

### **Board of Directors Meeting June 27, 2019**

Please take notice that this public meeting of the 32nd District Agricultural Association, a California state institution, is being recorded using video recording equipment. Please also take notice that the 32nd District Agricultural Association will release video recordings of its public meetings where required under California law.

### Please silence your cell phones

### The Mission of OCFEC is...

# Celebration of Orange County's Communities, Interests, Agriculture and Heritage

(with results justifying resources expended)



### 6. CEO's Operational Announcements & Updates







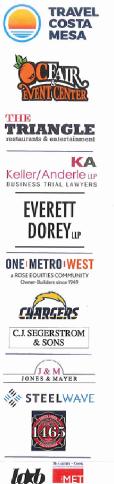


for purchase. Glass containers and bottles are prohibited. No hard-sided coolers

9 P.M. PYROTECHNICS SHOW

Free Parking | Heroes Hall Veterans Museum | Live Music | Bounce House
Centennial Farm | Activities | Community Booths & more!

or outside alcohol permitted.



MRCYMICUSE



#### For the One Month Ended May 31, 2019

	Actual	Budget	Variance Favorable (Unfavorable)				
Revenue	\$ 1,369,606	\$ 1,336,347	\$ 33,259				
Expenses	\$ 2,265,065	\$ 2,881,354	\$ 616,289				
Net Proceeds (Deficit)	\$ (895,459)	\$ (1,545,007)	\$ 649,548				

### For the Five Months Ended May 31, 2019

	Actual	Budget	Variance Favorable (Unfavorable)
YTD Revenue	\$ 5,805,246	\$ 5,458,308	\$ 346,938
YTD Expenses	\$10,610,478	\$11,726,853	\$ 1,116,375
YTD Net Proceeds (Deficit)	\$ (4,805,232)	\$ (6,268,545)	\$ 1,463,313

#### **Cash and Cash Equivalents**

	May 31, 2019	May 31, 2018
Cash on Hand Investments	\$ 2,765,320 \$51,555,536	\$ 2,148,534 \$ 45,467,932
Total Cash and Cash Equivalents	\$ 54,320,856	\$ 47,616,466
Year over Year Increase	\$ 6,704,390	
% Increase	14%	



#### 7. Matters of Public Comment

Speakers are requested to sign in prior to the start of the meeting and are limited to three minutes. Public comment is allowed on issues NOT on the current Agenda. However, no debate by the Board shall be permitted on such public comments, and no action will be taken on such public comment items at this time, as law requires formal public notice prior to any action on a docket item.

Comments will be accepted on Agenda items during the meeting. Speakers wishing to address the Board on items on the agenda are requested to sign in prior to the start of the meeting and identify the agenda item[s] on which you desire to address the Board. Speakers are limited to three minutes.



### 8. Minutes

A. Board Meeting held April 25, 2019 Action Item



### 9. Consent Calendar: (Policy Reference: 4.3.4)

All matters listed under Consent Calendar are operational matters about which the Board has governing policies, implementation of which is delegated to the CEO. They will be enacted in one motion by category in the order listed below. There will be no discussion of these items prior to the time the Board of Directors votes on the motion, unless members of the board, staff or public request specific items to be discussed separately and/or removed from this section.

Any member of the public who wishes to discuss Consent Calendar items should notify the Chair of the Board, at the time requested and be recognized by invitation of the Chair to address the Board.



### 9A. Committee/Ad Hoc Committee/Liaison Reports

#### **INFORMATION ITEM:**

To assure compliance with the Bagley-Keene Act, Committee reports are only for the purpose of the Committee chair, Ad Hoc Committee members or Liaison to provide a verbal update. Should the Board want to discuss any Committee work item not already on the agenda; those would need to be agendized for a future Board meeting.

