



**STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL**

Friday, December 15, 2023

Panel Members

Rebecca Bettencourt
Chair

Dee Myers
Ex-Officio Member

Rick Smiles
Member

Ernesto Morales
Member

Gretchen Newsom
Member

Douglas Tracy
Member

Madison Hull
Member

Michael Hill
Member

Executive Staff

Jessica Grimes
Executive Director

Peter Cooper
Assistant Director

Jaime Gutierrez
Chief Deputy Director

Tara Armstrong
Deputy Director of Technical Branch

Michael Cable
Staff Attorney

**STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL
California Environmental Protection Agency
1001 I Street, Coastal Room, Second Floor
Sacramento, California 95814
Friday, December 15, 2023**

I. PUBLIC PANEL MEETING CALL TO ORDER

Chair Bettencourt called the meeting to order at 9:31 a.m.

II. ROLL CALL

Present

Rebecca Bettencourt
Gretchen Newsom
Madison Hull
Michael Hill
Lauren Greenwood

Not in attendance

Rick Smiles
Douglas Tracy
Ernesto Morales

Executive Staff

Jessica Grimes, Executive Director
Peter Cooper, Assistant Director
Jaime Gutierrez, Chief Deputy Director
Tara Armstrong, Deputy Director of Technical Branch
Michael Cable, Staff Attorney

III. AGENDA

The December Agenda was reviewed.

ACTION: Member Newsom moved and Member Hull seconded approval of the December Agenda with no changes. All Panel Members present voted in the affirmative for approval of the December Agenda as moved.

Motion carried, 5 to 0.

IV. MINUTES

The October Meeting Minutes were reviewed.

ACTION: Member Newsom moved and Member Hill seconded approval of the October Meeting Minutes with the following corrections: As to Tab 7, the wages per hour should be \$22.66; and as to Tab 28, the motion was to table and not approve the proposal. All

Panel Members present voted in the affirmative for approval of the October Meeting Minutes as moved.

Motion carried, 5 to 0.

V. REPORT FROM THE EXECUTIVE DIRECTOR

Director Grimes introduced herself. If all proposals scheduled today are funded, the Panel will be approving 27 projects to support 7,625 trainees. The Legal Update Re: SB-544 (Bagley-Keene Open Meeting Act) will be conducted at a future Panel Meeting.

VI. REPORT FROM ASSISTANT DIRECTOR

Today is the last Literacy proposal for review. Bay Area Community Resources, Inc. (\$492,750). Regarding Apprenticeship ETP has partnered with CivicMakers on discussions around the apprenticeship funding. CivicMakers utilizes human centered design to solve challenges from an empathetic perspective. The CivicMakers team and an internal design team have completed the discovery phase of the process and expect to complete the Stakeholder Engagement phase in January. With the Ideation and Prototyping phases following early next year. Once completed the group will agree on recommendations, which will be brought to Panel in the spring.

VII. UPDATE ON CAL-E-FORCE

Under the Cal-E-Force program there have been some contract management enhancements that have been added such as a Performance by Job Number Report, Adding Workplace enhancements and a streamlined Monitoring report process. Two application enhancement have been added a validation for “estimated number of trainees between occupation table and training plan charts table” and collection of “individuals served in military” (code 11019.11). Cal-E-Grants we are working with CA Workforce Development Board (CWDB) on the initial testing phase for Participant data entry. A new phone system is being implemented (VOIP).

VIII. REPORT OF THE CHIEF DEPUTY DIRECTOR

Regarding Funding:

Today’s Panel meeting for approximately \$8.2 million, includes three Delegation Orders for a total of \$173,190. Delegation Orders are Proposals capped at \$75K and approved under delegated authority by the Executive Director on a continuous flow basis. ETP has approved a total of 19 delegation orders for this State Fiscal Year. If all proposals scheduled for this Panel Meeting are funded today, the Panel will be approving 27 projects.

Regarding Demand and Allocations:

There are 94 applications currently in demand and 66 applications are with the Regional Offices in development. With 16 applications under review with the applications and assessment unit and 12 submitted applications pending review. The estimated value of the 94 applications is \$19.7 million (\$14.5 million for single employers, \$2.9 million for multiple employer contracts, \$110,537 for small business, \$2.1 for apprenticeship proposals, and zero in demand for Critical Proposals. We are currently within our total allocations for this fiscal year 2023-24.

