



AGENDA REPORT

TO: DEANNA J. SANTANA
CITY ADMINISTRATOR

FROM: Sara Bedford

SUBJECT: California Dept of Correction (CDCR)
Golden State Works (GSW) Reentry
Employment Grant Agreement Extension

DATE: May 10, 2013

City Administrator
Approval

Date

5/13/13

COUNCIL DISTRICT: City-Wide

RECOMMENDATION

Staff recommends that the City Council adopt a resolution authorizing the City Administrator to 1) amend the public entity agreement between the City of Oakland and the California Department of Corrections and Rehabilitation (CDCR) to extend the contract through June 30, 2014, with additional funding in the amount of \$2,808,895 given to the City of Oakland to provide a Golden State Works (GSW) transitional employment and job placement services program for Oakland residents on parole, and 2) enter into a grant agreement with Volunteers of America (VOA) in the amount of \$2,325,000 to provide parolee work crews, job placement, and job retention services from July 1, 2013 through June 30, 2014.

BACKGROUND/LEGISLATIVE HISTORY

In April 2011 the City Administrator was authorized to enter into a public entity agreement with CDCR to receive \$2,350,000 in order to initiate the Golden State Works (GSW) transitional employment program for parolee Oakland residents from May 1, 2011 to June 30, 2013 (Resolution No. 83133 C.M.S.). The GSW program is based on the Center for Employment Opportunities (CEO) reentry employment model. CDCR is partnering with Caltrans to develop work crew programs in cities throughout the State modeled after the CEO program. Work crews do litter abatement and other maintenance work on Caltrans rights-of-way with crews composed of individuals on parole.

The CEO program model is built upon parolee participants being placed immediately into transitional employment, with a daily paycheck, while simultaneously receiving permanent job placement services. Life skill education (LSE), job preparation, and job placement services are

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provided. Employment retention services are provided for each participant placed in permanent employment. Retention specialists maintain regular contact for up to 12 months with program participants and work to address issues that may arise after job placement.

The Department of Human Services (DHS) partnered with the Roberts Enterprise Development Foundation (REDF), CEO, and Volunteers of America (VOA) to replicate the CEO model. VOA was selected as the lead agency through a competitive Request for Proposal process conducted by DHS in January 2011.

Due to the excellent performance in running the Caltrans crews, the State is requesting to expand the public entity agreement with the likelihood of additional years in the future. The City will continue to collaborate with CDCR and other State and community partners to operate the GSW initiative with an extension of the current GSW agreement. The extension is for one year (July 1, 2013 through June 30, 2014) and \$2,808,895 additional dollars. The total amount of the public entity contract with CDCR including this one-year extension is \$5,176,583. Through a new grant agreement, VOA will continue as the lead agency providing subsidized employment and job placement services.

OUTCOME

The goal of the GSW program is to assist parolee's successful reintegration into their communities upon release from prison through effective job placement and retention, thereby increasing public safety.

The GSW program has engaged over 200 parolees with 192 completing life skills education and working on a transitional job. GSW crews have been deployed for over 3,000 client work days, with client average earnings of \$4,000. The GSW employment support specialists have created over 150 job interviews for 89 program participants, and place 53 in permanent job placements. The average wage for these placements was \$11.00 an hour. Job retention was 50% at 90 days and 35% at 180 days.

Although placement numbers have been low the trend is moving in the right direction. It is anticipated that performance will continue to improve as we go into the one-year extension.

ANALYSIS

An agreement extension between CDCR and the City of Oakland will provide an additional \$2,808,895 in funding on a cost reimbursement basis. A portion of this funding will go to City administrative and sub-contractor costs (\$483,895) and the City will enter into a grant agreement with VOA with the remainder of the fund (\$2,325,000). The City wishes to enter into a grant agreement with VOA in the amount of \$2,325,000 so that VOA can continue to provide parolee work crews, job placement, and job retention services. This money will fund six (6) VOA work crews of no less than eight (8) parolees each working 32 hours per week (4 days), at \$10 per hour. Participants are provided with daily pay and individuals are expected to work

approximately three (3) months. The fifth day of the week is used to support job readiness, job search, job placement, and job retention. The CEO model also includes case management.

It is very important to invest in strategies that not only rapidly attach parolees to legitimate income, but also lead to stable jobs and from the criminal justice system.

COORDINATION

The GSW partnership is an extremely collaborative partnership with DHS and CDCR as primary partners. Other key partners include CalTrans, VOABA, and CEO. DHS participates in regular communication with CDCR's Division of Rehabilitative Programs Contract Manager.

In addition, DHS convenes all reentry providers and key partners bi-monthly to review program updates from each partner, discuss implementation challenges and successes, and review results.

In preparation of this report and resolution, the City Attorney's Office, Budget Office, DHS fiscal services, DHS Interim Director, and Interim Policy & Planning Division Manager has been consulted.

COST SUMMARY/IMPLICATIONS

Approval of this resolution will authorize the City Administrator to enter into an agreement extension for an estimated \$2,808,895 with CDCR GSW. The funds will be appropriated in the Department of Human Services Fund (2159) Administration Organization (78111), and Project (G440610). The extension will be for one year, July 1, 2013 through June 30, 2014.

