

LCW LIEBERT CASSIDY WHITMORE

2027 Annual Public Sector Employment Law Conference

FEBRUARY 18-19, 2027

Optional Pre-Conference Sessions | February 17, 2027

HILTON SAN DIEGO BAYFRONT
San Diego, California

LCW

#LCW2027

Liebert Cassidy Whitmore

LCW Liebert Cassidy Whitmore

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Optional Pre-Conference Sessions

OPTION 1

Costing Labor Contracts

The keys to successful negotiations include planning and costing. Just like planning a vacation, the amount of time and effort you put into planning and costing can determine the success of the trip. Costing contract proposals is similar to costing excursions on a vacation - they all sound like a good idea but can we afford them? Join us at this workshop to learn the importance of costing and methods you can use to make costing easy. Participants will not only be provided with the tools to cost proposals, but will engage in interactive exercises where they set up an MOU Master Spreadsheet and proposals to cost. Bring your laptop and your Excel skills.

This session is also part of our Labor Relations Certificate program. We've added Bonus Content, since it is also our pre-conference session:

Compensation Surveys and Collective Bargaining! As a bonus to this year's pre-conference workshop, additional information on the development, impact, and usefulness of compensation surveys in collective bargaining will be shared with attendees!

OPTION 2 | PUBLIC SAFETY TRACK

Internal Affairs: Building Bulletproof Public Safety Investigations that Survive Discipline and Appeal

A public safety investigation doesn't end when the interview is over—it begins there. The strength of your Internal Affairs investigation is often the deciding factor between upholding discipline or watching it unravel on appeal. When a police officer or firefighter challenges discipline, it's your report, your strategy, and your decisions that come under fire. This dynamic, POST-approved one-day course provides a step-by-step roadmap for conducting legally defensible, procedurally sound, and strategically strong public safety administrative investigations. You'll learn what decision-makers, arbitrators, and courts look for—and how to deliver it. Whether you're a Chief, IA investigator, or HR professional, this training delivers immediately usable tools to protect your agency's discipline decisions, maintain credibility, promote fairness, and withstand legal scrutiny. This seminar will include the following:

- Overview of the Public Safety Officers Procedural Bill of Rights (POBRA) and Firefighters Bill of Rights (FBOR)—and what happens when you get it wrong;
- How to launch and structure a public safety investigation that meets both legal and operational needs;
- Tactics for securing and handling evidence, documents, and digital records;
- Effective interview techniques, how to manage representation under POBRA and FBOR, and pitfalls to avoid that can derail your investigation;
- How to avoid the most common—and costly—mistakes in administrative investigations;
- Trends in public safety discipline: from AI usage and Brady issues to confidentiality, off-duty conduct, and evolving social norms;
- The strategic implications of the quality of your investigation on Skelly conferences, arbitration, and civil service appeals.

OPTION 3

Training Academy for Workplace Investigators

The Civil Rights Department (CRD) Guidelines recommend that all investigators receive a full day of investigation instruction that covers information about the law shaping investigations, recommended practices, and skill-building exercises. This preconference session meets these CRD guidelines and recommended best practices. Presented by two leading workplace investigators, this session includes:

- When to investigate
- Standards for conducting a legally compliant investigation
- Investigator qualifications
- What to investigate
- How to investigate
- Core investigative skills
  - Planning the investigation
  - Reviewing relevant documents
  - Identifying and interviewing witnesses
  - Making credibility determinations
  - Analyzing the evidence and making factual findings
  - Writing the report
- Skill-building exercises

Registration Information
Pre-Conference

RATES

Early Bird or group: $525 per attendee (before 1/13/2027)
Regular: $595 per attendee (after 1/13/2027)

Register Here

https://lcwtraining.com/lcw-conf-2027-brochure

Cancellation Policy: Cancellations received by February 9, 2027 are eligible for a full refund, minus a nonrefundable $40 administrative fee. Cancellations received after February 9, 2027 are not eligible for a refund. No-shows will not be refunded. Substitutions are allowed at any time prior to February 16, 2027 at no additional charge. To cancel or substitute a registration, please return to the LCW Registration page (https://lcwtraining.com/cancel) and click on "Already Registered." For substitution considerations after February 16, 2027, please email events@lcwlegal.com.

