIM and the SRA. The SRA works continuously with the hospital to raise funds in order to provide care for many people. The CIM and SRA also support the SPCA and the NEC Society.

The California International Marathon was a success once again. Registration is already open for the 2024 race. To sign up, visit the Sacramento Running Association website. ★

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Carmichael Times Adjudicated For and By the County of Sacramento, Adjudication No. 317294 – February 7, 1984
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NOTICE OF PETITION TO ADMINISTER ESTATE

phone number of the Attorney for Petitioner is: Grace S. Johnson, Smith & Johnson Law APC, 115 W. Walnut Street Suite 3, Lodi, CA 95240; 209-333-9292
 Publish: January 5, 12, 19, 2024
 Vasquez 01/19/2024

SUMMONS

SUMMONS (CITACION JUDICIAL)
 CASE NUMBER: 23CV009805
 NOTICE TO DEFENDANT:
 All persons unknown claiming any legal or equitable right, title, estate, lien, or interest in the Property adverse to Plaintiff’s title, or any cloud of Plaintiff’s title to the Property and Does 1 through 5
 YOU ARE BEING SUED BY PLAINTIFF: Tracy K. Sharp.
 NOTICE! You have been sued. The court may decide against you without your being heard unless you respond within 30 days. Read the information below.
 You have 30 CALENDAR DAYS after this summons and legal papers are served on you to file a written response at this court and have a copy served on the plaintiff. A letter or phone call will not protect you. Your written response must be in proper legal form if you want the court to hear your case. There may be a court

form that you can use for your response. You can find these court forms and more information at the California Courts Online Self-Help Center (www.courtinfo.ca.gov/selfhelp), your county law library, or the courthouse nearest you. If you cannot pay the filing fee, ask the court clerk for a fee waiver form. If you do not file your response on time, you may lose the case by default, and your wages, money, and property may be taken without further warning from the court.

There are other legal requirements. You may want to call an attorney right away. If you do not know an attorney, you may want to call an attorney referral service. If you cannot afford an attorney, you may be eligible for free legal services from a nonprofit arbitration award of \$10,000 or more in a civil case. The court’s lien must be paid before the court will dismiss the case. AVISO! Lo han demandado. Si no responde dentro de 30 dias, la corte puede

decidir en su contra sin escuchar su version. Lea la informacion a continuacion.

Tiene 30 DIAS DE CALENDARIO despues de que le entreguen esta citacion y papeles legales para presentar una respuesta por escrito en esta corte y hacer que se entregue una copia al demandante. Una carta o una llamada telefonica no lo protegen. Su respuesta por escrito tiene que estar en formato legal correcto si desea que procesen su caso en la corte. Es posible que haya un formulario que usted pueda usar para su respuesta. Puede encontrar estos formularios de la corte y mas informacion en el Centro de Ayuda de las Cortes de California (www.sucorte.ca.gov) en la biblioteca de leyes de su condado o en la corte que le quede mas cerca. Si no puede pagar la cuota de presentacion, pida al secretario de la corte que le de un formulario de exencion de pago de cuotas. Si no presenta su respuesta a tiempo, puede perder el caso por incumplimiento y la corte le podra quitar su sueldo, dinero y bienes sin mas advertencia.

Hay otros requisitos legales. Es recomendable que llame a un abogado inmediatamente. Si no conoce a un abogado, puede llamar a un servicio de remision a abogados. Si no puede pagar a un abogado, es posible que cum-

pla con los requisitos para obtener servicios legales gratuitos de un programa de servicios legales sin fines de lucro. Puede encontrar estos grupos sin fines de lucro en el sitio web de California Legal Services, (www.lawhelpcalifornia.org), en el Centro de Ayuda de las Cortes de California, (www.sucorte.ca.gov) o poniendose en contacto con la corte o el colegio de abogados locales. AVISO: Por ley, la corte tiene derecho a reclamar las cuotas y los costos extensos por imponer un gravamen sobre cualquier recuperacion de \$10,000 o mas de valor recibida mediante un acuerdo o una con-

cesion de arbitraje en un caso de derecho civil. Tiene que pagar el gravamen de la corte antes de que la corte pueda desechar el caso.

The name and address of the court is: (El nombre y direccion de la corte es): Carol Miller Justice Center, 301 Bicentennial Circle, Sacramento, CA 95826

The name, address and telephone number of plaintiff’s attorney, or plaintiff without an attorney is: (El nombre, la direccion y el numero de telefono del abogado del demandante, o del demandante que no tiene abogado, es): Vanessa

Amador, Norcal Attorney Brokers, 1355 Florin Road Suite 4, Sacramento, CA 95822, 916-396-9934.

