



— VENTURA & SANTA BARBARA COUNTIES · STATEWIDE VIRTUAL

34°16'N

The Fractional HR Director

— 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.

SHRM-SCP certified

MBA

Senior Director-level tenure

Veteran-owned

calfractionalhr.com

COMPLIANCE-FIRST · STATEWIDE



THE FRACTIONAL HR DIRECTOR — OVERVIEW

Contents

A standing HR Director retainer — the offer, the frameworks it installs, the rhythm behind it, and where it sits in the method. Four pages, in order.

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The Reset, in Plain English

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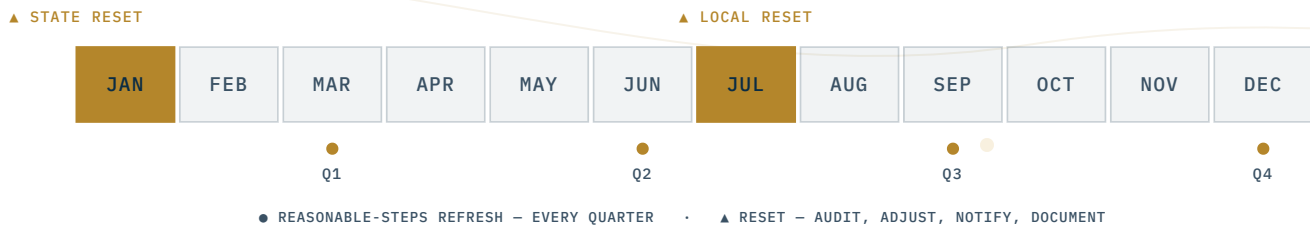


Your managers run the routine— *we keep the risk, the reset & the record.*

A standing retainer that installs the frameworks your managers run — coaching, documentation, escalation — and keeps the compliance machine current on California's calendar. Your team handles the day-to-day; the risk events, the twice-yearly reset, and the provable record stay with us.

— THE RHYTHM UNDERNEATH • TWELVE MONTHS, TWO RESETS, FOUR REFRESHES

The cadence your managers run on — kept current, so nothing slips



Every January 1 minimum-wage step silently re-prices the exempt-salary floor (2× minimum wage — \$70,304 in 2026); salaries left unadjusted reclassify on their own. The machine audits in December — before the reset, not after.

The Fractional HR Director

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

20 executive hours a month of HR Director-level work. The core of the engagement — the frameworks installed, the risk retained, the record kept.

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WHAT IT DELIVERS

- The compliance calendar refresh — kept current on California's Jan/July cycle
- The playbooks, installed — team building, GROW coaching, SBI documentation, the escalation triggers
- The risk seat, retained — real risk events route to the Director, not your managers
- A monthly one-page note — delivered, decided, prevented

Start the engine. *Tell me your headcount — a scoped operating cadence back within one business day.*

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The reset, in *plain English*.

Twice a year California rewrites the numbers underneath your payroll — which is why compliance is a subscription, not an event, and why the calendar is the product.●

WHY IT NEVER SETTLES

Past twenty employees, compliance stops being a project and becomes permanent, recurring work. Twice a year the state resets wages, thresholds, and statutes — and every reset ripples into postings, payroll, exemptions, and the handbook. A machine turns that reset into one scheduled motion: audit, adjust, notify, document.

JANUARY 1

THE STATE RESET · WAGES, THRESHOLDS, NEW LAW

- WAGES** The statewide minimum wage steps up — \$16.90/hr as of January 1, 2026 — and dozens of local rates sit above it.
- THRESHOLDS** The exempt-salary floor is 2× minimum wage — \$70,304/yr in 2026. A raise to one silently moves the other.
- NEW LAW** Each year's statutes take effect — postings, wage notices, payroll systems, and handbook provisions all update.
- THE TRAP** An exempt salary left alone in December is a misclassification in January — audit before the reset, not after.

JULY 1

THE LOCAL RESET · CITIES & INDUSTRIES

- WAGES** Local minimum-wage increases land in many cities; healthcare and industry rates step up on their own schedules.
- THE RULE** Pay the highest rate applicable to where the work is performed — remote employees included; a few hours a week can trigger a city's rate.
- POSTINGS** Local-ordinance posters and notices refresh after each July cycle — on top of the January statewide set.
- THE TRAP** A remote hire in the wrong city quietly puts you on that city's wage schedule — the map redraws itself twice a year.

THE GOOD NEWS

← SEE PAGE 3

The standing watch.