LCW programs are designed exclusively for management representatives. As such, registration is limited to individuals who represent employers. We do not accept registrations from individuals employed by unions, union-side law firms or consulting firms that represent employees in labor relations matters, or from attorneys or organizations whose primary role is to represent employees.

LCW reserves the right to decline registrations that do not align with these criteria. Those registrations will be denied and monies returned, less a $40 administrative fee.

CREDITS

Attendees can earn the following credit towards their recertification:

Each Full Day Pre-Conference Session:

- 6 hours general MCLE
- 6 (HR (General)) recertification hours
- 6 hours POST (Pre-Conference Program - Internal Affairs: Building Bulletproof Public Safety Investigations that Survive Discipline and Appeal session)

HRCI:

This program has been approved for 6 (HR (General)) recertification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through the HR Certification Institute. (Note: LCW is an approved HRCI provider. LCW's use of HRCI's name/seal does not constitute HRCI's endorsement of the quality of the program.)

POST:

The Pre-Conference session - Internal Affairs: Building Bulletproof Public Safety Investigations that Survive Discipline and Appeal AND the Conference Public Safety Track have been approved for POST credit.

All Times Pacific

Thursday Schedule Overview

8:00-9:00 a.m.	**Breakfast, Check-In, and Ask the Expert**
9:00-10:00 a.m.	**Opening Insights: 39 Years at LCW – A Wonderful Journey**
10:00-10:20 a.m.	**Ask the Expert**
10:15-11:30 a.m.	**Concurrent Session 1** • PUBLIC SAFETY TRACK | Public Safety Legal Update • HR Bootcamp: Progressive Discipline is Due Process • No Leave Left Unturned: An Overview of Employee Leave of Absence Laws • Special Compensation and Labor Agreements: Drafting for CalPERS Compliance
11:30-12:30 p.m.	**Lunch**
12:30-1:45 p.m.	**Concurrent Session 2** • PUBLIC SAFETY TRACK | When AI Writes the Report: Navigating the Legal Risks of AI-Assisted Public Safety Reports • The Investigation Doesn't Manage Itself - HR's Essential Role in Overseeing Administrative Investigations and Their Outcomes • The Dangers and Pitfalls of Cash in Lieu and Deferred Compensation • AB 339 in Practice: Public Agency Contracting, Labor Relations Obligations, and Lessons Learned
1:45-2:15 p.m.	**Ask the Expert**
2:00-3:15 p.m.	**Concurrent Session 3** • PUBLIC SAFETY TRACK | Discipline Done Right: A Practical Guide from Investigation to Final Decision • Same Workplace, Different Perspectives: Navigating Neurodivergence at Work • People (Officials) Still Behaving Badly • How to Conduct the Payroll Audits You Need: FLSA, CalPERS, Timely Payment
3:15-3:45 p.m.	**Break and Ask the Expert**
3:35-4:50 p.m.	**Concurrent Session 4** • PUBLIC SAFETY TRACK | Every Dollar Counts: Mastering Police & Fire Payroll • Compliance, Overtime, and Cost-Saving Strategies • In the Hot Seat: A Mock Deposition of a Person Most Knowledgeable • Think Like a Labor Relations Strategist: An Interactive Case Study Workshop • Back to Work, But By the Rules: Retired Annuitant Compliance Essentials
5:00-7:00 p.m.	**Reception** - Connect with colleagues at the close of Day One.