Date: (Fecha) 10/12/2023
 Clerk (Secretario) K. Johnson, Deputy (Adjunto)
 Publish: Dec 22, 29, 2023, Jan 5, 12 2024
 SHARP 1-12-24



City of Rancho Cordova Notice of Public Hearing

NOTICE is hereby given that on **Tuesday, January 16, 2024, at 5:30 p.m.**, or as soon thereafter as the matter may be heard, the City Council of the City of Rancho Cordova will hold a Public Hearing at the **Rancho Cordova City Hall, located at 2729 Prospect Park Drive, Rancho Cordova**, to consider the following:

MINE SHAFT DIGITAL BILLBOARD SIGNS —PROJECT NO. PLND-0822-0047—CONDITIONAL USE PERMIT AND GENERAL PLAN AMENDMENT

REQUEST: The Applicant, Cordova Community Council, is seeking approval of a Conditional Use Permit, Minor Design Review, and Operating Agreement for two digital billboard signs along US Highway 50. Each sign has two sign area displays, each measuring 1,200 square feet. The digital signs are approximately 2,708 feet from each other. The east sign height is 60 feet, and the west sign height is 70 feet. The Applicant will enter into an Operating Agreement with the City to govern the operation of the digital signs.

OWNER:
 Cordova Community Council Foundation
 2729 Prospect Park Drive, Suite 117
 Rancho Cordova, CA 95670

APPLICANT:
 RSC Engineering, Inc.
 1420 Rocky Ridge Drive, Suite 150
 Roseville, CA 95661

LOCATION: 2300 Mine Shaft Lane (APN: 072-0231-014-000)

ZONING: General Commercial (GC)

ENVIRONMENTAL: An Initial Study/Mitigated Negative Declaration (ISMND) has been prepared and circulated pursuant to Article 6 of the California Environmental Quality Act (CEQA) Guidelines

PROJECT PLANNER: Arlene Granadosin-Jones, AICP, Senior Planner

The City of Rancho Cordova encourages interested parties to attend public meetings and comment on the issues being discussed. If you wish to provide testimony and are unable to attend the meeting, written comments that are delivered to the Planning Commission Clerk’s office prior to the time of the hearing will be made a part of the public record.

Questions regarding this matter should be directed to the City of Rancho Cordova Planning Department at (916) 851-8750.

NOTICE REGARDING CHALLENGES TO DECISIONS

Pursuant to all applicable laws and regulations, including without limitation, California Government Code Section 65009 and/or California Public Resources Code Section 21177, if you wish to challenge in court any of the above decisions (regarding planning, zoning and/or environmental decisions), you may be limited to raising only those issues you or someone else raised at the public hearing(s) described in this notice/agenda, or in written correspondence delivered to the city at, or prior to, this public hearing.

ADA COMPLIANCE STATEMENT

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the City Clerk’s Department at (916) 851-8720. Notification 48 hours prior to the meeting will enable the City to make reasonable arrangements to ensure accessibility to this meeting.

Printed in the Grapevine Independent on January 5, 2024.

City of Rancho Cordova Notice of Public Hearing

NOTICE is hereby given that on **Tuesday, January 16, 2024, at 5:30 p.m.**, or as soon thereafter as the matter may be heard, the City Council of the City of Rancho Cordova will hold a Public Hearing at the **Rancho Cordova City Hall, located at 2729 Prospect Park Drive, Rancho Cordova**, to consider the following:

Approving the City of Rancho Cordova’s Adjusted Storm Drainage Impact Fee Schedule for 2024.

The purpose of this public hearing is for the City Council to consider approval of the 2024 schedule of the Storm Drainage Impact Fee Program.

The City of Rancho Cordova encourages interested parties to attend public meetings and comment on the issues being discussed. If you wish to provide testimony and are unable to attend the meeting, written comments that are delivered to the City Clerk’s office prior to the time of the hearing will be made a part of the public record. Questions regarding this matter should be directed to the **City of Rancho Cordova Public Works Department at (916) 851-8716.**

NOTICE REGARDING CHALLENGES TO DECISIONS

Pursuant to all applicable laws and regulations, including without limitation, California Government Code Section 65009 and/or California Public Resources Code Section 21177, if you wish to challenge in court any of the above decisions (regarding planning, zoning and/or environmental decisions), you may be limited to raising only those issues you or someone else raised at the public hearing(s) described in this notice/agenda, or in written correspondence delivered to the city at, or prior to, this public hearing.

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Printed in the Grapevine Independent on January 5, 2024.

Help Wanted - Trucking Newspapers

MESSENGER PUBLISHING GROUP

is seeking a delivery driver to haul our newspapers every Thursday morning from our offices in Carmichael to our locations in Marysville and Gridley.

Newspapers must be loaded in Carmichael at 8:30 Thursday mornings. Delivery then drops to Marysville by 11:30 am and then drops to Gridley by 1:00 pm.

Round trip is approximately 120 miles. Total time for the delivery is approximately 6 hours.

This is an independent contractor position. You must have a very reliable cargo van to be able to handle the volume of newspapers being delivered. You must have current DMV, drivers license, proper insurance and must be a resident of the State of California.

The delivery includes loading and unloading the product. You must be able to lift and move the newspapers without any assistance.

To apply contact us via email at Publisher@MPG8.com. You can also call us during regular business hours at 916-773-1111.



Dare to Live Without Limits

by Bryan Golden

Intuition - That Little Voice Inside You



You've had it happen, probably more than once. You make a decision or take some action, but there is that little voice in the back of your mind telling you not to do it. Then later on, if it turns out you made a mistake, you'll readily admit that you knew you shouldn't have done it.