Your managers can run the routine beautifully — and California still rewrites the numbers twice a year. The Compliance Calendar, the January and July resets, and the quarterly reasonable-steps file sit with the Director: the standing scope of the retainer on page three. And as the machine earns trust, the Director's hours climb into what you build next.



THE RUNNING MACHINE

What we install, what your managers run — and what *stays with us*.

A retainer that only activates for emergencies is an expensive hotline. This one installs frameworks your managers operate day to day — while the obligations, the resets, and the risk events stay ours to own.

THE FRAMEWORKS WE INSTALL

01

Compliance Calendar

Rolling twelve months of obligations, keyed to month and headcount, each with an owner and a date.

04

Manager Playbooks

Teachable models — Team Building for cohesion, GROW for coaching, Situation-Behavior-Impact for documentation.

02

Quarterly Refresh

The reasonable-steps file refreshed every quarter — evidence current the day a notice arrives.

05

Escalation Triggers

The bright lines that route risk to HR: harassment, leave or medical, safety — and before any termination.

03

January & July Resets

Wages, thresholds, statutes: audited, adjusted, notified, documented — as one scheduled motion.

06

Investigation File

When a risk event lands: FEHA-aligned management — we design, coach, and QA; never conduct.

WHAT YOU WALK AWAY WITH

→ The Owned Calendar

Nothing recurring depends on anyone's memory — the machine never forgets.

→ Managers Who Run the Routine

The day-to-day runs in your managers' hands — the risk events stay in ours.

→ The Monthly One-Page Note

Delivered, decided, prevented — the value visible between the fires.

→ The Current Proof File

Refreshed quarterly — the documented record ready the day it's needed.

THE HANDOFF

WHERE THE WORK GOES

TODAY		RUNNING	
ROUTINE Qs	YOUR DESK	→	THE MANAGERS
RECURRING	YOUR DESK	→	THE CALENDAR
RISK EVENTS	YOUR DESK	→	THE DIRECTOR

WITH THE MACHINE RUNNING — TWO WAYS

Handing your managers the routine doesn't end the engagement — it redeploys it. The Director's hours move to the risk events, the resets, and what you build next.

OPTION A

Steady state

The retainer keeps the machine running — the calendar, the resets, the note, the quarterly refresh. Most clients live here.

THE CORE OF TIER 2 — \$3,500/MO · 20 HRS

OPTION B · CHART FORWARD

We climb with you

With the machine earning trust, CHRO work layers on — org design, the executive scoreboard, deal-room support.

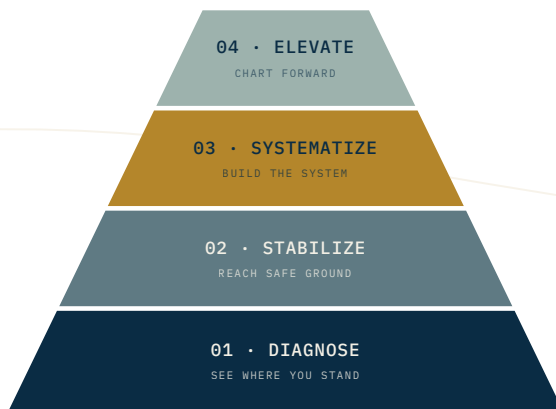
FRACTIONAL CHRO · SCOPED TO THE ENGAGEMENT

→ *a machine that runs — and proves it ran.*



A scheduled presence, *not an emergency hotline.*

The California Compass runs in four bearings — diagnose, stabilize, systematize, elevate. Bearing 03 builds the machine: a retainer that only activates for emergencies is an expensive hotline — this one replaces heroics with systems your own managers run.



Every bearing stands on the one below it.

BEARING 03 — SYSTEMATIZE — IS THE HR DIRECTOR RETAINER

WHAT YOU'RE ACTUALLY BUYING

You're buying installed capability and a retained shield — frameworks your managers run the routine on, while the risk, the reset, and the record stay with us. The difference between every HR question being a fresh fire and routine HR running on rails your own team operates.

- **Your managers stop guessing.**
Two teachable models and four bright-line escalation triggers.
- **The calendar remembers so you don't.**
Every obligation keyed to month and headcount, owned and dated.
- **You see the value between the fires.**
The monthly one-page note: delivered, decided, prevented.

START THE ENGINE

Put routine HR on rails.

You didn't start the company to referee HR questions. With the machine running, your managers handle the routine, the calendar catches the recurring, and the proof file gets fresher every quarter — while you run the business.

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