

**ACTION MINUTES OF THE REGULAR MEETING
OF THE SANTA ANA WORKFORCE INVESTMENT BOARD
EMPLOYER AND CUSTOMER SERVICE COMMITTEE MEETING
SANTA ANA, CALIFORNIA**

March 23, 2010

CALL TO ORDER

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT
ADMINISTRATION BUILDING, EXECUTIVE CONF. ROOM
2323 N. BROADWAY
SANTA ANA, CA 92706
8:02 A.M.

ATTENDANCE

COMMITTEE MEMBERS Present:
JOHN DIDION (CHAIR), MIKE HOOD,
BUDDY RAY, and ANDY WADHERA

Absent:
GEORGINA MALDONADO,
LEE McMURTRAY, AND BOB FISCHER

STAFF Present:
DEBORAH SANCHEZ, WIB Administration
CARLOS DE LA RIVA, WIA Program Manager
JAIME LOPEZ, Workforce Specialist II
MARIA LEGER, Senior Office Assistant

CONSENT CALENDAR

Motion: Approve staff recommendations on the following Consent Calendar items (Item 1 and 2):

MOTION:	Hood	SECOND:	Ray
VOTE:	AYES:	Didion, Hood, Ray and Wadhera (4)	
	NOES:	None (0)	
	ABSTAIN:	None (0)	
	ABSENT:	Fischer, Maldonado, and McMurtray (3)	

ADMINISTRATIVE MATTERS

1. MINUTES

Motion: Approve Minutes

Regular Meeting of July 28, 2009

MISCELLANEOUS ADMINISTRATION

2. **EXCUSED ABSENCES**

Motion: Excuse the absence of following members from the regular meeting of July 28, 2009: Didion and Fischer.

***** END OF CONSENT CALENDAR *****

WORK STUDY SESSION

3. i **DEMAND OCCUPATION LIST**

A Board Member has asked staff to look into adding the Police Officer billet on the Demand Occupation List. Staff would like direction from this committee to proceed. Staff presented information collected from the Center of Excellence and EDD for the projection of how the Police Officer positions look through 2019. John Didion suggested that the director of the Police Officer Academy come talk to the WIB. John Didion is concerned that the number of projected employment staff presented is not accurately determining the amount of positions available. There are multiple cities and agencies that send their cadets through our agency. The problem with these projections is that it doesn't account for the high number of incumbents leaving the billets yearly. So there may not be a lot of growth but there are a high number of positions being replaced. The State basically pays for this training. The revenue is shared between the college and the agency that teaches cadets. It is a public agency contract between the agency that sends the cadet and the community college. Most graduates from the police academy graduate with a job. Very rarely does a student graduate without being attached to an agency. Buddy Ray doesn't object to "Police Officers" being on the Demand Occupation List. The list should be as broad as possible however, he doesn't see the benefit. Every time there is a police or fire opening there are never any problems with recruitment. The cost of the academy is between four to six thousand dollars depending on the uniform. John Didion doesn't see the benefit or the opportunity of using WIA monies for this. Mike Hood believes that we can put them on the list, but the actuality of slotting someone to it seems farfetched. The group as a whole decided to bring this back as an action item. John Didion will connect Jaime Lopez with John Finch to see what the possibility of working together on referrals. Buddy Ray asked to

know what special circumstances would lead to using WIA dollars. Mike Hood agrees that this may be the right thing to do to help connect more potential trainees with the correct place for training.

ii PERFORMANCE HOLD POLICY

Deborah Sanchez explained that each WIB has their own policy for dealing with schools and performance. Santa Ana policy puts a school on hold when they fall below the 73% line on participant placement. With the current economic downturn 33% of our schools are currently on hold due to poor placement. We only have 38 schools. As the administrative side for the WIB and trying to work with Carlos and his staff, my hands are being tied as to what we have to offer customers. WIB staff surveyed Anaheim, Riverside, Orange County, South Bay, San Diego and Long Beach WIBs, and they are pretty evenly split. Some don't have holds and some do. Andy Wadhera asked if anyone else monitors these schools. No one can put a specific on why there is a two year window for tracking. Buddy Ray asked that maybe the policy should remain the same and should be augmented on giving staff some flexibility and make decisions. Deborah suggested we might want to look at individual programs instead of by schools. Mike Hood agrees that staff should have the flexibility to refer clients based on a case by case basis. Deborah explained that base wage sweeps are done to verify placement by the state. Perhaps there is a happy medium and can come up with probation or warning period before the school is put on hold. Carlos de la Riva clarified that the law requires clients to have a choice. The customer has to be shown what the performance is. Carlos explained that the school is already penalized if the participant is not placed. They do not get the 25% placement fee and penalizing them by not referring any more clients is overkill. In Carlos de la Riva's opinion by putting so many schools on hold takes away choices to the client. Andy Wadhera agrees that probation is a good choice. The data is reset on a 6 month basis. Mike Hood agrees with Carlos that the school is already being penalized. The amount of people that get picked up on the base wage includes everyone that comes through the WORK Center, not just students placed in training. Carlos de la Riva explained that the WORK Center will receive credit even when the school doesn't if they are picked up in the base wage sweep and the client got a job after the 90 day placement period. Buddy Ray acknowledged that this policy was put into place a few years ago and may need to be retooled to fit today's needs. Buddy Ray suggested that maybe instead of an indefinite hold make it a definite hold and give the school a chance to correct the actions. The committee requests that staff prepare a revised policy and bring back to the committee for review.

lii SUPPLEMENTAL DATA FOR SELF EMPLOYMENT

Staff explained that we need to have the self-employment policy updated and will bring back a revised policy to the next meeting.

COMMENTS

4. **PUBLIC COMMENTS** – None
5. **STAFF MEMBER COMMENTS** – None.
6. **BOARD MEMBER COMMENTS** –Buddy Ray was wished a Happy Birthday by everyone.

ADJOURNMENT – 9:20 A.M.

Maria Leger
Recording Secretary

Next Meeting: April 27, 2010 at 8:00 A.M.,
RSCCD, Executive Board Room,
2323 N. Broadway Ave., Santa Ana, CA