But you proceeded anyway, in spite of your so-called better judgement. Why? Is there something within your subconscious mind that is able to make better decisions than your conscious self? Everyone has that little voice called intuition. Too often, to our detriment, it's ignored.

Surprisingly, there are people who refuse to pay attention to their intuition, even when it's proven that it is correct. Repeatedly, these people ignore their better judgement only to continually make mistakes. There is nothing wrong with making a mistake. Ignoring guidance that could help avoid making the wrong decision is a waste.

Exactly how intuition works is not really known. However, its uncanny accuracy is proven time and time again. Some people develop a highly tuned sensitivity to it. Others block it out to the point that they are not even aware of its existence.

Your intuition is a special internal navigator. Your brain has much more power than you consciously tap into. It's capable of doing things you don't really understand. Whether you call it a gut feeling, a little voice, a nagging inside you, or a bad feeling is irrelevant. It is all the same thing.

Here's another example. Someone you meet for the first time makes you feel uncomfortable. You can't put your finger on anything specific. The person is pleasant yet you don't feel right. Your subconscious mind is picking up something you can't see. If you have enough interaction with the person, the reason for your uneasiness will eventually come to the surface.

You can develop your intuition. First recognize it exists. Next listen to it.

Your intuition works best when you step back and take some time to contemplate your situation while considering various options. Allow your mind to work to bring the best course of action.

Whenever your intention conflicts with your intuition, it's time to pause without taking any action. You first need to resolve why there is a conflict with your inner voice. If you proceed without further thought and analysis, you are increasing the odds for unfavorable results.

Your inner voice is there to serve you. It's your ally, not your adversary. People get into trouble when they act before they think. Often, they behave as if they are in a race with time. This haste is self-imposed causing them to act impulsively rather than prudently.

There is really no rush. It takes relatively little extra time to step back, listen to your inner voice, and fully analyze your various options. A little introspection yields big benefits. You don't want to lament having rushed into something.

If you analyze bad decisions you have made, you will probably find you acted hastily, didn't think first, and ignored your gut feel. This cycle doesn't have to repeat itself. It's easy to break out of it. People who reiterate this pattern invariably complain that they don't understand why problems consistently seek them out.

Everyone has intuition. Some have ignored it so long they don't realize it exists. Others pay attention when those internal alarms go off. You decide which category you want to be in. The more you use your intuition, the better it will get.

NOW AVAILABLE: "Dare to Live Without Limits," the book. Visit www.BryanGolden.com or your bookstore. Bryan is a management consultant, motivational speaker, author, and adjunct professor. E-mail Bryan at bryan@columnist.com or write him c/o this paper. ©2023 Bryan Golden ★



Publisher, Paul V. Scholl

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Be sure to place in the subject field "Attention to Publisher". If you do not have email access, please call us at (916) 773-1111.

Grapevine Independent

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Subscriptions should be mailed to Grapevine Independent, 7144 Fair Oaks Blvd., Suite #5, Carmichael, CA 95608. Subscription rate is \$42 per year within Rancho Cordova. \$62 within Sacramento County.

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California Slips in National Ranking of Judicial Hellholes

National Average Price of Gas Projected to See Yearly Decline in 2024

NFIB California News Release

SACRAMENTO, CA (MPG) - The American Tort Reform Foundation today released its latest Judicial Hellholes report showing California now the third worst jurisdiction in the nation, a two-place drop from its previous perch at No. 1 in last year's report.

"It's nice to see California drop a few rungs on the Judicial Hellholes ladder," said John Kabateck, California state director for the National Federation of Independent Business (NFIB), the state's leading small business association. "But it wasn't because our Legislature tried. Business owners, especially small business owners, still are in the crosshairs of the most egregious PAGA, Prop. 65, ADA, and now Consumer Privacy Act lawsuits, which give trial attorneys full rein to sue Main Street employers."

PAGA, the Private Attorneys General Act, comes in for justified criticism in the Judicial Hellholes report, the California section of which begins on Page 30, but just as troubling is the "Trial Lawyers' Newest Statutory Gold Mine" section (Page 33), which forewarns:

"On January 1, 2023, the California Privacy Rights Act of 2020 (CPRA) went into effect. This Act replaced the California Consumer Privacy Act (CCPA) and addressed some of the CCPA's ambiguities. It eliminates a business' 30-day window to cure, grants new rights to consumers, and increases business's

contractual obligations. It also creates the California Privacy Protection Agency to enforce the CPRA, which will fine businesses \$2,500 for violations and \$7,500 for intentional violations and those involving a minor. While the Act took effect in 2023, it applies to data collected beginning on January 1, 2022. In July, California Attorney General Rob Bonta announced that his office was doing an 'investigative sweep' of all large employers in the state to ensure they are in compliance with the Act. Apart from the attorney general investigations, consumers can sue for cash awards following a data breach without proving an actual injury, making it easy for trial lawyers to bring massive class actions. The law also provides for treble damages and attorneys' fees, creating a large incentive for the plaintiffs' bar to file lawsuits."

