



— VENTURA & SANTA BARBARA COUNTIES · STATEWIDE VIRTUAL

34°16'N

The First 90 Days — Overview

Senior, compliance-first HR leadership for companies of 20 to 100 employees — the judgment of a Chief HR Officer, without the full-time hire.

— THE CALIFORNIA COMPASS · ONE METHOD · FOUR BEARINGS

BEARING 01 · DIAGNOSE

See where you stand

A fixed-fee audit maps your California exposure and traces every gap to the law — a clear picture and a ranked plan, not a stack of maybes.

→ THE COMPLIANCE AUDIT

BEARING 02 · STABILIZE

Reach safe ground

We work down every finding from the audit and close it — required plans, pay transparency, your handbook — before any becomes a demand letter.

→ THE FIRST 90 DAYS

BEARING 03 · SYSTEMATIZE

Build the system

We install the frameworks your managers run — coaching, documentation, escalation — while the risk, the reset, and the record stay with us.

→ FRACTIONAL HR DIRECTOR

BEARING 04 · ELEVATE

Chart forward

Org design, people strategy, and an executive scoreboard — CHRO-level guidance that turns a compliant company into a stronger one.

→ FRACTIONAL CHRO

119°14'W see where you stand → reach safe ground → build the system → chart forward

▲ N.B.V.C.



THE FIRST 90 DAYS — OVERVIEW

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A ninety-day stabilization retainer — the offer, the statutes behind it, the installation, and where it sits in the method. Four pages, in order.

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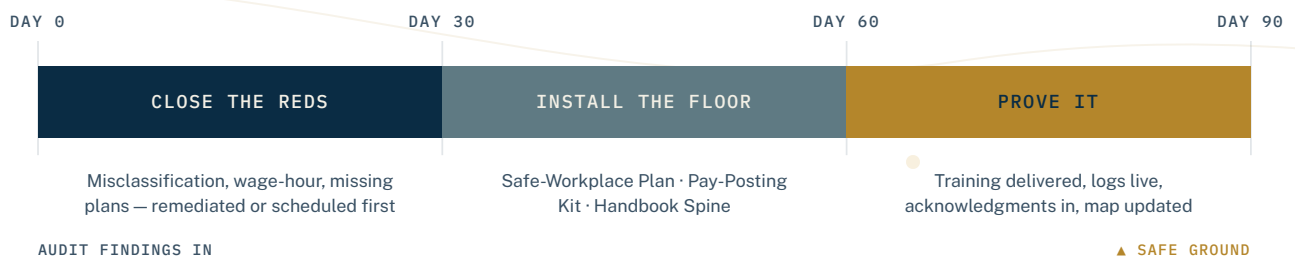


The required plans, in place— *before they become demand letters.*

A ninety-day stabilization retainer that closes what is actively ticking and installs the statutory base every California employer must stand on — as standing systems with logs and owners, not one-off memos.

— THE STATUTORY FLOOR • LAB. CODE §6401.9 / §432.3

Ninety days, three moves — from red findings to a provable floor



The sequence follows the audit: high-likelihood, high-impact findings close first, then the standing plans convert each statute into an auditable system. The retainer builds the documented floor — it does not guarantee an outcome.

The First 90 Days

\$3,500/mo **retainer**

20 executive hours a month of HR Director-level work. Starts from your audit findings — or begins with the audit if you haven't had one.

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WHAT IT DELIVERS

- Every red finding closed or on a dated schedule
- A California handbook, issued and acknowledged
- Every job posting pay-scale compliant (SB 1162)
- The SB 553 violence-prevention plan — adopted, trained, logged

Start the clock. Tell me your headcount — a scoped ninety-day plan back within one business day.

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The floor, in *plain English*.

Two standing statutes every California employer is measured against — what they actually require, and why “we’ll get to it” is the expensive answer.

WHAT THE LAW REQUIRES

These are not project deadlines that pass; they are standing obligations that renew every year and apply to every posting, every training cycle, and every incident. A memo can’t satisfy them — each one demands a system that runs on its own: a plan with an owner, a log that stays current, a posting block that never gets skipped.

SB 553

WORKPLACE VIOLENCE PREVENTION • LAB. CODE §6401.9

WHO	Nearly all California employers — in force since July 1, 2024. Narrow exceptions: teleworkers, non-public worksites with fewer than 10 present, healthcare already under the separate standard.
WHAT	A written Workplace Violence Prevention Plan; training at rollout, annually, and on every change; a violent-incident log; the plan reviewed at least annually.
RECORDS	Incident-investigation records kept 5 years; training records at least 1 year.
TEETH	Enforced by Cal/OSHA — and the plan is the first document requested after any incident.