We do not have a Consent Calendar for this Panel meeting.

IX. POLICY COMMITTEE MEETING

Policy Committee met at 1:00 p.m. Thursday, December 14th via Zoom. There were two discussion items: 1) Potential Elimination of the Retraitees Job Creation Program (RJC) 2) Repeat contractors. There were no action items, but based on the discussion and feedback received, staff will soon present to full Panel the retirement of the RJC pilot program. Committee also engaged in discussion regarding repeat contracts. Using a strategic approach, ETP will be implementing some additional practices to help handle some of the issues we are seeing with repeat contracts, such as contractors meeting goals and expectations for matching our mission statement and reporting out on progress toward contract completion rates prior to coming back to Panel for another contract.

X. UPDATE ON AGRICULTURE INITIATIVE

Being presented to Panel as an action item today the initiative was brought before the October Policy Committee as an informational item. The initiative is in conjunction with the work of the California Labor and Workforce Development Agency and EDD on a recently release SFP to assist farm workers. They are working with DIR on the introduction of the safe program to ensure farm worker safety. Labor Agency has entered into an MOU between Mexico's Ministry of Foreign Affairs to strengthen labor rights and protections for Mexican works. They are also working to provide direct services to farm workers with the Agricultural Role Labor Relations Board. Within the collaborative context ETP is proposing to set aside 10 million dollars in funding to serve businesses and workers in the agriculture industry. The majority of the funding would be pulled from ETPs SET fund. Funding will prioritize all sectors in the agriculture industry as noted in the memo. Prioritizing food, packing, processing and irrigation. Staff are proposing higher caps for contractors within these industries to single employers at \$600,000 and MEC's up to \$1 million (in order to receive funding over \$750,000-\$250,000 of that must be agriculture. It is expected that many of the contracts will leverage our seasonal worker program. There are two applications in development.

ACTION: Member Newsom moved and Member Hill seconded approval of the \$10 million dollars for the agricultural initiative as stated in the report with the increased caps for single employers of up to \$600,000 and MECs up to \$1 million (exclusively for agriculture over the \$750,000). All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

XI. ACTION ON PROPOSALS

WORKFORCE LITERACY PILOT PROGRAM

Tab No. 1: Bay Area Community Resources, Inc.

Funding requested \$492,750 to train 90 new hire trainees. Training will take place at their 2 locations in San Francisco.

ACTION: Member Hill moved and Member Hull seconded approval of the proposal submitted by Bay Area Co, Inc. in the amount of \$492,750. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

SINGLE EMPLOYER CONTRACTS

Request was made by Panel that proposals be updated when they come out for review to save time in the future.

Tab No. 2: Avid Bioservices, Inc.

Repeat contractor. Funding requested \$109,181 to train 101 retrainees located in Orange County.

Elaboration was requested regarding career progression and the type of training plan that will be used. The curriculum looks more like general business skills and not manufacturing. The curriculum should reflect the career progression.

Marisol Nikett responded that they are creating an internal mobility program.

ACTION: Member Newsom moved and Member Hill seconded approval of the proposal submitted by Avid Bioservices, Inc. in the amount of \$101,181. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

Tab No. 3: Bandy Manufacturing LLC

Repeat contractor. Funding requested \$85,997 to train 28 retrainees and 15 job creation trainees at their location in Burbank. Burbank is a HUA but the contractor is not requesting the HUA wage waiver.

Request for Job number 2 wages to match those of Job number 1, so the post retention wage is \$22.66 instead of \$18.78 and the healthcare provision of \$2.50 could be used. Question was raised as to what the Bandy Way curriculum was about.

Roger Seaman agreed to wage changes and stated that the Bandy Way curriculum will be removed.

Question was raised regarding the turnover in the prior contract of 41% or 75 employees were these voluntary or involuntary? Job creation of 15 is a high percentage what is driving that growth?

Roger Seaman stated that the turnover was due to the downturn during COVID in aerospace. The growth is due to aerospace recovery.