Opening + Venue Information

OPENING

Opening Insights: 39 Years at LCW – A Wonderful Journey

Presenter: Peter Brown

Join partner Peter Brown as he opens our 29th Annual Conference by reflecting on nearly four decades of serving California public agencies. Peter will reflect on the defining moments in his career, legal developments, and workplace changes that have shaped California public employers over the past four decades. Along the way, he'll share lessons learned, perspectives gained, and insights into both how the public sector has evolved and the enduring principles that continue to guide it. Attendees will leave with a renewed appreciation for the public service profession, a fresh perspective on the lessons history offers, as well as a historical perspective of LCW, and an understanding of how loving what you do makes the journey a great joy.

HOTEL

Hilton San Diego Bayfront
One Park Boulevard San Diego, CA 92101

LCW has secured a block of rooms with a discounted rate of $319. The rooms sell out quickly so please be sure to reserve yours as soon as possible.

Contact the hotel by phone at 1-800-Hiltons (1-800-445-8667) or at https://book.passkey.com/go/LCW2027

PARKING

Discounted overnight self-parking is available to conference guests for $30 per vehicle, per night.

Daily self-parking is available for $20 per vehicle.

FAQ

Please visit:
FAQ Page

Concurrent Session 1

SESSION 1A | PUBLIC SAFETY TRACK

Public Safety Legal Update

Employment and labor laws impact public safety agencies in profound ways. This session will cover the most significant recent court decisions, administrative decisions and legislation that supervisors, managers, executives and human resources professionals need to know about the supervision and management of both sworn and civilian personnel. Please join the presenters to learn how you can help your agency navigate employment and labor laws that regulate the management of public safety personnel, and learn practical tips and best practices to help your agencies avoid or minimize liability in a constantly changing legal landscape.

SESSION 1B

HR Bootcamp: Progressive Discipline is Due Process

Public employees have a constitutional right to their jobs, which means they must be provided due process. But what is due process, and what does that require? This workshop will explain Due Process in terms of practical application and performance management. Employees must have clear notice of job requirements and supervisor expectations, and they must receive contemporaneous feedback on how they are performing which is ultimately documented in their annual performance review. And if job performance does not improve or other misconduct occurs, then employees must also receive clear notice of the consequences, which may include progressive discipline. We will explain both substantive and procedural Due Process. You will leave this workshop with a better understanding of best practices related to performance management and progressive discipline, and the reasons behind the actions agencies take.

SESSION 1C

No Leave Left Unturned: An Overview of Employee Leave of Absence Laws

Employee leave of absence laws can be difficult to navigate, particularly when overlapping state and federal requirements may apply. This session provides a practical, foundational overview of the major leave laws affecting California public employers, including FMLA and CFRA, Pregnancy Disability Leave, paid sick leave, military leave, disability-related leave, and other statutory leave rights. By providing an overview of these applicable leave of absence laws, this session will prepare attendees to respond to employee leave issues with confidence.

SESSION 1D

Special Compensation and Labor Agreements: Drafting for CalPERS Compliance

Whether your agency negotiates a memorandum of understanding (MOU) or a collective bargaining agreement (CBA), the language governing employee compensation can have significant implications for CalPERS reporting and pensionable compensation/compensation earnable. This session examines the CalPERS Special Compensation Regulations, common drafting mistakes, and how contract provisions can unintentionally create compliance issues. Learn best practices for negotiating and drafting compensation language that satisfies regulatory requirements while reducing the risk of audits, reporting errors, and costly disputes.

Concurrent Session 2 (A & B)

SESSION 2A | PUBLIC SAFETY TRACK

When AI Writes the Report: Navigating the Legal Risks of AI-Assisted Public Safety Reports

Artificial intelligence is transforming how public safety agencies document incidents, from police reports to fire and EMS narratives. As agencies adopt AI-assisted report-writing tools, they must navigate an evolving legal landscape that extends well beyond the technology itself. California's SB 524 establishes the nation's first statutory framework governing AI-assisted police reports, while raising broader questions about agency policies, labor relations, discipline, records retention, and litigation risk that are relevant to all public safety employers.