- i. Heroes Hall Veterans Foundation Board (Director La Belle, Chair; Vice Chair Cervantes)
- ii. Centennial Farm Foundation (Vice Chair Cervantes, Committee Chair)
- iii. Financial Monitoring Committee (Director Pham, Committee Chair; Director Mouet)
- iv. Legislative Monitoring Committee (Director Aitken; Committee Chair; Chair Ruiz)
- v. Tenant Liaison Committee (Director Pham, Committee Chair; Vice Chair Cervantes)
- vi. Board of Directors Governing Policy Manual Review Ad Hoc Committee (Director Meyer, Committee Chair; Director Bagneris)
- vii. Safety & Security Committee (Chair Ruiz, Committee Chair; Vice Chair Cervantes)
- viii. Master Site Plan Ad Hoc Committee (Director Aitken, Committee Chair; Director Rubalcava-Garcia)
- ix. Buildings and Maintenance Committee (Director Aitken, Committee Chair; Director Rubalcava-Garcia)
- x. Audit Ad Hoc Committee (Director Rubalcava-Garcia, Committee Chair; Meyer Director)

### 9D. Consideration of and Vote on Construction Budget for the A-4M Skyhawk Project & Provide Staff Direction on Next Steps

California Construction Authority (CCA) bid the A-4M Skyhawk project, and on Wednesday, June 5, 2019, we received one qualified bid from JRH Construction Company, Inc. The bid is above budget, so we were unable to proceed without approval of the full Board of Directors. The schedule has been reviewed with the Contractor. Even with the delay in awarding the bid, JRH is still confident of a project completion date of November 9, 2019. It is unlikely much work, if any, can be accomplished during the 2019 OC Fair.

The committee (Vice Chair Cervantes and Director LaBelle) has reviewed all the information and the following options:



Option #1- At the discretion of the Board of Directors, approve the budget and full scope of work, direct staff to work with CCA to see if a reduction in their fees is possible for this project and direct staff to identify opportunities for fundraising.

Base bid received by contractor = Alternative #1 for artificial turf =	\$450,878 \$ 80,000
Additional expenses:	
CCA consultant LOU = Benches/Planters = CCA construction LOU = Contingency =	\$ 47,791 \$ 32,000 \$ 53,500 \$ 32,000
Total expenses =	<u>\$696,169</u>
Less original funds approved;	
OCFEC capital budget = County of Orange contribution =	\$100,000 <u>\$206,000</u>
Total funds approved =	<u>\$306,000</u>

Option #2 - At the discretion of the Board of Directors, approve the budget and scope of work without alternative #1, direct staff to work with CCA to see if a reduction in their fees is possible for this project and direct staff to identify opportunities for fundraising.

Base bid received by contractor =	\$450,878
Additional expenses:	
CCA consultant LOU = Benches/Planters = CCA construction LOU = Contingency =	\$ 47,791 \$ 32,000 \$ 45,100 \$ 24,000
Total expenses =	<u>\$599,769</u>
Less original funds approved:	
OCFEC capital budget = County of Orange contribution =	\$100,000 <u>\$206,000</u>
Total funds approved =	<u>\$306,000</u>
Budget Shortfall =	<u>\$293,769</u>

### 9D. Consideration of and Vote on Construction Budget for the A-4M Skyhawk Project & Provide Staff Direction on Next Steps

Staff and CCA, along with the contractor, would once again carry out value engineering in an effort to reduce the budget. In proceeding with option #2, the Board of Directors would be approving an additional \$293,769 to this capital project budget. There is money inside this budget to make good the sod in the surrounding area. The District could carry funds in a future budget to complete artificial turf at a later date, however likely at a higher cost.

The cost difference between option #1 and option #2 = \$ 96,400



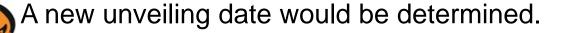
Option #3 - At the discretion of the Board of Directors, direct staff to not award this bid.

Staff would find a sub-contractor to move the A-4M Skyhawk to OCFEC property for storage prior to the deadline agreed to in the MOU with the cost to be determined which could be higher than in the submitted bid. Safe storage of the aircraft should also be strongly considered with this option.

In re-writing the construction proposal and re-bidding, the District may not get a qualified bidder and the costs could be higher going back out to market.

In this case, the project could not be completed by November 9, 2019

The overall budget would be reviewed again as there are costs that the District would incur a second time, including consultant fees, CCA fees and mobilization costs.





9D. Consideration of and Vote on Construction Budget for the A-4M Skyhawk Project & Provide Staff Direction on Next Steps

#### **RECOMMENDATION:**

At the Board of Directors' discretion, provide staff direction on the A-4M Skyhawk project and budget.



9B. Consideration of and Vote on Spectra at the Orange County Market Place Proposal Requesting OCFEC Financial Support for a New Business Model to Drive Business to the Orange County Market Place

Spectra has diligently worked on operational improvements along with new marketing and advertising strategies, since taking over ownership in 2016.

