

**BLUE RIBBON EQUITABLE TASK FORCE
ACTION MINUTES - THURSDAY, SEPTEMBER 16, 2021**

Meeting was called to order at 6:03 pm by Chuck Maurer.

1. Roll Call: Takata-Vasquez, Larsen, Kwamilele, Ortega, Swafford, Wanzo, and Fike were present. Tsai was absent. Board Member Williams sent an email noting she would be absent. Board Member Katz and Oke arrived at 6:10.

2. Public Comment

None.

3. Approval of Draft Minutes of August 5 and August 19, 2021, Meetings

Chair Takata-Vasquez moved, seconded by Board Member Swafford to approve the August 5 and August 19, 2021, meetings as presented.

Board polled as follows: Takata-Vasquez, Larsen, Kwamilele, Ortega, Swafford, and Wanzo voted “aye.” Fike abstained. Motion carried.

4. Speaker:

A. Hilary Abell, Co-Founder, Project Equity

Hilary Abell, noted they were a national business, but located in Oakland. She stated they promoted worker owned businesses as they had the ability to create quality jobs, asset building and opportunities. She noted employee ownership could create economic resiliency for working families of all racial and economic backgrounds and a more inclusive Bay Area economy. She noted working poverty and racial inequity. She advised that the Silver Tsunami and COVID-19 created a risk for smaller businesses. The speaker’s internet went out.

Board Member Katz and Oke arrived at 6:10.

5. Staff Updates

A. Proposed Revised Master Calendar

B. Tax Modeling discussion of tax scenarios

Chair Takata moved, seconded by Board Member Katz to move this item to the end of the agenda.

Board polled as follows: Takata-Vasquez, Larsen, Katz, Kwamilele, Oke, Ortega, Swafford, Wanzo, and Fike voted “aye.” Motion carried.

6. Ad Hoc Committee Updates:

A. Committee 1 – Use of Funds – shared his screen that had the notes that were taken during their meeting. He noted they had a list of businesses and people

that could be outreached. They listed feedback that had already been received. They stated they would have staff send out the information to the board.

Hilary Abell was able to continue her presentation. She advised that benefits of employee ownership were: 33% higher median income, 53% longer median job tenure, 3 to 4% more likely to retain staff, standard hours and salaries maintained at higher rates, and safer work environment. She mentioned that Oakland had more than 20 worker cooperatives, almost 30 companies with Employee Stock Ownership Plans, and several organizations that were Employee Ownership leaders with HQ's located in Oakland. She indicated that several neighboring cities were also promoting Equity Ownership.

Discussion held concerning how Project Equity presented all forms of broad-based forms of employee ownership as succession options.

Discussion held pertaining to the three types of employee ownership: direct (shared by all employees as individuals; indirect (trust/ownership on behalf of employees by the trustee of an employee trust); and a hybrid version that combines the two.

Discussion held regarding how a company would need a minimum of 10 to 15 people to have a successful employee-owned company.

Discussion held concerning how it usually takes a few months to a few years to transition to employee owned.

- B. Committee 3 – Review of proposals called City Council and City Council Alternate – stated they were unable to review the proposal they were supposed to as another proposal (that had not been looked at by the complete Task Force) was presented.

Discussion held pertaining to how a new proposal was presented at the subcommittee meeting.

Discussion held regarding whether the new proposal should be presented to the full Task Force.

Discussion held concerning how the new model was to cap the amount for the top three tiers but was otherwise like the Blue Option.

Board Member moved to end the meeting and request a special meeting to discuss the proposal that was selected by the straw poll.

Chair Takata Vasquez moved to make a friendly amendment to rework the ad hoc committee group and then have the special meeting. Board Member Ortega seconded.

Discussion held clarifying how there would be an ad hoc committee meeting and then a special meeting would be held.

Chuck Maurer clarified that the motion was to adjourn the meeting early and set a special meeting to discuss the proposal that the ad hoc committee presented.

Discussion held pertaining to how one ad hoc committee would be responsible for: the proposal from the straw poll voted on at the prior meeting and discuss adjusting those rates to bring back to the full Task Force. The second ad hoc would discuss the use of funds.

Discussion held regarding how the one ad hoc committee would be responsible to work on the one proposal that was selected to move forward, make adjustment to the rates, and present it back to the full Task Force with notes about concerns. The second ad hoc committee would discuss use of funds.

Jennifer Logue, City Attorney's office stated a new ad hoc committee could be created and discuss the proposal that was voted on last meeting and create a proposal to be brought back to the committee. She advised that the proposal should be posted and provided prior to the meeting (at least 4 to 5 days prior – so the board members could have their recommendations submitted at least 48 hours prior to the meeting). She noted at the full meeting all members could submit recommendations that could be posted.

Chuck Maurer read the final motion as: Adjourn the meeting, schedule a special meeting Task Force meeting to discuss the proposal the ad hoc committee produces. Friendly amendment that a sub committee be created to work on the proposal.

Consensus was to remove the adjourn the meeting portion of the motion.

Motion was to create an ad hoc committee to discuss the proposal from the prior meeting, and the ad hoc committee would bring that proposal to the special meeting for the whole board to review.

Board polled as follows: Takata-Vasquez, Larsen, Katz, Kwamilele, Oke, Ortega, Swafford, Wanzo, and Fike voted "aye." Motion carried.

Ad hoc committee would consist of: Fike, Wanzo, Oke, Takata-Vasquez, and Katz.

Board Member Katz moved, seconded by Chair Takata-Vasquez to adjourn the meeting.

Discussion held concerning how they could not adjourn the meeting until after Open Forum had taken place.

Board polled as follows: Takata-Vasquez, Larsen, Katz, Kwamilele, Oke, Ortega, Swafford, Wanzo, and Fike voted "aye." Motion carried.

7. Open Forum

No comments.

8. Adjournment

Meeting adjourned at 7:44 p.m. Next meeting will be September 30, 2021, at 6:00 pm