This session examines the legal issues agencies should consider before and after implementing AI-assisted report-writing technology. Presenters will discuss bargaining obligations under the MMBA, policy development, vendor contracts, and training requirements, along with the legal consequences that may arise when an employee signs an AI-generated report containing an error. The program will also explore the intersection of AI-assisted reports with Brady disclosures, Lybarger rights, POBRA, POST decertification, Public Records Act requests, discovery obligations, and potential civil liability.

Whether your agency is evaluating AI report-writing tools or has already begun using them, this session will provide practical guidance and risk management strategies for implementing AI responsibly while protecting the agency, its employees, and the integrity of official public safety records.

SESSION 2B

The Investigation Doesn't Manage Itself - HR's Essential Role in Overseeing Administrative Investigations and Their Outcomes

Personnel investigations involve far more than gathering facts; they require thoughtful oversight, sound judgment, and effective coordination from Human Resources throughout the entire process. Presented by a former public sector Human Resources Director and an experienced attorney workplace investigator, this session offers both the investigator's perspective and the HR leader's perspective on managing personnel investigations. While the attorney presenter will address investigative processes, legal considerations, and conducting legally sound investigations, the HR presentation will focus on the critical role HR plays in recognizing when an investigation is warranted, selecting and managing the investigator, defining an appropriate scope of work, monitoring the investigation's progress, evaluating investigative reports for quality and completeness, and coordinating appropriate post-investigation actions. Participants will leave with practical strategies for ensuring investigations are fair, thorough, timely, legally defensible, and effectively integrated into the broader personnel management responsibilities of today's public-sector HR professionals.

Concurrent Session 2 (C & D)

SESSION 2C

The Dangers and Pitfalls of Cash in Lieu and Deferred Compensation

Cash in lieu and 457(b) deferred compensation are two popular benefits public agency employers offer to employees. Employees appreciate these cash option benefits, which can help an agency with recruitment and retention. However, agencies must be cautious of all the potential unintended consequences of offering these benefits since there are different compliance standards and hidden costs that come with these benefits. This presentation will describe in detail how cash in lieu can affect non-exempt employees' regular rate of pay for overtime compensation and affect whether an agency is offering affordable health coverage under the Affordable Care Act. It will also cover the risks with converting excess health contributions into a deferred compensation plan and how agencies should handle deferred compensation when a public safety officer or firefighter goes out on 4850 leave for a work-related injury. After identifying potential pitfalls, this presentation will offer up real-world solutions to bring the benefits into compliance.

SESSION 2D

AB 339 in Practice: Public Agency Contracting, Labor Relations Obligations, and Lessons Learned

Assembly Bill 339 created new notice obligations for California public agencies that contract for services that are or may be performed by represented employees.

This session examines AB 339's practical requirements, its relationship to notice, information, and meet-and-confer obligations under the Meyers-Milias-Brown Act, and the broader legal and operational issues that may arise when agencies consider contracting out or continuing to contract out public services.

Drawing on a year of advising public agencies on AB 339 compliance, the presentation will identify recurring challenges, common procedural missteps, and effective strategies for coordinating procurement, operational planning, workforce impacts, and labor relations.

Attendees will receive practical guidance on evaluating proposed contracts, engaging with employee organizations, documenting compliance, and reducing legal, labor relations, and operational risk.

Concurrent Session 3

SESSION 3A | PUBLIC SAFETY TRACK

Discipline Done Right: A Practical Guide from Investigation to Final Decision

Imposing discipline is one of the most challenging responsibilities for public safety employers. This session will walk you through the entire disciplinary process from evaluating misconduct and determining the appropriate level of discipline to preparing for and conducting an effective Skelly meeting. We will also discuss settlement negotiations and agreements, required POST reporting, and common mistakes that can undermine an otherwise defensible disciplinary decision. Whether you are handling routine misconduct or serious disciplinary actions, you'll leave with practical guidance you can apply immediately.