Despite Spectra's renewed efforts, the growth of the Orange County Market Place has yet to yield the results planned. Spectra is projecting continued decline in revenue and an increase in expenses, which is expected to result in significant losses. The current model is not sustainable.



9B. Consideration of and Vote on Spectra at the Orange County Market Place Proposal Requesting OCFEC Financial Support for a New Business Model to Drive Business to the Orange County Market Place

OC Fair & Event Center executives and Spectra executives have been working through a new plan for the future of the Orange County Market Place.

On Thursday, June 13, 2019 the OC Fair Board of Directors Tenant Liaison Committee met with OC Fair & Event Center executive management and Spectra executive management to review the presentation and plan.

The Spectra team will now present their proposal for the Board of Directors' consideration.



**Status Update** 

8

**Plans For The Future** 

### **BACKGROUND**

- Spectra took over the Tel Phil lease with the OC Fair & Event Center
- Management change made in October, 2017
- Marketing efforts made since inception have been robust and have included:
  - Coordinated Media Buys
  - Digital/Social Media Campaign
  - Grassroots Efforts with Local Small Businesses
  - Local Community Outreach
  - Small Business Development Center Partnership
  - New Vendor Outreach Recruitment Program
  - Special Events

### FINANCIALS - 2017 to 2018 (Full Year)

- Revenue declined 10.58%
- Losses increased 322% (From \$221K to -\$937K)
- Paid attendance decreased 30.21%
- Free attendance increased 1.42%
- Attendance revenue decreased 35% (From \$455K to \$296K)
- Vendor count decreased 19.85%
- Vendor revenue decreased 6.41% (From \$1.831K to \$1,713K)
- Rent increased from 42.61% of revenue to 50.04% of revenue

## Financials (Jan – Apr 2018) compared to (Jan – Apr 2019)

- Revenue declined 17.38%
- Paid attendance decreased 19.87%
- Losses increased 50.05% (From \$213K to -\$320K)
- Free attendance increased 2.08%
- Attendance revenue decreased 20.3% (From \$108K to \$86K)
- Vendor count decreased 26.33%
- Vendor revenue decreased 11.41% (From \$610K to \$541K)
- % Rent increased from 45.05% of revenue to 56.83% of revenue do to lower Gross revenues

### Financial Data

### Orange County Marketplace Analysis of Sales, Profits, Rent, Attendance & Vendor Counts

	2017		2018	V	Delta		%	3	2018	2019	Delta	%
		1			N.	-1			(Jan - Apr)	(Jan - Apr)		
Total Sales	\$ 4,286,794	\$	3,833,366	\$	(453,429)		-10.58%	\$1	,394,771	1,152,368	(242,403)	-17.38%
Profit/Loss	\$ (221,836)	\$	(937,034)	\$	(715,198)		322.40%	(	(213,284)	(320,031)	(106,747)	50.05%
Rent	\$ 1,826,487	\$	1,918,146	\$	91,659		5.02%	\$	628,322	654,867	26,545	4.22%
Rent as a % of Sales	42.6	1%	50	0.04%					45.05%	56.83%	)	
		1										
Paid Attendance	198,2	280	13	8,372 \$	(59,908)		-30.21%		53,733	3 43,057	(10,676)	-19.87%
Free Attendance	142,6	527	20	7,385 \$	64,758		45.40%		207,286	211,598	4,312	2.08%
Attendance	340,9	907	34	5,757 \$	4,850		1.42%		261,019	254,655	(6,364)	-2.44%
Admission Income	455,4	132	29	5,877 \$	(159,555)		-35.03%		108,785	86,698	3 (22,087)	-20.30%
Income Per Paid Attn	\$2	.30		\$2.14		-\$0.16	-6.91%		\$2.02	2 \$2.01	\$0.01	-0.54%
Monthly Vendor Counts	2,3	L75		1,907		-268	-12.32%		656	5 568	-88	-13.41%
Daily Vendor Counts	7,2	268		5,662	-	-1,606	-22.10%		2,086	5 1,452	-634	-30.39%
<b>Total Vendor Counts</b>	9,4	143		7,569	-	-1,874	-19.85%		2,742	2,020	-722	-26.33%
Vendor Income	\$1,831,3	L46	\$1,71	3,842	-\$11	7,304	-6.41%		\$610,395	\$540,751	-\$69,644	-11.41%
Income per Vendor	\$193	.92	\$2	26.43	\$	32.51	16.77%		\$222.61	\$267.70	\$45.09	20.25%