From the Executive Summary, "Endless Prop-65 litigation targets a variety of industries and no-injury Private Attorney General Act (PAGA) and Americans with Disabilities Act (ADA) accessibility lawsuits bog down business. The state's unique Lemon Law is a gold mine for plaintiffs' lawyers and arbitration is under attack in both the courts and the legislature. California also is at the forefront of the environmental litigation battle."

Keep up with the latest on California small-business news at www.nfib.com/california or by following NFIB on Twitter @NFIB_CA or on Facebook @NFIB.CA. ★

GasBuddy News Release

DALLAS, CA (MPG) - GasBuddy, a PDI company, today released its annual Fuel Price Outlook with some good news for drivers: expect lower gasoline and diesel prices in 2024. The outlook highlights key trends in gasoline and diesel prices, forecasting that, after two years of above average gas prices, 2024 will bring relief at the pump for consumers as several factors contribute to less of a pinch at the pump. GasBuddy expects the yearly national average will drop from \$3.51 per gallon this year to \$3.38 in 2024.

Highlights from GasBuddy's 2024 Fuel Outlook:
Gas prices still could fall below a national average of \$3 per gallon this winter before starting to rise in late-February, getting close to \$4 per gallon as summer approaches, then mildly declining into summer, with hurricane season presenting uncertainty in late summer.

Drivers in some California cities could again briefly see prices above \$6 per gallon if major refinery issues develop during the summer, although most major U.S. cities will see prices peak at or slightly below \$4 per gallon in 2024.

Americans are expected to spend a combined \$446.9 billion on gasoline in 2024. Average yearly spending per household will fall to an estimated \$2,407, down 2% from 2023, and over 12% less compared to 2022.

Electric vehicles (EVs) and the 2024

presidential election have the potential to impact fuel prices in the year ahead, with a potential slowdown in the EV transition at stake.

Memorial Day will be the priciest 2024 holiday at the pump, with the national average price of gasoline expected to be \$3.56-\$4.04 per gallon on the holiday.

"As 2023 fades away, I'm hopeful those \$5 and \$6 prices for gasoline and diesel will also fade into memory," said Patrick De Haan, head of petroleum analysis for GasBuddy. "The global refining picture continues to improve, providing more capacity and peace of mind that record-setting prices will stay away from the pump in 2024. I anticipate that we'll still have some volatility, unexpected outages and disruptions, and potentially weather-related issues, but I do not expect it to lead to record prices. Offsetting OPEC+'s production cuts is contributing to the rise of U.S. oil production, which now stands at record levels. Combined with Canada, North American oil production could further stabilize countries that have decided to curb oil production."

The outlook forecasts the highest prices will be seen at the peak of the summer driving season in May, with the national average potentially rising as high as \$3.89 per gallon. More uncertainty is expected with hurricane season in late summer. Diesel prices are also predicted to fall incrementally from 2023, peaking at \$4.13 per gallon in March 2024. ★

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The Spats

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by Jeff Pickering

Amber Waves

WHAT A SIGHT I AM. THREE LUMPS OF SNOW FOR A BODY, AND ROCKS FOR EYES.

NOT TO MENTION THESE STRAIGHT DEAD BRITTLE BRANCHES FOR ARMS...

OH GREAT, AND NOW MY NOSE ITCHES!

by Dave T. Phipps

Out on a Limb

BACK IN THE DAY... HAPPY NEW YEAR 1983 HA

DO YOU THINK WE CAN STAY UP TILL DAWN?

TODAY... HAPPY NEW YEAR 2024 HA

DO YOU THINK WE CAN STAY UP PAST 10:00 PM?

by Gary Kopervas

TIGER

C'MON, PUNKINHEAD!

IT SNOWED!

COME OUT WHEN YOU GET PRESSED

WHERE'S THE SNOW?

IT MELTED

by BUD BLAKE

THIMBLE THEATRE PRESENTS POPEYE

SEA HOG, MAY I HAVE THE REST OF THE NIGHT OFF?

SURE, LINDEN, EVERYONE DESERVES ONE LAST GOOD NEW YEAR'S EVE.

I HATE TALKING TO YOU AFTER YOU USE YOUR CRYSTAL BALL.

THOUGHT ABOUT USING YOUR PAID TIME OFF? LIKE, BEFORE APRIL?

WHAT ARE YOU DOING?

SETTIN' OUT BLACK-EYED PEAS 'T SOAK.

YOU REALLY BELIEVE THAT STUFF?

ABSOLUTELY. WE ALSO GOTSK TEATS CABBAGE, WIT A LIL SPINACH, FER GOOD FORTUNE.

AN' COURSE, THERE'S THE TRADITION OF THAT FRISK NEW YEAR'S KISS!

EXCUSE ME, ME LOVE.

LET ME GUESS, YOU LEAVE A GIANT BOTTLE OF MILK OUT FOR BABY NEW YEAR FOR GOOD LUCK, TOO?

GIVE ME SUSTENANCE, MORTALS.

I DUNNO 'BOUT GOOD LUCK, BUT I KNOWS WE'LL HAVE BAD LUCK IF WE DONTSK!

HOCUS-FOCUS

BY HENRY BOLTINOFF

Find at least six differences in details between panels.