SESSION 3B

Same Workplace, Different Perspectives: Navigating Neurodivergence at Work

The same conversation, instruction, or workplace interaction can be experienced very differently depending on how an employee processes information, communicates, manages competing demands, or responds to the work environment. As awareness of neurodivergence continues to grow, employers are increasingly navigating questions involving communication styles, performance expectations, workplace culture, disability accommodations, and the boundaries between effective management and potential legal risk.

This session will explore neurodivergence in the workplace through both a practical and legal lens. Attendees will examine how conditions such as ADHD, autism, dyslexia, and other forms of neurodivergence may affect workplace interactions without assuming that any two employees will have the same needs or experiences. Through real-world examples, the presentation will address situations involving communication breakdowns, missed deadlines, feedback and performance management, sensory or environmental concerns, requests for flexibility, and other circumstances that may trigger an employer's accommodation obligations. This presentation will highlight management and communication strategies that can improve clarity, consistency, and effectiveness across the workforce. Attendees will leave with practical tools for addressing neurodivergence thoughtfully while maintaining performance standards, supporting employees, and fostering a workplace in which different ways of thinking and working can succeed.

SESSION 3C

People (Officials) Still Behaving Badly

When public employees work at the direction of elected officials, tensions can arise or complaints are filed against those same officials. Agencies must tread carefully. This session explores the legal and political complexities of managing personnel matters involving elected leaders, including conflict of interest risks, retaliation concerns, and the fine line between governance and management. Learn how to protect the integrity of investigations, reduce agency liability, and navigate high-stakes scenarios where politics and personnel collide.

SESSION 3D

How to Conduct the Payroll Audits You Need: FLSA, CalPERS, Timely Payment

CalPERS and FLSA compliance mistakes often hide in plain sight—in MOUs, payroll practices, and the way different types of pay are calculated and reported. This practical session will give you a framework for auditing your MOUs / payroll systems and identifying common trouble spots involving FLSA regular rate, CalPERS Special Compensation, and timely payment of wages.

Using real-world examples from our work with public agencies, we'll highlight common errors, recent legal developments, and practical strategies for correcting problems before they become claims, penalties, or audit findings. We'll also share tips for successfully navigating a CalPERS or Department of Labor audit.

Concurrent Session 4

SESSION 4A | PUBLIC SAFETY TRACK

Every Dollar Counts: Mastering Police & Fire Payroll Compliance, Overtime, and Cost-Saving Strategies

Police and fire payroll is among the most complex areas of public employment, where even small miscalculations can lead to costly wage and hour claims. At the same time, agencies face increasing pressure to control personnel costs without compromising compliance. This practical session will guide payroll, HR, labor relations, finance, and public safety leaders through key Fair Labor Standards Act (FLSA) requirements, including calculating the regular rate of pay, applying Section 7(k) work periods, and ensuring overtime is paid correctly and timely. The session will also highlight common payroll pitfalls and practical strategies to reduce unnecessary overtime costs and improve operational efficiency. Attendees will leave with actionable guidance to strengthen payroll accuracy, control costs, and reduce liability.

SESSION 4B

In the Hot Seat: A Mock Deposition of a Person Most Knowledgeable

"Persons most knowledgeable" are often heavily relied upon when defending employment litigation, to explain an employer's standard practices that may come into question during the course of a lawsuit. The subject-matter expertise of an identified person most knowledgeable, along with the underlying substance, can often face intense scrutiny. This interactive session features a mock deposition of an agency's identified person most knowledgeable, based on a real-world case study, to illustrate the deposition process and the unique challenges faced by these identified individuals. Attendees will observe how opposing counsel may attempt to undermine decision-making and agency credibility, and will gain insight into how preparation, documentation, and consistency can strengthen testimony. The session will include a post-deposition debrief to discuss common pitfalls, best practices for defending management actions, and proactive steps employers can take to mitigate liability in both litigation and administrative proceedings.