ACTION: Member Newsom moved and Member Hull seconded approval of the proposal submitted by Bandy Manufacturing LLC in the amount of \$85,997 with the notion that the wages of Job number 2 be increased to those of Job number 1 from \$18.78 to \$22.66 and that the Bandy Way curriculum be removed. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

Tab No. 4: Cinnabar California, Inc.

Correction they are a first time contractor. Funding requested \$95,680 to train 74 retrainees and 15 job creation trainees located within Los Angeles.

Clarification was requested regarding curriculum specifically OSHA training and the number of CBT hours which is showing as 0-25.

Alex Whitman replied that CBT for OSHA is an average of 0-30.

ACTION: Member Newsom moved and Member Hill seconded approval of the proposal submitted by Cinnabar California, Inc. in the amount of \$95,680 with the notion that CBT training be corrected to 0 to 30 hours. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

Tab No. 5: Falck Mobile Health Corp.

Pulled

Tab No. 6: Goforth & Marti dba GM Business Interiors

First time contractor. Funding requested \$227,700 to train 200 retrainees and 20 job creation trainees throughout Southern California.

Question regarding what the productive lab difference is between Job 1 and Job 2? How are your trainers being trained? The last contract was at 75% how are you setting up for success?

Luana de Kuna responded that the retrainees would be focused on new product lines and job creation everything from ground up. Our trainers are the first to be trainers so they can convey to their crew. There was a group of employees that did not qualify due to wages, there was turnover and the person who was overseeing left.

Recommendation to apply productive lab to Job number 2 not Job number 1, this recommendation was seconded.

Luana de Kuna agreed that they would make the productive lab changes.

ACTION: Member Newsom moved and Member Hull seconded approval of the proposal submitted by Goforth & Marti dba GM Business Interiors in the amount of \$227,700

with the notion that post retention wage for Job number 2 will match that of Job number 1 moving from \$18.54 per hour to \$22.66 per hour and that the productive lab curriculum will only be applied to those employees listed for Job number 2. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

Tab No. 7: Pharmavite LLC

Repeat contractor. Funding requested \$410,435 to train 487 retrainees and 20 job creation trainees located in LA County.

Question regarding if the mechanics are the only ones utilizing the CBT curriculum?

John Solomon responded that currently it's just the maintenance team that does.

ACTION: Member Newsom moved and Member Hill seconded approval of the proposal submitted by Pharmavite, LLC in the amount of \$410,435 with the notion that the post retention wage in Job number 2 be moved from \$18.78 to match that in Job number 1 at \$22.66 per hour. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

Tab No. 8: Automatic Data Processing, Inc.

Repeat contractor. Funding requested \$456,120 to train 543 retrainees training will take place throughout Southern California.

ACTION: Member Newsom moved and Member Hull seconded approval of the proposal submitted by Automatic Data Processing, Inc. in the amount of \$456,120. All Panel Members present voted in the affirmative to table the proposal as moved.

Motion carried, 5 to 0.

Tab No. 9: Axelgaard Manufacturing Co., Ltd

First time contractor. Funding requested \$140,300 to train 120 retrainees located in San Diego County.

Request was made for Job number 2 post retention to wages listed to that of Job number one.

Suzie R. Sepich agreed to the change.

Question regarding productive lab hours being used as ERP system or used in product making?
Are incumbent workers being up skilled to higher wages as well?

Reminder was given that productive lab is very specific you are making a product.

Suzie R. Sepich stated that it is in product making. Yes, we have three different levels of operators as they succeed they are promoted to the next level with wage increases.

Staff noted that the productive lab percentage for Job 1 is approximately 24% average weighted hours and 25% for Job 2.

ACTION: Member Newsom moved and Member Hull seconded approval of the proposal submitted by Axelgaard Manufacturing Co., Ltd. in the amount of \$140,300 with the acknowledgement that the post retention wage for Job number 2 will increase from \$20.01 to that of Job number 1 at \$22.66 per hour. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

Tab No. 10: Kana Subsurface Engineering

First time contractor. Funding requested \$146,372 to train 74 retrainees over two job numbers. Training will take place at their Riverside location.

Question of how many hours are under productive lab?

Guadalupe Ansinger stated they would max out the 20 hours with one on one training. All of the superintendents are certified and receive regular training.