GRIN AND BEAR IT

NEW PLAN... WAIT UNTIL I GET OUT OF THE HOSPITAL TO TAKE DOWN CHRISTMAS LIGHTS.

"He has a few good years left if he skips New Year's Eves."

by Dave T. Phipps

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ACROSS

- Mulligatawny and gazpacho, e.g.
- Half of NFL
- "Oscar" of sports
- Relating to sight
- Sargasso
- Dugout glider
- Not fresh
- First H in HRH
- Face-to-face exams
- "Ice fishing shelter
- "Polar" activity
- Type of Christmas tree
- Diagonal
- Tax return professional, acr.
- Kind of cola
- Diaphragm spasm
- Scepters' partners
- Of two minds
- Jean Baker
- Rabbit's winter one is white
- Sheik's bevy?
- Type of dam
- Butcher's refuse
- Etna's emission
- Secret disclosure
- Stellar
- Chap or fella
- Diabetic ketoacido-sis, acr.
- A or O, to blood
- Unit of electrical resistance
- "Finger warmers
- "Certain sleigh ride
- Courtroom excuse
- Gobbled up
- Train runners
- Land of taekwondo
- "Caroline in the City" Thompson
- Relating to Scandinavia
- Not home
- Last winter mo.
- Klondike river

DOWN

- Acronym in a bottle
- Chooses
- Colorado's neighbor
- a.k.a. pilau
- Like a longer route?
- Grayish
- ATM extra
- Carpus, pl.
- Bring home the bacon
- Unforeseen obstacle
- "Skier's aid
- Da or oui
- Jenny McCarthy to Melissa McCarthy
- Engagement, archaic
- ...di-dah
- Onslaught
- "Warming drink
- Faculty members, for short
- Behind a stern
- "Frosty's eyes
- Type of hood
- Apollo of "Rocky"
- Inuit skin boat
- "a.k.a. anorak
- "Betelgeuse, e.g.
- "Snow, in Italy
- Lord's estate
- Lithuania's neighbor
- NaOH
- Like a rosebush
- Church song
- Meow, alt. sp.
- ...in-the-dark

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Sacramento River Cats Join GOAL Sustainability Movement

Sacramento River Cats News Release

WEST SACRAMENTO, CA (MPG) - The Sacramento River Cats and Sutter Health Park have joined a collective of major venues in sports and live entertainment across the globe as a member of the industry-wide GOAL sustainability platform to champion social impact, climate action, and responsible change.

GOAL, which was founded in October 2022 by Oak View Group (OVG), the Atlanta Hawks & State Farm Arena, Fenway Sports Group, and green building expert Jason F. McLennan, is a community of sustainability-minded sports and entertainment operators which provides venues at different points in their sustainability journeys with tactical roadmaps, easy-to-use tracking tools, a library of resources and case studies, and access to like-minded, leading operators, vendors, and solution-providers, all committed to operating more sustainably, more urgently.

Sutter Health Park joins a growing list of venues, representing legendary teams and iconic places of mass assembly committed to leading, learning, collaborating and, in all cases, making a positive impact on their communities and for the planet. GOAL supports each venue's sustainability journey through data collection and analysis in addition to providing sustainability strategy, communications support and corporate partner engagement.

The Sacramento River Cats and Sutter Health Park have been an active participant in implementing sustainable best practices which included the installation of stadium solar panels, the use of internal LED lights, and intentional recycling efforts across the organization which include a food waste diversion system. Additionally, in partnership with area businesses, the River Cats created the Sustainability Circle in 2015 to work collaboratively to cultivate sustainable practices and reduce their carbon footprint.

"We look forward to continuing our renewable journey by joining the GOAL sustainability platform," said Chip Maxson, President/COO of the Sacramento River Cats. "This partnership will allow us to enhance our industry-leading efforts and further our commitment to keeping our region beautiful and healthy for generations to come."

The venues within GOAL represent different sports, different geographies, and different building types of varying sizes and

ages, ensuring that the input and feedback is worthy of the diversity of the live entertainment and hospitality industry. Some venues are already leading the way when it comes to climate action, and others are just beginning their respective journeys. But in all cases, these venues are action-oriented, climate-minded, and understand the urgency required to address a changing planet.

Properties within GOAL include: Acrisure Arena (Greater Palm Springs, CA), Budweiser Gardens (London, ON), CFG Bank Arena (Baltimore, MD), Chip Ganassi Racing (Pittsburgh, PA), Citi Field (New York, NY), Climate Pledge Arena (Seattle, WA), Co-op Live (Manchester, UK), Fenway Sports Group (Boston, MA), Footprint Center (Phoenix, AZ), Frost Bank Center (San Antonio, TX), Gainbridge Fieldhouse (Indianapolis, IN), Los Angeles Dodgers (Los Angeles, CA), Levi's® Stadium (Santa Clara, CA), MGM Music Hall (Boston, MA), Miami Heat (Miami, FL), Moda Center (Portland, OR), Moody Center at University of Texas Austin (Austin, TX), Mullett Arena at Arizona State University (Tempe, AZ), PPG Paints Arena (Pittsburgh, PA), Rocket Mortgage Fieldhouse (Cleveland, OH), Sacramento River Cats (Sacramento, CA), Spectrum Center (Charlotte, NC), State Farm Arena (Atlanta, GA), Subaru Park (Chester, PA), Target Center (Minneapolis, MN), UBS Arena (Belmont Park, NY), Wrigley Field (Chicago, IL), Xcel Energy Center (St. Paul, MN)