SESSION 4C

Think Like a Labor Relations Strategist: An Interactive Case Study Workshop

Labor relations challenges rarely come in neat, predictable packages. This interactive session will walk HR directors and labor relations professionals through 10 real-world case studies drawn from common—and not-so-common—workplace scenarios.

Through these examples, we'll explore practical strategies for addressing issues such as disciplinary actions, contract interpretation disputes, employee misconduct, and complex bargaining dynamics. Attendees will gain insight into how experienced practitioners analyze situations, weigh risks, and determine the most effective course of action.

The session will also highlight common missteps and lessons learned, helping participants avoid pitfalls that can escalate conflicts or create legal exposure. Emphasis will be placed on proactive problem-solving, clear communication, and maintaining positive labor-management relationships.

SESSION 4D

Back to Work, But By the Rules: Retired Annuitant Compliance Essentials

Retired annuitant appointments can be a useful tool for public agencies facing staffing shortages, special projects, or temporary needs, but they also come with strict limitations and significant compliance risks. This session will walk through the key legal requirements governing retired annuitant appointments. The presentation will also address common mistakes we keep seeing that can jeopardize retiree status and potential defenses if CalPERS comes knocking.

All Times Pacific

Friday Schedule Overview

7:00-8:00 a.m.	**Morning Walk** - Start the day with fellow conference participants.
8:00-9:00 a.m.	**Breakfast and Ask the Expert**
9:00-10:15 a.m.	**Concurrent Session 5** • ADA Title II Essentials: Access, Accountability, and Risk Management • CalPERS Unpacked: Formal Changes, Administrative Guidance, and the Stuff They Just Made Up • Fox in the Hen House - How to Manage the Employee Suing the Agency (or You) • 2026 Legislative and Regulatory Developments: What Public Employers Need to Know
10:15-10:30 a.m.	**Break and Ask the Expert**
10:30-11:45 a.m.	**Concurrent Session 6** • Performance Management for the Next Generation: Supervising Today's Workforce • Accommodation or Accountability? Best Practices for Managing Performance During Light Duty, Telework, Flexible Schedules, and Other Accommodations • Think Before You Prompt: When AI Conversations Become Public Records • How Small FLSA Mistakes Become Big Collective Actions







FREE CLIENT RESOURCE

Labor Relations Roundtable

Monthly virtual discussion for LCW clients working through labor relations issues

Contact LCW to join the list: events@lcwlegal.com

LCW Liebert Cassidy Whitmore

Last Monday of the month

9:00 A.M. - 10:15 A.M. | Pacific

Concurrent Session 5

SESSION 5A

ADA Title II Essentials: Access, Accountability, and Risk Management

Explore the evolving landscape of ADA Title II and its impact on public entities. This session examines compliance obligations, reasonable modifications, effective communication, digital accessibility, and recent enforcement trends. Gain practical strategies to reduce risk, respond to complaints, and promote inclusive access to programs, services, and activities across all departments.

SESSION 5B

CalPERS Unpacked: Formal Changes, Administrative Guidance, and the Stuff They Just Made Up

CalPERS continues to shape public agency employment and retirement practices through a combination of statutes, regulations, circular letters, administrative guidance, audit findings, and informal positions that are not always easy to reconcile. This session will provide a practical legal update on recent CalPERS developments affecting public agencies, including formal rule changes, evolving interpretations, and internal practices that may create compliance challenges even when the legal authority is less than clear. Attendees will learn how to identify risk areas, respond to CalPERS' positions, and better advise their agencies when the rules seem to be shifting or appear out of thin air.

SESSION 5C

Fox in the Hen House - How to Manage the Employee Suing the Agency (or You)

When a current employee is involved in litigation against your agency, or against you personally, supervision and management of the employee gets complicated and risky. While the litigation itself is one problem, the agency must also consider how to effectively manage the employee without negatively impacting the litigation, or creating further potential exposure for the agency. By using real-world scenarios, two of LCW's most experienced litigators will take you through a series of workplace issues as they discuss best practices for walking the tightrope between proper supervision and potential liability. Topics will include effective documentation, marshalling evidentiary support for personnel decisions, avoiding problematic conduct or statements, and other tools supervisors and managers can use to navigate these tricky waters.