ACTION: Member Hill moved and Member Hull seconded approval of the proposal submitted by Kana Subsurface Engineering in the amount of \$146,372. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

Tab No. 11: Taylor-Listug, Inc. dba Taylor Guitars

Repeat contractor. Funding requested \$488,060 to train 544 retrainees over two job numbers.

Comment to increase wages 94 job creation trainees are earning a post retention wage of \$19.07 per hour. That wage needs to be moved up to match Job number 1 at \$22.66.

Joe Peterson agreed to the wage increase.

Reservations were given as to funding more job creation, turnover is lower and there is about 25% growth but you are asking for an average cost of \$2,990 per new trainee vs the \$460 for retrainees. In the last couple of contracts the numbers have been very different than what actually came back, 2 contracts ago there were 80 proposed in Job 2 but you came up with 196 and reduced your Job 1 from 458 to 123 in your most current contract you had 65 proposed and only 30 actual, these are big drops. The numbers should be more accurate on what is proposed. That is more than a 30% variance on the training. ETP funds should not be viewed as a new hire bucket of funding on an ongoing basis. Workforce needs to be maintained.

Joe Peterson explained that they have 3 additional brands and new products.

Comment was made to maintain the estimated number of trainees at 450 for Job number 1 and reduced the estimated number of trainees for Job number 2 down to 50.

ACTION: Member Newsom moved and Member Hull seconded approval of the proposal submitted by Taylor-Listug, Inc. dba Taylor Guitars in the revised funding amount of \$356,500 with the notion that the post retention wage for Job number 2 increase from \$19.07 per hour to match that of Job number 1 at \$22.66 per hour, and training will only be provided for 50 trainees instead of 94 under Job number 2. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

Tab No. 12: Walter Anderson Plumbing, Inc.

Withdrawn

Tab No. 13: Abbott Cardiovascular Systems, Inc. dba Abbott Vascular, Inc.

Repeat contractor. Funding requested \$499,905 to train 345 workers, including 75 new employees. Training will take place at their facilities in Santa Clara, Temecula and Menlo Park.

Comment was made that they just closed out a contract prior to the May 2024 deadline with 100%, however in June of 2023 you requested adjustments to categories of jobs and number of trainees. So Job creation went from 50 employees to 20. Now you are asking for 75 job creations when you cut 30 to close out the contract. Why not just keep it open and retain those new hires and meet that 50. It feels like you are coming for more money.

Phil Herrera replied that we could just not start this contract until 24 month have pass and move the Job 2 money into Job 1.

Comment was made that both contracts are pretty much the same as far as curriculum. How is the training plan going to differ if you move those 75 employees? This needs to be tightened up so we know what we are funding.

Recommendation to table until future meeting or reducing the number of trainees from 75 in Job number 2 down to 50.

ACTION: Member Newsom moved and Member Hull seconded approval of the proposal submitted by Abbott Cardiovascular Systems, Inc. dba Abbott Vascular, Inc. in the amount of \$499,905, with the contract and funding amount not to commence until May 2024, and reducing the number of trainees in Job 2 from 75 to to 50, and reducing estimated Job 1 trainees from 295 to 270. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

Tab No. 14: Dompe U.S., Inc.

First time contractor. Funding requested \$97,060 to train 57 workers, including 20 new employees. Training will take place at headquarters in San Mateo.

Question as to if they produce product or sell. What is the turnover calculation based on?

Adam April stated that the product is made in Italy. They are more of a Sales commercial/clinical RD advancement. The wages are not commission or bonus based. Yes, they can match the 2 ranges wages. Involuntary turnover is less than 3%.

Recommendation was to move job creation number of trainees down to 10 instead of 20 and move them up to Job number 1, in order to help them be successful.

ACTION: Member Newsom moved and Member Hill seconded the motion to approve the proposal submitted by Dompe U.S., Inc. in the revised amount of \$74,060, and lowering the number of trainees in Job number 2 from 20 to 10, and still maintaining 37 trainees in Job number 1. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

Tab No. 15: FreshPoint California, Inc.

Withdrawn

Tab No. 16: Mammoth Biosciences, Inc.

First time contractor. Funding requested \$256,450 to train 135 workers, including 35 new employees. Training will take place at headquarters in Brisbane.