"Our collection of GOAL venues represents forward-thinking venues across the sports, live entertainment and convention industry," said Chris Granger, OVG360 President. "I applaud Sutter Health Park for their leadership, for their spirit of collaboration, and for their understanding of the urgency demanded by climate change. I look forward to working with Chip Maxson and his team, learning from them, and sharing the very best ideas and best practices with our industry as we race against the clock, together."

OVG's Sustainability Director Kristen Fulmer added, "We designed GOAL to make sure that the data points and thresholds for leadership meet venues anywhere along their sustainability journey, engaging – and without shaming – venues that are just getting started, while also enhancing efforts in venues that already make an impact in a variety of different topics, from waste diversion, to water conservation, to improved indoor air quality." ★

Former Sergeant Found Guilty in Cover Up of Assault of a CSP Inmate

FBI News Release

SACRAMENTO, CA (MPG) - A jury found former California state correctional officer Brenda Villa, 32, of North Highlands, guilty on Wednesday, December 20, 2023, of one count of conspiracy to commit falsification of records in a federal investigation and three counts of falsification of records, U.S. Attorney Phillip A. Talbert announced.

In July 2023, following a three-day trial, a jury found Villa guilty of perjury in connection with a federal grand jury investigation into the assault of an inmate by a correctional officer and the ensuing conspiracy to cover it up. The prior jury could not reach a unanimous verdict on additional conspiracy and falsification of records counts, and the United States requested a retrial. The retrial on those remaining counts finished today.

According to the court records and evidence presented at trial, Villa was a correctional sergeant supervising other officers at California State Prison – Sacramento (also known as New Folsom State Prison or CSP-Sacramento) when correctional officer Arturo Pacheco unlawfully assaulted an inmate under color of law. Several California Department of Corrections and Rehabilitation (CDCR) officers responded to the alarm after the assault. Villa was the first responding officer to the scene and immediately took charge. The inmate was transported to the hospital but died two days later. As a supervisor, Villa directed the preparation of, and later signed off on, a series of reports about the incident that she knew were false because they completely omitted the presence and involvement of a correctional officer who had witnessed the assault, and who Villa herself had observed at the scene. Villa instructed the removal of

that correctional officer witness's name from another person's report. The correctional officer witness's draft report describing Pacheco's unjustified use of force was never collected, and it did not become a part of the official record of the incident.

Following the assault and the inmate's death, CDCR initiated an internal investigation. As the CDCR internal investigation proceeded, a federal grand jury began investigating federal criminal charges in conjunction with the Federal Bureau of Investigation and the U.S. Attorney's Office. In November 2020, Villa was called to testify in front of the grand jury about her role and the actions of her fellow officers in covering up the unlawful assault. Villa lied under oath to the federal grand jury investigating the incident.

This case is the product of an investigation by the Federal Bureau of Investigation with assistance from the California Department of Corrections and Rehabilitation. Assistant U.S. Attorneys Michael D. Anderson and Rosanne L. Rust are prosecuting the case.

Former correctional officers Arturo Pacheco and Ashley Aurich pleaded guilty and were sentenced to 12½ years and 21 months in prison, respectively.

Villa is scheduled to be sentenced on March 18, 2024. Villa faces a maximum statutory penalty of five years in prison and a \$250,000 fine for the count of conspiracy and the count of perjury. She faces a maximum statutory penalty of 20 years in prison and a \$250,000 fine for each count of falsification of records. The actual sentence, however, will be determined at the discretion of the court after consideration of any applicable statutory factors and the Federal Sentencing Guidelines, which take into account a number of variables. ★

Electronic Logging Device Required for Drivers of Regulated Commercial Vehicles

CHP News Release

SACRAMENTO, CA (MPG) - In an effort to create consistency between state and federal regulations while simultaneously enhancing commercial vehicle safety across California, the California Highway Patrol (CHP) has amended the California Code of Regulations (CCR) to require *intrastate* motor carriers and drivers to use an electronic logging device (ELD) to record a driver's record of duty status (RODS) when operating commercial motor vehicles subject to hours-of-service regulations.

Since Dec. 18, 2017, Federal Motor Carrier Safety Regulations have required interstate motor carriers and drivers to use an ELD to record a driver's RODS in accordance with Title 49, Code of Federal Regulations (CFR), Part 395, Subpart B, unless otherwise exempted. Since then, the CHP has worked to align state regulations with federal ELD regulations and has engaged with a variety of interested parties, including motor carriers, commercial motor

vehicle drivers, media, and public interest groups. The CHP received significant input during three separate public comment periods and conducted numerous presentations, which included the 2019, 2021, and 2023 Commercial Vehicle Safety Summits, to advise the affected industry of the upcoming changes.