SESSION 5D

2026 Legislative and Regulatory Developments: What Public Employers Need to Know

Each year brings new legislation, regulations, and administrative guidance that reshape the labor and employment obligations of California public employers. This session will provide a comprehensive review of the most significant newly enacted labor and employment law statutes, regulatory changes, and other developments affecting public agencies. Attendees will learn how these new requirements affect their day-to-day operations and will be provided with practical compliance steps to revise their policies, procedures, agreements, and management practices in response to this evolving statutory and regulatory landscape.

Concurrent Session 6 (A & B)

SESSION 6A

Performance Management for the Next Generation: Supervising Today's Workforce

The workplace is evolving, and so are employee expectations. Gen-Z is entering the workforce alongside Baby Boomers, Gen Xers and Millennials, and supervisors are expected to manage different communication styles, expectations around feedback, flexibility, career development, and workplace culture. This session explores practical, legally compliant strategies for setting expectations, providing effective coaching, documenting performance issues, and holding employees accountable while engaging the next generation of public employees.

SESSION 6B

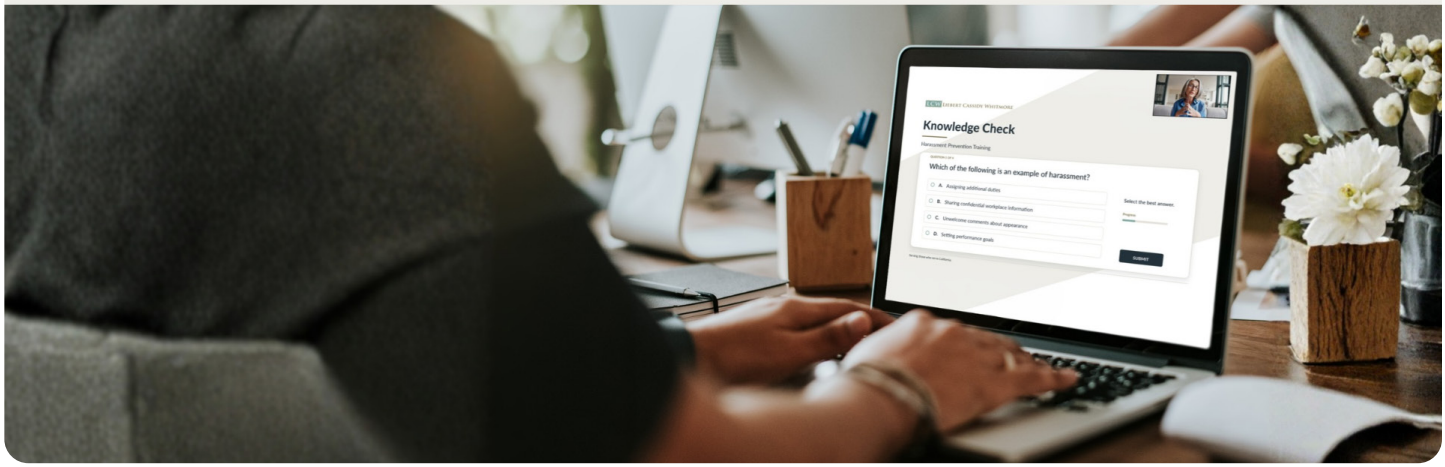
Accommodation or Accountability? Best Practices for Managing Performance During Light Duty, Telework, Flexible Schedules, and Other Accommodations

Employment decisions for employees who have been accommodated rarely have simple answers. From evaluating requests for light duty, telework, and intermittent work schedules to determining whether any conduct is protected or subject to discipline, employers must navigate a complex legal landscape. Using real-world scenarios and practical guidance, this session will examine the intersection of accommodation and accountability, helping attendees make legally sound decisions while minimizing litigation risk.