Question regarding training vendor for a fee of \$150,000, which is a huge chunk of the proposal, can you elaborate why them? Are they designing the training or delivering? What percent is being delivered by hands on?

Dave Qual responded that they have worked with them before. They help bio tech companies with training in person or online and they understand the regulatory and how we do best practices. It's very hard to develop those internally. They will be training our trainers and classes, about 60% hands on.

Recommend reducing trainees in Job 2 down to 25.

ACTION: Member Hill moved and Member Newsom seconded the motion to approve the proposal submitted by Mammoth Biosciences, Inc. in the revised funding amount of \$235,750, and lowering the number of trainees in Job number 2 from 35 to 25. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

Tab No. 17: North Bay Heating, Air Conditioning and Sheet Metal, Inc. dba Henry Mechanical

First time contractor. Funding requested \$173,075 to train 135 workers, including 35 new employees. Training will take place at headquarters in Windsor.

Request to move post retention wages of Job number 2 from \$25.01 to those of Job number 1 at \$30.90, including health care to meet the wage.

Joe Henry agree to wage change. Jill Meewsen stated that productive lab is not included it is a typo.

Recommendation to lower Job 2 trainees to 25.

Public comment on line from David Vincent recommended that the contractors training practices seem to be duplicative of multiple existing DAS program. The current wage is \$32.80 being paid to apprentices regardless of whom they are working for with no experience.

Jill Meewsen remarked that the curriculum was already vetted, she worked closely with ETP staff.

ACTION: Member Newsom moved and Member Hull seconded the motion to approve the proposal submitted by North Bay Heating, Air Conditioning and Sheet Metal, Inc. dba Henry Mechanical in the revised ETP funding amount of \$53,525, with the caveat that the post retention wage stated in Job number 2 be increased from \$25.01 to \$30.90 as stated in Job 1, and that the number of trainees in Job number 2 be reduced from 35 to 25. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

Tab No. 18: Peter Levi Plumbing, LLC

First time contractor. Funding requested \$137,080 to train 75 workers, including 35 new employees. Training will take place at locations in Novato and Vacaville.

Comment you have a significant turnover of 14% and an aggressive job creation with 35 and present workforce of 40.

Request to move the post retention wage of \$23 an hour to \$30.90. Move the 10 to Job number 1.

Felita Estes agree to the wage change. Jill Meewsen agreed to move the 10 to Job number 1.

ACTION: Member Newsom moved and Member Hill seconded the motion to approve the proposal submitted by Peter Levi Plumbing, LLC in the revised ETP funding amount of \$133,400, with the caveat that the post retention wage in job number 2 be increased from \$23 to \$30.90 per hour as in Job number 1, and that the 10 estimated number of trainees under job creation under Job number 2 be moved to Job number 1. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

Tab No. 19: R. Torre & Company, Inc. dba Torani

First time contractor. Funding requested \$371,450 to train 315 workers, including 40 new employees. Training will take place at headquarters in San Leandro.

Request to move the post retention wage stated in Job number 2 from \$21 per hour to those state in Job number 1.

Subcontractor agreed to the wage change.

ACTION: Member Newsom moved and Member Hill seconded motion to approve the proposal submitted by R. Torre & Company, Inc. dba Torani in the funding amount of \$371,450, with the caveat that the post retention wage stated in Job number 2 of \$21 per hour be increased to that stated in Job number 1 which is \$24.72 per hour. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

Tab No. 20: Bell Brother's Heating and Air, Inc.

Repeat contractor. Funding requested \$486,082 to train 372 workers including 145 new employees. Training will take place in their Elk Grove, Mather and Manteca.

Question regarding the 50% growth what is driving that? Training takes 12-16 weeks are they earning something?

Kyle Kamlpinsky replied that they are a subscription based program and have an opportunity to grow. During the 12-16 weeks they earn anywhere from \$17, \$18 to about \$22, they are not commission eligible.

Request to move the post retention wage from Job number 2 to match those of Job number 1 at \$22.66 per hour. Question regarding if the commission and or bonus is included in these wages. Concern was expressed regarding safety and piecemeal workers.

Kyle Kamlpinsky stated that maintenance and service technicians are base. Base plus commission vs installers who are paid on piece rate basis. \$22.66 is the base rate, commission takes it to the \$35-\$40.