### HISTORIC AND PROJECTED

### OC Marketplace P & L Analysis:

	2016	2017	2018	2019	No
	(9 months)	(Calenda	ar) (Calenda	ar) Project	ed
Food P & L:					
F & B Sales	\$ 1,374,119	\$ 1,977,909	\$ 1, <mark>794</mark> ,971	\$ 1,628,952	Assumes same sales decline as prior year
Cost of Sales:	\$ (348,026)	25.33% \$ (459,939)	23.25% \$ (432,268)	24.08% \$ (376,009)	Assumes ytd run rate
Payroll & Fringe:	\$ (395,340)	28.77% \$ (604,889)	30.58% \$ (645,511)	35.9 <mark>6% \$ (535,738)</mark>	Assumes ytd run rate
Variable Expenses: Rent:	\$ (17 <mark>2</mark> ,9 <mark>52)</mark> \$ (561,876)	12.59% \$ (199,477) 40.89% \$ (781,396)	10.09% \$ (152,874) 39.51% \$ (847,146)	8.52% \$ (138,234) 47.20% \$ (892,146)	Assumes ytd run rate Assumes increase in rent
Depreciation:	\$ (7,030)	\$ (46,829)	\$ (93,696)	\$ (93,696)	
Other Income:	\$ -	\$ 134	\$ 1,879	\$ 1,8 <mark>79</mark>	
Profit/Loss (F & B):	\$ (111,105)	\$ (114,488)	\$ (374,645)	\$ (404,99 <mark>2</mark> )	
Facility P & L:					
Admissions & Booth Rental Sales:	\$ 3,753,595	\$ 2,286,578	\$ 2,009,719	\$ 1,766,382	Assumes same sales decline as prior year
Payroll & Fringe:	\$ (1,386,506)	-36.94% \$ (892,501)	-39.03% \$ (953,163)	-47.43% \$ (750,161)	Assumes ytd run rate
Variable Expenses:	\$ (1,039,147)	-27.68% \$ (478,508)	-20.93% \$ (574,742)	-28.60% \$ (529,571)	Assumes ytd run rate
Rent:	\$ (1,551,781)	-41.34% \$ (1,045,091)	-45.71% \$ (1,071,000)	-53.29% \$ (1,126,000)	Assumes increase in rent
Depreciation:	\$ 262	0.01% \$ -	0.00% \$ -	0.00% \$ -	
Other Income:	\$ 39,639	\$ 22,173	\$ 26,797	\$ 26,797	
Profit/Loss (Facility):	\$ (183,939)	\$ (107,349)	\$ (562,389)	\$ (612,552)	
Total Sales & Other Income:	\$ 5,167,353	\$ 4,286,794	\$ 3,833,366	\$ 3,424,010	
Fotal Profit/Loss:	\$ (295,043)	\$ (221,836)	\$ (937,034)	\$ (1,017,545)	
Revenue Decline:		\$ (880,559)	\$ (453,429)	\$ (409,355)	
			-17.04%	-10.58%	-10.68%
Rent Payments:	\$ 2,113,657	\$ 1,826,487	\$ 1,918,146	\$ 2,018,146	
Rent as a % of Sales	40.90%		42.61%	50.04%	
Total Payroll & Fringe	\$ 1,781,846	\$ 1,497,390	\$ 1,598,674		
Total Payroll as a % of Sales	34.48%		34.93%	41.70%	

### WHERE DO WE GO FROM HERE?

- We need to increase both vendor counts and attendance –
   "which came first, the chicken or the egg?"
- Traditional marketing efforts are not making an impact
- While overall attendance has grown as a result of marketing, paid admission is down and free admission is up, this has resulted in less money being spent on F & B and with our vendors
- Significant cost cutting measures has not resulted in controlling losses which continue to grow, unless Gross revenue increases the Market Place is not sustainable
- We need a plan to "re-invent the Market Place", bring more
  paying customers this, will in turn create more opportunities for
  vendors, which will increase the overall vendor count