SB 1162

PAY TRANSPARENCY • LAB. CODE §432.3

WHO	15+ employees for postings — and every employer must disclose a position’s pay scale on reasonable request.
WHAT	The pay scale in every job posting, third-party and agency postings included. Since Jan 1, 2026 (SB 642), the range must be a good-faith estimate of what you actually expect to pay.
ON REQUEST	Current employees get the pay scale for their own position; salary-history questions are prohibited statewide.
TEETH	\$100–\$10,000 per violation — and every live posting is its own violation and its own paper trail.

THE GOOD NEWS

← SEE PAGE 3

This is exactly what the First 90 Days installs.

The Safe-Workplace Plan, the Pay-Posting Kit, and the Handbook Spine convert these statutes into standing, auditable systems — with logs, owners, and dates. That is the entire job of the retainer on page three.



THE FINISHED FLOOR

What we install — and what you *stand on after*.

Ninety days of installation across the systems California actually inspects — delivered as standing plans your counsel can audit, not a stack of drafts.

WHAT WE INSTALL

01

Red-Finding Closeout

Every high-likelihood, high-impact audit finding remediated or on a dated schedule.

04

Pay-Posting Kit

The pay-scale block on every posting; agency and job-board instructions with written confirmation.

02

Handbook Spine

The California framework with the mandatory-policy checklist, at-will statement, and version control.

05

Safe-Workplace Plan

The SB 553 plan adopted — standalone or in your IIPP — with incident-response procedures.

03

Required Notices

Offer letters with a compliant pay scale, wage notices, sick-leave notice, the acknowledgment set.

06

Training & Logs

Rollout and annual violence-prevention training, the violent-incident log, retention periods set.

WHAT YOU WALK AWAY WITH

- **The Updated Risk Map**
Every red closed or dated; mediums and lows owned on the calendar — nothing ticking.
- **The Issued Handbook**
Mandatory policies present, acknowledged by every employee, and version-controlled.
- **The Standing Plans**
Pay-posting system and SB 553 plan live, trained, and logged — auditable on request.
- **The Reasonable-Steps Record**
Every fix documented and dated — feeding the file that caps PAGA penalties.

THE EXIT CRITERION

ILLUSTRATIVE • THE AUDIT'S SAMPLE MAP

	DAY 0	DAY 90
CRITICAL	3	0 • CLOSED
HIGH	5	0 • DATED
MEDIUM	8	8 • CALENDAR
LOW	6	6 • CALENDAR

AFTER THE POUR — TWO WAYS

The floor holds either way. The question is who runs what stands on it.

OPTION A

Hold it in-house

You keep the plans, the logs, and the calendar of recurring duties. Your team runs the systems; we're on call for questions.

BEST WITH CAPABLE IN-HOUSE HR / OPS

OPTION B • RETAINER CONTINUES

We build the system

The retainer rolls into Bearing 03 — manager playbooks, the owned compliance calendar, the January and July resets.

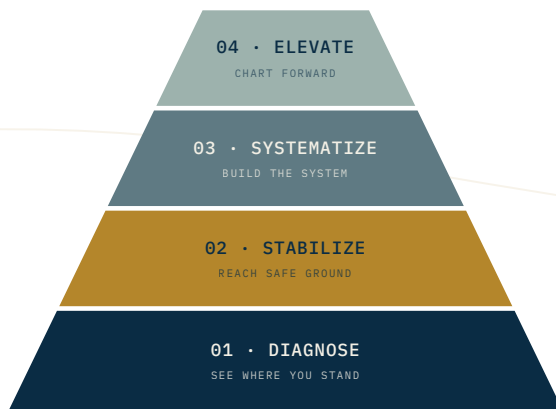
\$3,500/mo • 20 hrs, HR Director

→ *a statutory floor, poured — and provable.*



Safe ground is a system, *not a memo.*

The California Compass runs in four bearings — diagnose, stabilize, systematize, elevate. Bearing 02 pours the floor: a one-off fix closes a finding once; a standing plan with a log and an owner closes it every time it recurs — and proves that it did.



Every bearing stands on the one below it.

BEARING 02 — STABILIZE — IS THE FIRST 90 DAYS

WHAT YOU'RE ACTUALLY BUYING

Stabilization isn't paperwork. It's the difference between hoping the plans exist and knowing they do — adopted, trained, logged, and dated, where a demand letter can't find an opening.

- **The missing plans stop being missing.**
Adopted, trained, and logged — provable the day anyone asks.
- **Every posting goes out clean.**
The pay-scale block on every job ad — agencies and job boards included.
- **Your handbook matches California.**
Mandatory policies present, acknowledged, and version-controlled.

POUR THE FLOOR

Stand on ground that holds.

You didn't start the company to track California's statutes. Ninety days from now the plans exist, the postings go out clean, the handbook matches the law — and every fix is documented where it counts.

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