Recommend due to the aggressive job creation and high turnover the number of estimated trainees under the job creation be reduced by 45 down to 100.

Legal stated that Section 4418 is likely the pertinent wage criteria regulation at issue.

Member Newsom moved and Member Hull seconded approval of the proposal submitted by Bell Brother's Heating and Air, Inc. in the revised ETP funding amount of \$403,282, with the caveat that the post retention wage stated in Job number 2 \$18.54 be increased to match the Job number 1 wage, and that there be no supplemental wage, either commission or piecemeal rate to meet the post retention wages stated in Jobs 1 or 2.

Public comment on line from David Vincent that the training program does look a lot like DAS training. He found that CalOSHA labor standards and enforcement division in the last 16 months have given them 3 violations, one of which was given a gravity of 10, which is the highest possible. This should be looked into.

Clarification was requested regarding these violations.

Kyle Kamlpinsky stated that they are doing daily trainings and doing much more ladder training and other safety initiatives.

Public comment by Michael Mark commented that OSHA concerns are enlightening especially when piecework commission based wages which make a worker try to work quicker, which could cause a lack of safety. He stressed that this particular contractor since those safety violations happened while under previous ETP contracts.

Motion was withdrawn by Member Newsom, with a request to revise the Panel proposal to include the safety concerns. No objection was made.

ACTION: Member Newsom moved and Member Hull seconded approval to table this proposal to a future panel meeting. All Panel Members present voted in the affirmative to table the proposal as moved.

Motion carried, 5 to 0.

Tab No. 21: North State Electrical Contractors, Inc.

Repeat contractor. Funding requested \$296,240 to train 212 workers, including 57 new employees. Training will take place at its Rancho Cordova location.

Jason Alexander stated they would raise the Job 2 wage to \$22.66 to match Job 1. They hold 6 Golden Gate OSHA awards and received sub-contractor of the year last year from OSHA.

Comment regarding high turnover and low wages especially for electricians. Question regarding addition of EV.

Jason Alexander replied that EV is now mandatory on new construction so they are structuring a full solar and EV Department. They are starting to do installs on private work jobs with certified journeyman and apprentices. In response to the high turnover he explained that they take on high school graduates. They have a 6 month review process and could earn \$2 an hour every 6 months. They are using the WICA ET program for their electrical trainees. About 10% are transitioning over.

Question for staff as to the retention wage of \$22.66 an hour instead of \$30.90.

Staff clarified that they filled out the supplement portion of the application stating that 25% of their business is located out of state and they do have out of state competitors coming in. It looks like the 3 competitors are in Nevada (Sparks and Reno).

Recommendation to adjust the number of retrainees.

ACTION: Member Newsom moved and Member Hull seconded the motion to approve the proposal submitted by North State Electrical Contractors, Inc. in the ETP revised funding amount of \$261,050, with the notion that the post retention wage for the occupation title of Electrician be increased to \$30.90 per hour, and the remaining categories to \$22.66 per hour. All Panel Members present voted in the affirmative to approve the proposal as moved.

Staff clarified that a new job category “Electricians” would be added.

Motion carried, 5 to 0.

Tab No. 22: POM Wonderful LLC

Repeat contractor. Funding requested \$295,780 to train 311 workers, including 35 new employees. Training will take place in Fresno.

Question regarding why the post retention wage is starting at \$17?

Gladys Laurion replied that they are located in an area of high unemployment and that some of their workers do not have a high school education or speak English so all trainings need to be conducted in English and Spanish. They are requesting a wage lower than \$22.66 for both Job numbers 1 and 2, what would the Panel suggest.

Suggestion was \$20 per hour.

Gladys Laurion agreed to that amount.

ACTION: Member Newsom moved and Member Hull seconded the motion to approve the proposal submitted by POM Wonderful, LLC in the amount of \$295,780, with the caveat that the post retention wage for Job numbers 1 and 2 increase from \$17 per hour to \$20 per hour. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

Tab No. 23: Sierra Nevada Brewing Co.

Repeat contractor. Funding requested \$173,420 to train 377 workers. Training will take place at their Chico location.