### THE PLAN!

- Spectra is proposing a partnership approach to solving the problem
- \$600K diverted from rent (now paid to OCFEC)to a marketing fund to be spent with R-Entertainment to
  oversee and manage all marketing programs, drive awareness, patrons and eventually net revenue
- \$500K of the \$600K rent diversion to be spent (as approved by OC Fair & Event Center) to promote the
  OCMP and to create a series of events that will energize the OCMP by driving new customers,
  revenues and reinforcing the fifty-year legacy of the Market Place
- \$100K of the \$600K rent diversion to be spent on marketing personnel from R-Entertainment dedicated to the OC Market Place
- R-Entertainment is a proven industry leader in creating turn-key entertainment solutions for clients
- 100% of all net profits generated at the OCMP annually will be paid to the OC Fair & Event Center, until all rent diversion amounts has been re-paid. Spectra will share 50% of all profits generated at the OCMP as additional rent to OCFEC after rent diversion has been recovered

### R - ENTERTAINMENT

R Entertainment is an award winning experiential marketing and business development company. R Entertainment builds integrated, effective and measurable event marketing programs where all marketing activities are pursued. Whether the goal is building awareness for our client, generating revenues for a specific program, energizing educational programs, strengthening communities through nonprofit rev shares, our team will provide turn-key management and resources for the events as well as continually create new events that will drive new customers and revenues to the Market Place.

Producing 200 dates a year...

**USA TODAY Martha Stewart Wine & Food Experience Tour** 

The National Taco Festival

Children's Educational Festivals with public television stations utilizing a STEAM Approach

Kentucky Derby Fillies & Lilies Party

Super Bowl event

PGA Waste Management Phoenix Open

Arizona Diamondbacks Evening on the Diamond

The Good Life Festivals by Shea Homes







Outreach Thunity

Grassroots Efforts With Local Small Businesses



Recover Local



Small Business Development

Center Partnership

# FUTURE PROJECTIONS

Estimated Impact of Orange County Market Place Marketing Plan								
	2019 (Partial Year)	2020	2021	2022	2023			
	(Furtial Tear)							
Estimated # of new "unique" paid attendees coming to events	35,000	50,000	125,000	150,000	175,000			
Estimated net profit generated from new events (Direct Revenue - Direct Expenses)	\$35,000	\$50,000	\$125,000	\$150,000	\$175,000			
Estimated # of new event attendees who return to Market Place once (Assumes 30%)	10,500	15,000	37,500	45,000	52,500			
Estimated # of new event attendees who return to Market Place twice (Assumes 20%)	7,000	10,000	25,000	30,000	35,000			
Estimated # of new event attendees who return to the Market Place four times (Assumes 10%)	3,500	5,000	12,500	15,000	17,500			
Market Place admission from new attendees (Assumes \$2.14 per person based on 2018 actual)	\$44,940	\$64,200	\$160,500	\$192,600	\$224,700			
Estimated F & B impact of new attendees (Profit margin based on current margin of 35.54% & \$5.80 per cap)	\$43,288	\$61,840	\$154,599	\$185,519	\$216,439			
Estimated # of new vendor days based on increased attendance (Assumes 30%, 35%, 40% growth per year)	9,840	10,218	10,597	10,597	10,597			
Increased vendor count over 2018 actual	2,271	2,649	3,028	3,028	3,028			
Vendor Income per vendor (Assumes \$267 per vendor based on current run rate thru April)	\$606,277	\$707,323	\$808,369	\$808,369	\$808,369			
Total net impact of marketing efforts	\$729,504.62	\$883,362.65	\$1,248,468.20	\$1,336,488.00	\$1,424,507.80			
Projected losses without plan - (refer to appendix document) BENCHMARK (assumes losses grow at 8.5% per y	\$ (1,017,545)	\$ (1,104,036)	\$ (1,197,879)	\$ (1,299,699)	\$ (1,410,173)			
Current marketing spend without plan	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000			
Rent diversion (Assumes all \$600K is spent each year)	\$600,000	\$600,000	\$600,000	\$600,000	\$600,000			
Destinated and Characteristics	¢464.060	ć=20.22 <b>7</b>	¢000 500	¢706 700	6764 225			
Projected profits with plan	\$461,960	\$529,327	\$800,589	\$786,789	\$764,335			
Amount paid to OC Fair & Events Center (Rent diversion re-payment)  Shortfall in rent paid to OC Fair & Events Center due to rent diversion	\$461,960 -\$138,040	\$529,327 - <b>\$70,673</b>	\$600,000 \$0	\$600,000 \$0	\$600,000 \$0			
Amount paid to OC Fair & Events Center for prior year rent shortfall payments	-\$138,040 \$0	\$0	\$200,589	\$8,124	\$0			
Additional amount paid to OC Fair & Events Center (50% of profits above rent diversion)	\$0	\$0	\$200,389	\$97,457	\$82,167			
Additional amount paid to oction & Events center (50% of profits above rent diversion)	70	الحر	ÇÜ	757,757	302,107			
Total amount of rent diversion re-payment					\$3,000,000			
Total amount of additional rent above contracted terms					\$179,624			



