

Traci A. Becerra, Esq.

Personnel Advisory Board Chairperson

Snapshot

Licensed attorney, employee and labor relations leader, arbitrator, administrative law judge, and investigator with over 24 years of large-scale public, private, law enforcement, and educational sector experience.

Experience

Senior Employee & Labor Relations Manager / County of Orange
December 2018-Present

Chief negotiator and senior ELR advisor to executives/management of 28 agencies/departments and 70+ divisions (18,000+ employees). Step 2 Grievance Officer. Engage in strategic human resource, operations, and budget planning with County executives. Integral part of negotiating team that successfully negotiated successor MOUs for 10 unions and 16 bargaining units since 2019. Essential player in developing the County's response to personnel issues resulting from COVID-19. Develop and mentor HR staff. Prepare Board of Supervisor briefings.

Arbitrator / US Postal Service & NPMHU

October 2020 – Present; October 2016-October 2018

Arbitrate contract and personnel grievances; compose well-reasoned decisions.

Senior Employee & Labor Relations Analyst / Orange County Fire Authority

April 2018-December 2018

Senior ELR advisor to executives/management of a County agency primarily comprised of first responders. Served as grievance officer; conducted investigations and class & compensation reviews.

Human Resources Administrator / Southwestern Community College District

April 2013-April 2018

Interim Title IX Administrator / HR Professional Expert / Hiring Compliance Officer / Investigator. Initiated District's 1st comprehensive

Candidate Info

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30

Years' Workforce Experience

24

Years' Large-Scale Public, Private & Educational Employer Experience

5

Years' California Community College Experience

16

Years' Experience:

- ✓ Employee & Labor Relations
- ✓ Negotiations
- ✓ EEO, Employment & Labor Law
- ✓ Title VII
- ✓ HR Operations
- ✓ Strategic Planning
- ✓ Recruiting / Class & Comp
- ✓ Performance Management
- ✓ Investigations
- ✓ POBR & FOBR
- ✓ Compliance
- ✓ Professional Development
- ✓ Conflict Resolution
- ✓ Public Records Act / FOIA

350+

Grievances & Investigations

+

Licensed Attorney & Arbitrator

Title IX Compliance Review and compliance action plan. Developed District's EEO Plan, as well as policies and procedures in collaboration with various stakeholders. Ensured equal opportunity in the selection process. Conducted investigations. Consulted on ELR matters and responding to DFEH/EEOC charges.

Attorney Advisor / U.S. Department of Energy Office of Inspector General
November 2009-July 2012

Legal advisor to the Inspector General and senior agency officials on matters involving fraud, waste, and abuse; IG operations and policies; Federal procurement laws and regulations; criminal, civil, and administrative investigations; litigation; and employee relations. Developed 1st whistleblower protection program in compliance with congressional Recovery Act mandate, which served as model for other federal agencies. Liaised with other federal agencies. Conducted investigations. Responded to congressional inquiries. Prepared IG for congressional hearings. Prepared reports for federal regulatory agencies.

Attorney Advisor / U.S. Department of Energy Office of Civil Rights & Diversity
September 2007-November 2009

Legal advisor to agency officials regarding EEO laws, reasonable accommodations, personnel practices, labor relations, workforce diversity strategies, and planning and implementation of outreach initiatives. Oversaw contractor investigations. Adjudicated discrimination complaints. Developed agency's 1st Title IX compliance review program of Higher Educational Institutions' graduate physics & engineering programs.

Employment Attorney / Grace Hollis Lowe Hansen & Schaeffer LLP
March 2006-July 2007

Litigated individual, multi-plaintiff, and class-action employment cases. Provided in-depth knowledge and guidance on California employment laws, FMLA, CFRA, PDL, FEHA, employee classification, and wage and hour compliance, employment policies, employee handbooks, and collective bargaining agreements.

Regional Compliance Coordinator / PriceWaterhouseCoopers, LLC
April 1997-August 2002

Oversaw educational compliance at a Big Four accounting firm for over 20 offices and 6,000 employees. Achieved 100% compliance annually.

Other Relevant Experience

- ✓ Served as contracted Administrative Law Judge for several federal agencies, adjudicating EEO complaints and writing agency decisions. Ghost writer.
- ✓ Owned/operated an investigation business.
- ✓ Served as an arbitrator for the United States Postal Service and three of its unions.

Education, Memberships & Certifications

- ✓ California Western School of Law, Juris Doctorate
- ✓ San Diego State University, Bachelor of Science, Criminal Justice Administration
- ✓ Admitted to California State Bar & U.S. District Court, Southern District of California
- ✓ EEOC Certified Investigator
- ✓ Mediator