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www.lcwlegal.com/events-and-training/



Concurrent Session 6 (C & D)

SESSION 6C

Think Before You Prompt: When AI Conversations Become Public Records

Generative AI has become a valuable workplace tool, but its use can have unintended consequences. As public agencies increasingly incorporate AI into their work, they must understand when AI prompts, searches, and AI-generated responses may create records subject to public disclosure, retention, or discovery obligations, how those records can be located and produced, and what AI conversations may be discoverable in litigation.

As the legal landscape relating to AI-generated and AI-assisted records continues to evolve, California public agencies should be considering the potential consequences of AI use, including the use of tools such as ChatGPT, for public records disclosure, records retention, litigation, confidentiality, and employee practices. These issues will become increasingly important as courts begin to address questions concerning the discoverability of AI conversations and the application of privilege and work-product protections.

In the meantime, because the law has not developed as quickly as the technology, many of these questions must be answered by applying existing public records, discovery, privilege, work-product, and records-management principles to new AI tools. This session will examine how those established legal doctrines apply to AI prompts, outputs, and conversation histories, while also addressing emerging cases and practical issues unique to generative AI.

In this session we will address:

- When AI prompts and outputs may qualify as public records under the California Public Records Act.
- How existing public records and discovery principles apply to AI conversations and prompt histories.
- How agencies can search for, preserve, and produce AI conversations.
- When AI prompts and outputs may be discoverable in litigation.
- How traditional privilege and work-product doctrines apply to AI-assisted communications.
- Records retention and governance considerations.
- Confidentiality and sensitive-information risks.
- Practical policies and best practices for employees using AI in the workplace.

Attendees will leave with a better understanding of how existing legal rules apply to rapidly evolving AI technology and how to use AI effectively while minimizing legal, discovery, and compliance risks.

SESSION 6D

How Small FLSA Mistakes Become Big Collective Actions

A missed pay code, an outdated exemption classification, overlooked off-the-clock work, or a seemingly minor payroll configuration error can quickly multiply across a public agency and become the foundation for a costly FLSA collective action. This session will examine common wage-and-hour mistakes, including exemption, regular-rate, and compensable-time errors, as well as the failure to recognize and compensate employees for work performed before or after their scheduled hours. We'll also explore the unique pitfalls that arise when working with outside vendors to implement, convert or update payroll systems, including miscommunication about pay practices, system configurations, and reliance on vendor assumptions about compliance. Attendees will learn how to ask better questions, design and test payroll systems effectively, and build compliance checks that identify problems before they spread and provide a defense in FLSA litigation.

Conference Registration Information

RATES

Early Bird:	$725 per attendee (before 1/13/2027)
Regular:	$795 per attendee (after 1/13/2027)
Group Rate (3+ before Early Bird):	$695 per attendee (before 1/13/2027)

Register Here

https://lcwtraining.com/lcw-conf-2027-brochure

The Group Rate is available until January 13, 2027, for three or more attendees registered in a single transaction.

Group Rates are available only at the time of registration and cannot be applied retroactively. If you anticipate registering additional attendees, we recommend waiting until at least three are confirmed so you can register them together and take advantage of the discounted rate.

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Cancellations can be made directly on the Registration Page. See FAQ Page for detailed instructions.

Conference Registration Information

CREDITS

Attendees can earn the following credit towards their recertification:

MCLE:

Liebert Cassidy Whitmore is an approved MCLE provider. Participating attorneys are eligible for 8.5 hours of general MCLE credit for attending both days of the conference.

HRCI:

This program has been approved for 8.5 (HR (General)) recertification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through the HR Certification Institute. (Note: LCW is an approved HRCI provider. LCW's use of HRCI's name/seal does not constitute HRCI's endorsement of the quality of the program.)

POST:

The Pre-Conference session - Internal Affairs: Building Bulletproof Public Safety Investigations that Survive Discipline and Appeal AND the Conference Public Safety Track have been approved for POST credit.




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2027
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