**MEETING MINUTES**

**CITY OF OAKLAND**

**COMMUNITY JOBS OVERSIGHT COMMISSION**

**Thursday, August 19, 2021**

**4:00 p.m. – 6:00 p.m.**

**Via Tele-Conference (Zoom)**

**In Attendance - Commissioners**

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| **Present** | **Excused/Absent** |
| Margaret Gordon | Len Turner |
| Megan Morodomi |  |
| Kate O’Hara |  |
| Saabir Lockett |  |
| Brian Beveridge |  |
| **In Attendance – Board Staff** |
| Deborah Barnes | City of Oakland |
| Tarecq Amir | WOJRC |
| Tse Ming Tam | WOJRC |
| Joyce Guy | WOJRC |
| Mary Mayberry | City of Oakland |
| Vivian Inman | City of Oakland |
| Jonothan Dumas | City of Oakland |

**MEETING AGENDA**

Meeting called to order at 4:05 pm

1. **Roll Call and Determination of Quorum** – quorum present at call to order
2. **Open Forum –** No Speakers
3. **Review of Agenda –** No changes noted.
4. **Consideration of the Minutes for the meetings held on July 15, 2021**

Motion to accept the minutes of July 15, 2021 meeting

Moved = Commissioner Morodomi

Second = Commissioner Beveridge

Motion Carried

1. **An informational report on the Operations Jobs Policies-** City and WORJC staff presented reports on tenant compliance with the Operations Jobs Policy.

Mr. Dumas noted that the City is compiling examples of the information collected from tenants. They have expanded applications where businesses did not meet the threshold for the Jobs Policy but other policies may have applied (e.g. Living Wage, extended sick leave, etc.) Mr. Dumas met with ConGlobal and PODS. He is working with Good Eggs to revise reports collected by the City, specifically to reflect workers that achieve 2000 hours in a calendar year. They are working on a report to allow businesses to enter information on offsite hiring and tracking employees for the calendar year. Some businesses did not have proper postings for policies (LWO, etc.). That issue has bee corrected. Information on hire dates, residency hours, status of workers regarding disadvantaged designation is also considered in the data collection process.

1. **Review content of compliance reports to determine whether additional information is required.**

Commissioner O’Hara asked whether an annual report from Good Eggs on worker retention was feasible. Commissioner Lockett pointed out that it would be important to track who is being rejected due to background checks and what is being done to assist those who have been rejected and what procedure is in place to assist workers who must go through the background check.

Tse Ming Tam from the WOJRC stated that information is being provided by Good Eggs for the referrals that come from community partners. They voluntarily provide the information to Good Eggs monthly. The policy does not require that tenant employers provide retention information. That may require the Commission to revisit the requirements and make an amendment to the Policy. Mr. Dumas shared that it might be more feasible to come up with a method to make it easier to get retention information from tenant employers to submit.

Commissioner Beveridge stated that he agrees that instead of policy changes that staff to work with the tenant employers to create a template for reporting purposes. He asked how often the Council get a status report or briefing on how policy is rolling out. Mr. Dumas will get an answer to that question. It is important to inform Council on the work being done and progress being made relative to Policy implementation on the OAB.

Commissioner Lockett wants something added to the disadvantaged piece to track who is getting background checks, who is denied employment due to negative results of the background check, and how to best reach out to candidates to identify and mitigate issues relative to the employment process. Mr. Tam stated that it might be problematic due to the sequence of events relative to hiring. Commissioner O’Hara asked staff to provide a summary of barriers experienced by job applicants at Good Eggs. Commissioner Beveridge asked what would be the appropriate entry point to obtain the information requested. Mr. Dumas asked the Commissioners for a “split list” of data points required for analysis, interpretation and reporting, in order of priority.

Commissioner Beveridge asked for monthly compliance data and an annual report of the quality of the employment pool. The commission must have further conversations to determine what data is needed and for what purpose. Mr. Tam stated that reports are available reflecting community referrals and the reasons for denial. He will have it ready for the next meeting. Commissioner Beveridge thought that there should be a determination made as to which entity (City/Port) will be responsible for providing which data. Commissioner O’Hara said that she would provide Mr. Dumas with a synopsis of the Commission’s data requests from this meeting.

1. **Report from Custom Goods and Prologis regarding operations and hiring practices at the Oakland Army Base**

Attempts to reach out to representatives from Custom Goods proved unsuccessful. For that reason, the agenda item will be moved to the next meeting. Commissioner Morodomi will reach out to Custom Goods to formally invite them to make a presentation. When asked about what should constitute the content of their presentation, the Commission would like to learn the number of jobs a training offered to employees, the types of jobs being hired and whether the company is adhering to the tenets as outlined in the Policy. Commissioner O’Hara stated that Prologis need not make a presentation unless they have a leasing update to share. Commissioner Morodomi will make a verbal presentation at the next meeting. Tam stated that a projected hires report from the new tenant is due 90 days before they occupy the new space. Mr. Dumas informed the Commission that there will be a joint meeting with Custom Goods the City and WOJRC to establish reporting requirements.

1. **Discussion on filling Commission vacancies**

Commissioner Morodomi stated that she put forward a recommendation that Darren White be considered for membership on the Commission. He is a small business owner. Mr. White applied through the City’s portal. Staff will follow up with the Mayor’s Office on the status of applicants. Joyce Guy, from the WOJRC shared that while Mr. White is an excellent candidate, he might not be appropriate because the Policy sets forth specific categories for membership, and he does not fall into any of those categories. Commissioners stated that they would go on the City’s website to complete applications for reinstatement, as several members’ tenure was due to expire soon.

1. **Compliance Reports**

Mr. Tarecq Amir from the WOJRC presented the monthly report. The WOJRC is coming to the end of its first in person Transportation, Distribution and Logistics Pre-Apprenticeship Training since the start of the Pandemic. There were 13 participants – 3 were placed in TDL related jobs, and one in an IT position. Six persons are on target to complete the training. Staff is also continuing to provide financial coaching and the ESL class. Tuesday orientations continue to be offered and staff has experienced success in placements within a few days of completion. Two staff members have transitioned out and have been replaced.

A numerical report was also presented.

**Meeting Adjournment – 5:30pm**