ACTION: Member Newsom moved and Member Hill seconded the motion to approve the proposal submitted by Sierra Nevada Brewing Co. in the amount of \$173,420. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

Tab No. 24: Sunrise Medical (US) LLC

Repeat contractor. Funding requested \$345,230 to train 213 workers, including 20 new employees. Training will take place at headquarters in Fresno.

Request to increase the wages to \$22.66 per hour instead of \$17.

Kerry Morris agreed to increase the wages if they could use medical benefits to reach it.

Recommendation was to increase to \$20 per hour since the location is in Fresno and that there are a wide range of occupations. With the post retention wage at \$22.66 an hour and using the \$2.50 in medical coverage drops the wage down to \$20.16 per hour.

Comment was given that the curriculum from the prior contract to this contract is very similar. Given the number of people you are almost training every employee who may have also received training in the las contract. How is that helping the progression of wages to those higher jobs rather than the lower wage jobs?

Kerri Morris stated they are retraining on new updated product lines. It does allow for wage progression and there is an annual increase. Agreed to the \$22.66 per hour post retention wage with the \$2.50 medical coverage.

ACTION: Member Newsom moved and Member Hull seconded the motion to approve the proposal submitted by Sunrise Medical (US) LLC in the amount of \$345,320, with the contention that the post retention wage be increased to \$22.66 an hour, and that they can use the health benefits. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

Tab No. 25: Vellutini Corporation dba Royal Electric Company

Repeat contractor. Funding requested \$499,675 to train 460 workers, including 135 new employees. Training will take place in Sacramento.

Request was made to match Job number 2 post retention wage of \$30 per hour to those of Job number 1 \$30.90 per hour.

Erica the Director of HR for Royal Electric agreed.

Clarification was requested regarding Job number 2 and the high turnover 11% with 33% growth. What is fueling the turnover? We funded new hires in the last contract with a 5% turnover. What's happening?

Erica the Director of HR for Royal Electric stated that due to a backlog they were unable to retain those employees. They are now in the process of developing an employee retention program and the company is adding a distribution center.

Comment was made to reduce the number of new trainees and agreement was given.

ACTION: Member Newsom moved and Member Hill seconded the motion to approve the proposal submitted by Velluntini Corporation dba Royal Electric Company in the revised amount of \$461,725, and reducing the number of trainees in Job number 2 from 135 to 105, and that the post retention contractual wages of Job number 2 increase from \$30 per hour to \$30.90 per hour. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

MULTIPLE EMPLOYER CONTRACTS (MEC)

Tab No. 26: El Camino Community College District

Repeat contractor. Funding requested \$746,922 to train 733 retrainees and 30 job creation trainees located statewide.

ACTION: Member Newsom moved and Member Hull seconded the motion to approve the proposal submitted by El Camino Community College District in the amount of \$746,922. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

Tab No. 27: Mt. San Antonio College

Repeat contractor. Funding requested \$743,161 to train 692 trainees, including 50 job creation.

Request to move the post retention wage of Job number 3 from \$20 per hour to match those state in Job 1 and 2 \$22.66 per hour.

Debbie Wong agreed if the health benefits could be considered in that number.

ACTION: Member Newsom moved and Member Hull seconded the motion to approve the proposal submitted by Mt. San Antonio College in the amount of \$743,161, with the understanding that the post retention wage for Job number 3 be increased from \$20 per hour to \$22.66 per hour as in Job numbers 1 & 2, with the ability to use health benefits to reach that post retention wage. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

Tab No. 28: San Bernardino Community College District

Repeat contractor. Funding requested \$749,672 to train 728 trainees.

ACTION: Member Hull moved and Member Hill seconded the motion to approve the proposal submitted by San Bernardino Community College District in the amount of \$749,672. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried, 5 to 0.

XII. OPPORTUNITY FOR PANEL MEMBERS TO REQUEST AGENDA ITEMS FOR FUTURE PANEL MEETINGS

No comments were made.

XIII. PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA

No comments were made.

XIV. MEETING ADJOURNMENT

Chair Bettencourt asked for motion to adjourn the panel meeting.

ACTION: Member Newsom moved and Member Hull seconded to adjourn the panel meeting. All Panel Members present voted in the affirmative to adjourn the panel meeting as moved.

Motion carried, 5 to 0.

Chair Bettencourt Adjourned the meeting at 2:03 p.m.