The regulations, which will be effective Jan. 1, 2024, outline the applicability, requirements, and exceptions to the use of ELDs for *intrastate* motor carriers and drivers. Affected parties are encouraged to review the applicable sections, specifically Title 13, CCR, Division 2, Chapter 6.5, Sections 1213 and 1213.3, by visiting the official CCR website.

Additional information is available on the CHP's website under *Regulatory Actions* and an *Intrastate Electronic Logging Devices webpage* under Programs and Services. Questions regarding the ELD regulations may be directed to the California Highway Patrol, Commercial Vehicle Section, at (916) 843-3400. ★

DWR Announces Initial State Water Project Allocation of 10 Percent for 2024

DWR News Release

SACRAMENTO, CA (MPG) - On December 1, 2023, the Department of Water Resources (DWR) announced an initial State Water Project (SWP) allocation forecast of 10 percent of requested supplies for 2024. The SWP provides water to 29 public water agencies that serve 27 million Californians.

The December 1 initial water supply forecast is the first allocation of the new water year and is based on current reservoir storage and an assumption of very dry conditions. So far in October and November, storms have not brought as much rain and snow.

"California's water year is off to a relatively dry start. While we are hopeful that this El Niño pattern will generate wet weather, this early in the season we have to plan with drier conditions in mind," said DWR Director Karla Nemeth. "California's water supply continues to benefit from our aggressive efforts last season to capture record rain and snow melt in our reservoirs and groundwater basins."

The initial SWP allocation forecast is looking ahead to 2024 and only applies to water deliveries in the year ahead. The allocation is calculated based on October and November precipitation, dry soils, runoff, and storage in Lake Oroville. It has no bearing on current water supplies

or water captured in 2023. Most reservoirs in the state remain above average for this time of year.

To date, Lake Oroville, the SWP's largest reservoir, is at 133 percent of average.

In coordination with the Metropolitan Water District (MWD), DWR provided water to fill up Diamond Valley Reservoir for the first time in three years. The facility is a critical part of the Southern California water delivery system;

California was also able to redirect excess storm water for groundwater recharge. DWR has estimated more than 3.8 million acre-feet of recharge capacity in 2023, including more than 1.2 million acre-feet of groundwater recharge permitted by State agencies, 390,817 acre-feet of flood water recharged using the Governor's Executive Orders, and millions more acre-feet of managed and naturally occurring recharge.

As the winter progresses, if California sees an increase in rain and snowfall, the allocation forecast may increase.

Each year, DWR provides the initial SWP allocation by December 1 based on available water storage, projected water supply, and water demands. Allocations are updated monthly as snowpack, rainfall, and runoff information is assessed, with a final allocation typically determined in May or June. ★



Employment Opportunities

Employment and Independent Contractor Positions at Messenger Publishing Group

We publish 18 local newspapers in the Sacramento Region. Our main office is in Carmichael. We have been publishing for 17 years and are seeking new qualified employees.

CURRENT WORK OPPORTUNITIES

Office Administration – We are seeking a full-time administrative support person for our newspaper group. This position works in the Carmichael office and works directly with the Office Manager. Work hours are between 8:30 to 5:00 Monday through Friday. Previous office management experience is required.

Production Layout/Graphic Design – This part-time position assists with the layout of the newspapers and works with the production staff to create our weekly newspapers. Must have good working knowledge of InDesign production programs. Must be able to work within our current system and be able to take direction to meet our deadlines. Previous layout experience is a must. This is an entry level position. Work hours are between 8:30 am and 5:00 pm. This position is in our Gridley office and begins in January.

Copy Editor – We are seeking a part-time copy editor for our newspaper group. This position works in the Carmichael office and works directly with Editor. Work hours are flexible between 8:30 to 5:00 Monday through Friday. Previous editing experience is required.

City Reporter – We are seeking a part-time City Reporter for our newspaper group. This position may be assigned to work in the Carmichael office or another area office and works directly with the Editor. Work hours are flexible depending on assignments. Previous reporting experience is required.

Advertising Services Support – We are seeking a part-time Advertising Services Support person for our newspaper group. This position works in the Carmichael office and works directly with the owner of the company and the advertising/graphics staff. Work hours are flexible between 8:30 to 5:00 Monday through Friday. Previous office experience is required.

Delivery Driver – We are seeking a part-time Delivery Driver for our newspaper group. This position would transport newspapers from our Carmichael office to our offices in Marysville and Gridley. Work hours are from 8:30 to 4:00 every Thursday. Must be able to lift and move bundles of newspapers without assistance. Must have your own reliable cargo van. This is an independent contractor position and pays a flat rate for your service.

Newsstand Delivery Driver – We are seeking a part-time Newsstand Delivery Driver for our newspaper group. This position works from the Carmichael office and delivers to our locations in the West Sacramento/Sacramento Region. Work hours are from 8:30 to 5:00 Thursday and/or Friday. Must be able to lift and move bundles of newspapers without assistance. You must have a reliable vehicle. This is an independent contractor position.