9B. Consideration of and Vote on Spectra at the Orange County Market Place Proposal Requesting OCFEC Financial Support for a New Business Model to Drive Business to the Orange County Market Place

#### **RECOMMENDATION:**

At the Board of Directors' discretion, approve staff to work with Spectra and execute the Orange County Market Place operational and financial plan.

- \$100k for marketing and promotion
- \$500k for event production

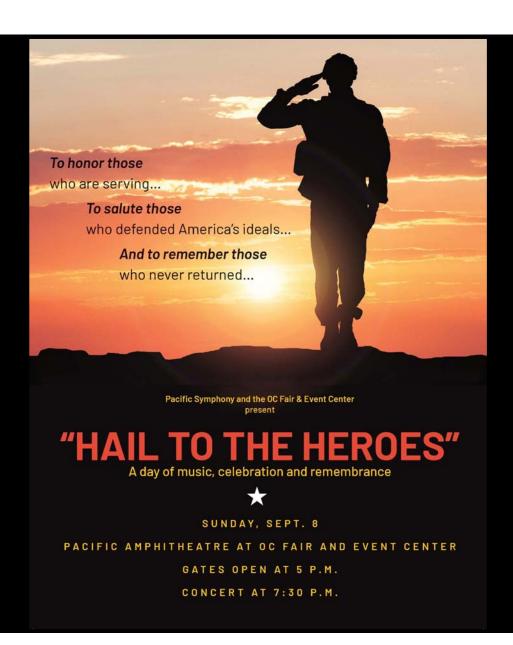
The allocated funds would come out of the rent revenue paid annually to OCFEC by Spectra for the Market Place, and this budget will be reviewed and approved by the Board of Directors annually through the budgeting process. 9C. Consideration of and Vote to Provide Financial Support to the Pacific Symphony for Producing "Hail to the Heroes," a Celebratory Concert Honoring Veterans and Active-Duty Personnel, Featuring Lee Greenwood

It has been a goal of John Forsyte, President of the Pacific Symphony, and their long time conductor, Carl St.Clair, to host a celebratory concert honoring veterans and active-duty personnel, featuring the Pacific Symphony and an "A-list" artist. Through their perseverance and dedication, "Hail to the Heroes" will become a reality. On Sunday, September 8, 2019, the Pacific Symphony will join Lee Greenwood, country music icon whose hits include "God Bless the USA," on stage at the Pacific Amphitheatre for the "Hail to the Heroes" concert. The community is invited to join those who serve and have served our country for a day of music, celebration and remembrance. Prior to the concert, guests can enjoy picnicking, family activities and veterans' celebrations on Plaza Pacifica, as well as tours of Heroes Hall Museum.

9C. Consideration of and Vote to Provide Financial Support to the Pacific Symphony for Producing "Hail to the Heroes," a Celebratory Concert Honoring Veterans and Active-Duty Personnel, Featuring Lee Greenwood

As part of this community celebration, complimentary concert tickets for active-duty military, veterans and first responders will be made available. To help underwrite this community celebration, the Pacific Symphony is seeking partners to provide financial support. John Forsyte, President of the Pacific Symphony, on behalf of the Pacific Symphony and its Board of Directors, is asking for the 32nd DAA to join them by making a financial contribution to this event.







#### **ACTIVITIES INCLUDE:**

A celebratory concert honoring veterans and active-duty personnel, featuring the 84 musicians of Pacific Symphony:

- Symphonic grandeur accompanying stories of heroism from Orange County veterans.
- A headline artist with heart-warming tribute songs.
- The uplifting voices of Pacific Chorale.
- Patriotic tunes, Armed Forces marches and themes from military-inspired films.



A community celebration of veterans and active-duty servicemen and servicewomen:

 Food and drink, picnicking, family activities and veterans' celebrations on Plaza Pacifica



Pre-show tours of Heroes Hall veterans museum, featuring the special exhibition "Victory From Within: The American Prisoner of War Experience":

 See the immense capacity of the human spirit to overcome adversity and find hope in the darkest of spaces.

PacificSymphony.org





9C. Consideration of and Vote to Provide Financial Support to the Pacific Symphony for Producing "Hail to the Heroes," a Celebratory Concert Honoring Veterans and Active-Duty Personnel, Featuring Lee Greenwood

#### **RECOMMENDATION:**



# 9E. Consideration of and Vote Regarding 2020 Operating and Capital Budget

Director Doug La Belle requested a discussion regarding the 2020 Operating and Capital Budget.

#### **RECOMMENDATION:**



9F. Consideration of and Vote on Board Policy Regarding Staff and/or Board of Directors' Public Responses to Hate Crimes and Acts of Discrimination Committed on District Property

Director Andreas Meyer requested a discussion on Board policy regarding staff and/or Board of Directors' public responses to hate crimes and acts of discrimination committed on District property.

#### **RECOMMENDATION:**



At the request of Director Meyer, staff was asked to provide an overview of the District's Diversity and Inclusion training.

- The State of California requires all state employees, at a supervisor and above classification, to complete a two hour "Discrimination, Harassment and Bullying" training session every two years. The training materials used to fulfill this requirement are an online training module provided by Society of Human Resource Management (SHRM). Upon completion of this online training, a certificate is provided to the trainee validating his/her participation, and certificates are included in each employee's personnel file.
- New this year, California law requires that all line staff complete a one hour anti-discrimination, harassment and bullying training session before the end of 2019. Staff will ensure this training is completed as required by law.

- All employees both seasonal and civil service are provided a copy of the District's employee Handbook as part of the new hire orientation and onboarding process. This Employee Handbook covers in detail the topics of "Discrimination, Harassment and Bullying, including how to report any suspected incidents, and emphasizes a zero tolerance policy. All employees are required to sign a document acknowledging that they have read and understand the policy.
- All employees both seasonal and civil service are required as part of the new hire orientation onboarding process to watch the HR orientation video. This video covers the topics of "Discrimination, Harassment and Bullying."
- The 2019 OC Fair seasonal staff orientation training has been expanded to include new training content covering the topics of "Discrimination, Harassment and Bullying." These training sessions are mandatory and will be conducted in three large group sessions for all seasonal staff as well as civil service staff. The new orientation material referencing the "Discrimination, Harassment and Bullying" training is attached.



As part of the 2020 Operating Budget, staff will be requesting additional training and travel funds for HR staff to attend new training programs being developed and offered by the Society for Human Resource Management (SHRM) and/or other reputable training resources to continue to ensure the District is providing the most up-to-date and relevant information to employees.





## EAIR 2019 OC Fair Orientation







## FUN makes us ONE Where all are welcome at the OC Fair











ACRES OF FUN





ACRES OF FUN













ACRES OF FUN



### ALL are welcome...



...because FUN makes us ONE!



#### **RECOMMENDATION:**



# 9H. Update on Diversity and Inclusion Training for Contracted Fair Security

At the request of Director Meyer, staff was asked to provide an overview of the District's diversity and inclusion training for contracted fair security. Security during the annual OC Fair is provided by two groups: in house and contract security personnel.

The District's standard contract agreements all contain State mandated non-discrimination language. (See attached non-discrimination clause example).

In preparation for the annual OC Fair, security department leadership holds several preoperation meetings with supervisory personnel from the contracted security agency to review operational details and any pertinent rules or regulations.

In addition, during these meetings, security staff reviews with supervisory personnel the District's policy regarding workplace harassment and discrimination.

#### **RECOMMENDATION:**



# 91. Consideration of and Vote to Cancel the August Board of Directors Meeting

The 2019 OC Fair ends on Sunday, August 11, 2019. If an August Board meeting were to be held, the Board members and staff would essentially have only eight working days after the close of the fair to prepare for the meeting, after hosting the fair for 23 days. Cancelling the August Board meeting would allow Board members and staff to take some time off prior to the beginning of the fall school session, and for staff to focus on fair move-out and set-up for the fall event season.