To find out more or to apply:

Email your questions or resume to Publisher@MPG8.com

Women Business Owners are Optimistic and Confident

From StatePoint

SACRAMENTO REGION, CA (MPG) - Women and men who own small and mid-sized businesses are typically more aligned than they are different in their viewpoints about the economy. Now – more than ever – this is especially true as it relates to their optimism about running their businesses, according to PNC’s latest Economic Outlook Survey.

Survey results show that 69% of women and 73% of men are highly optimistic about their business prospects. But women appear to have the edge when it comes to confidence – 69% say they are confident about running their businesses compared to 57% of men. This trend is consistent with last year’s survey responses. In 2022, 8 in 10 women business owners reported feeling very confident in their business success and nearly half credited their confidence to their own hard work and drive.

“It stands to reason that those sentiments, together with a few key resources – professional networks, improved access to credit and the agility to navigate the economic landscape – all contribute to a level of confidence that is driving continued optimism this year,” says Beth Marcello, director of PNC Women’s Business Development.

ENGAGING IN NETWORKS

According to the survey, women-owned businesses are more likely to be engaged with the Small Business Administration, chambers of commerce and other professional groups. In fact, 83% of women business owners participate in business development organizations compared to 64% of men.

“Women often credit the benefits of a strong network to winning new business and finding new and better ways of doing business, and we’re supporting that network-building



A businesswoman leads a meeting. Photo courtesy of iStock via Getty Images Plus

through our relationships with organizations such as global non-profit Coralus and the Women Presidents Organization,” says Marcello.

DECISIONS FOR THE ECONOMIC LANDSCAPE

The optimism of women business owners comes through in the survey in specific areas of their enterprises, as 64% expect to see an increase in demand, 65% anticipate an increase in sales, and 56% predict an increase in profits in the next six months. While 57% also have plans to moderately increase prices.

“These are just a few indicators of how women are thinking as they make business decisions heading into 2024,” Marcello says. “While some of their optimism may be tested by continued high inflation and a potential recession, there is strong evidence that they are prepared.”

SEEKING CREDIT

When PNC began surveying women business owners in 2014, men were more likely to seek credit in the near term. The 2022 survey showed for the first time, women overtaking men when considering a new loan or

line of credit to support business growth. This trend continued in 2023, with 26% of women saying they are likely to seek a near-term business loan or line of credit compared to 23% of men.

“While this data could simply reflect changes in the way women are conducting business, it’s evidence that fewer women are intimidated by the traditional process of gaining access to credit for their businesses,” Marcello says. “This is really encouraging.”

Dedicated efforts to make more resources available to

women entrepreneurs are paying off, says Marcello. At PNC, for example, women can lean on the expertise of 5,000 PNC-Certified Women’s Business Advocates who have a passion for working with women financial decision makers. Through Coralus, entrepreneurs have access to a global support network and a no-interest loan program.

“Providing support to entrepreneurs and making access to credit more attainable are important steps toward their ongoing success as well as economic growth overall,” says Marcello. ★

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Red Potato 79¢/lb	Organic Gala Apple 2 lbs \$2.49/bag	Whole White Mushroom 8 oz \$1.89/ea	White Dragon Fruit 8ct \$2.29/lb
Banana 59¢/lb	Mexican Squash \$1.29/lb	Mexican Papaya 89¢/lb	Fuji Apple 69¢/lb

AMERICAN/HISPANIC GROCERY

CH Granulated Sugar 4 lb \$3.99/ea	Haviland Punch Fruit-Juices 3 Flavors 5 Gallon \$3.49/ea	Kingbird Original Charcoal 8 lb \$9.99/ea	La Fiesta Cassava & Plantain Ancho Chile Pods 8 oz \$5.99/ea	Mexican Coke 24 pk 2.4 x 500 ml \$44.99/ea
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ASIAN GROCERY

Dragonfly Golden Soybean Oil 5.9 oz \$3.99/ea	Caffino Coffee-Latte Bold 5.55 oz \$1.99/ea	Dragonfly Bamboo Shoots 12 oz \$3.99/ea	TH Dried Mung Bean 12 oz \$1.79/ea	Tanon Young Coconut Juice 16.9 Fl oz 4/\$5.00
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EUROPEAN GROCERY

Almond Tea English Tea No. 1 100 T/B \$7.99/ea	Zeytin Danish Butter Cookies 16.01 oz \$3.99/ea	Indo European Rose Water 10 oz \$1.99/ea	Indo European Orange Blossom Water 10 oz \$1.99/ea	Kinder Chocolate 100 gr \$2.49/ea
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KOREAN/JAPANESE GROCERY	HOUSEWARES																						
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Seven Seas Seafood Mix 24 oz REG. \$10.99/ea \$6.99/ea	Pacific Surf Sea Scallops 1 lb REG. \$16.99/ea \$12.99/ea
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WEEKLY MEAT SPECIALS

Beef Rump/Bottom Round Roast - Bnls \$3.99/lb	Beef T-Bone Steak \$4.99/lb	Beef Porterhouse Steak \$5.49/lb
Chicken Leg Quarters 79¢/lb	Pork Baby Back Ribs \$3.99/lb	Country Style Pork Loin Ribs - Bnls \$2.99/lb

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