If any significant items would arise, the Board of Directors always has the option to conduct a meeting with ten (10) days public notice.

#### **RECOMMENDATION:**

#### 9J. Staff Presentation of the 2019 OC Fair

#### **INFORMATION:**

Staff will present highlights of the upcoming 2019 OC Fair.









## Favorite Food





Avocado Toast Ten Pound Buns

## New This Year





Green Acres Fire Burger Grant Burgers

Puffy Tacos Papi's Puffy Tacos

## Grazing for Savings

\$7.19

\$8.19

\$9.19



### Kinder to the Environment









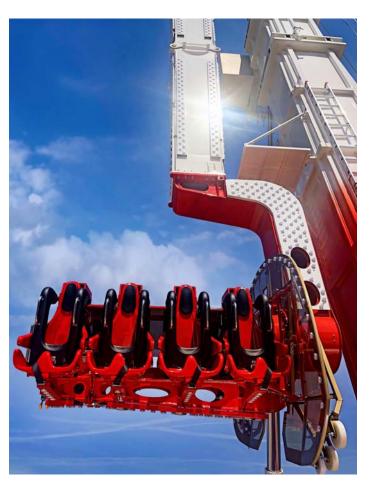


## Favorite Rides & Games





# Introducing "Titan"

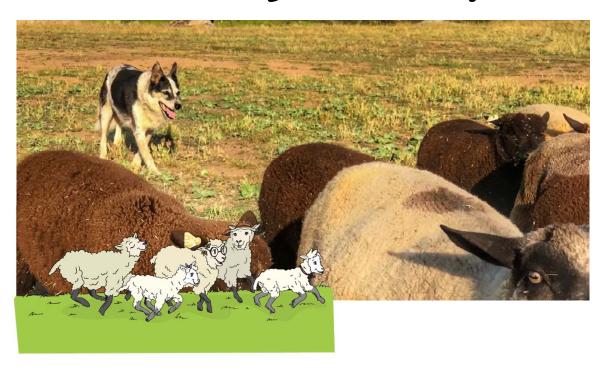




## Favorite Attraction



# Working Sheep & Dog Show





## Favorite Entertainment







# Heading for a Sell Out



July 24



July 25



July 26



July 27



July 28

## Favorite Exhibits









# Celebrating CA Agriculture







Orange Grove



Strawberry Patch



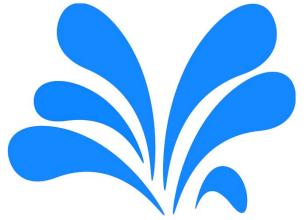
Avocado Pit

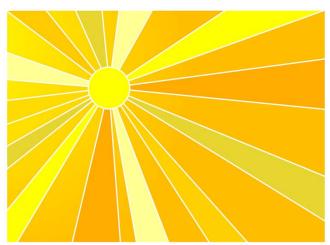


Beef Corral

#### Acres of Fun







#### Featured Artist - Narsiso Martinez







### Favorite Animals









# New Babies





# "Love is in the Fair"









# Community Flag Raising

New Time! 2:30pm





# Promotions

Free Til Three \$2 Rides and Games
\$3 Taste of Fair Food
Best Deal Every Sunday Funday

We Care Wednesdays Kids Day

\$35 Unlimited Ride Wristband
Seniors Day

# Community Give-Backs







Friends
Of the
Fair





#### What Else is New?















#### 10. Closed Session

- A. Pending Litigation The Board will meet in closed session to consult with legal counsel regarding the following pending litigation. [Gov. Code section 11126(e).]
  - i. To confer with and receive advice from legal counsel regarding potential litigation involving the 32nd District Agricultural Association. Based on existing facts and circumstances, the Board of Directors will decide whether to initiate litigation. (Govt. Code, § 11126, subd. (e).)
  - ii. To confer with and receive advice from legal counsel regarding potential litigation involving the 32nd District Agricultural Association. Based on existing facts and circumstances, there is significant exposure to litigation against the 32nd District Agricultural Association. (Govt. Code, § 11126, subd. (e).)



11. Board of Directors' Matters of Information

# Next Board Meeting August 22, 2019





OC Fair & Event Center – Costa Mesa, California