Approval of this resolution will also authorize the City Administrator to use the CDCR GSW funds to enter into a grant agreement with VOA for \$2,325,000 to provide the work crew and job placement services through June 30, 2014.

There is no negative impact to the General Fund. DHS will utilize a grant funded position at an estimated 0.60 FTE to manage resources.

PAST PERFORMANCE, EVALUATION AND FOLLOW-UP

The GSW program has engaged over 200 parolees and GSW crews have been deployed for over 3,000 client work days. The GSW employment support specialists have created over 150 job interviews for 89 program participants, and placed 53 in permanent job placements (*See Attachment A*). As with any new project there were challenges to the startup, challenges that impacted job placement benchmarks. However, although placement numbers had initially been low they are now moving in the right direction. It is anticipated that performance will continue to improve as we go into the one-year extension.

Roberts Enterprise Development Foundation (REDF), through a separate federally funded process, will be evaluating the replication of the CEO model throughout the state of California including Oakland. The City and subcontractor(s) are committed to cooperating with the evaluators and tracking key metrics throughout the program model and for the duration of the project including LSE graduation rates, transitional work crew show-up rates, job development placements, retention rates, wages, recidivism and other measures.

CDCR, the City/Subcontractor(s) and any evaluator(s) shall agree to share all evaluation outcomes in a partnership effort to determine the model's impact on continued employment and recidivism rates for the population evaluated in relation to the GSW Program.

SUSTAINABLE OPPORTUNITIES

Economic: Providing stable employment and strong retention support will enable formerly incarcerated individuals to successful transition and become contributing members of our community and will decrease the recidivism rates.

Environmental: There are no environmental opportunities at this time.

Social Equity: This program will provide skill development, paid employment, and job placement for individuals on parole who traditionally have substantial barriers to economic self-sufficiency thus increasing their social equity.

For questions regarding this report please contact Dan Simmons, Program Analyst II, at 510-238-4978.

Respectfully submitted,


SARA BEDFORD, Interim Director
Department of Human Services

Reviewed by: Priya Jagannathan
Interim Manager, Measure Y Programs

Prepared by: Dan Simmons
Program Analyst II

ATTACHMENT

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City of Oakland Contract

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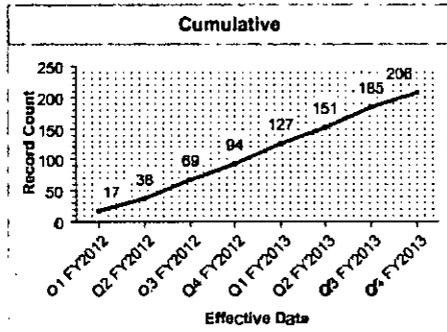
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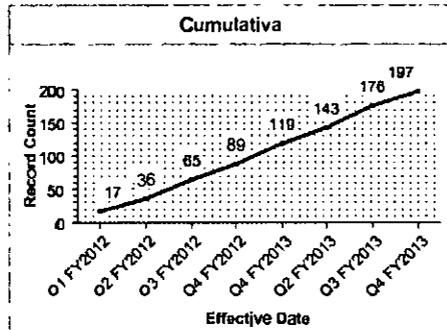
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Clients Initially Engaged



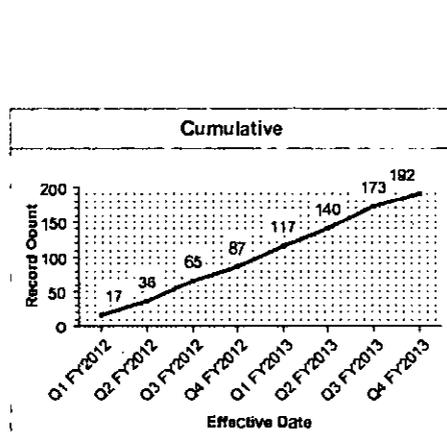
Annual Target = 120

Clients Completing Life Skills



Annual Target = 110

Clients Completing LSE & Working TJ



Annual Target = 100

Transitional Work

Days Crews Deployed	
Site Invoice: Site Address	Days Deployed
CalTrans	478
CalTrans2	423
CalTrans 3	69
CalTrans 4	60

Client Work Days	
Work Date	Record Count
Q1 FY2012	332
Q2 FY2012	850
Q3 FY2012	952
Q4 FY2012	987
Total	3K

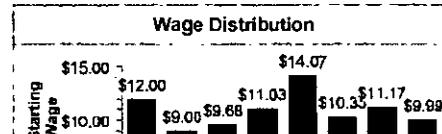
Interviews Created

Cumulative		
Interview Date	Record Count	# Clients
Q1 FY2013	28	15
Q2 FY2013	38	24
Q3 FY2013	52	23
Q4 FY2013	37	27
Total	155	89

Annual Target = 300

Placements

Job Start Date	Record Count
Q1 FY2012	1
Q2 FY2012	2
Q3 FY2012	11
Q4 FY2012	7
Q1 FY2013	3
Q2 FY2013	13
Q3 FY2013	12
Q4 FY2013	4
Total	53



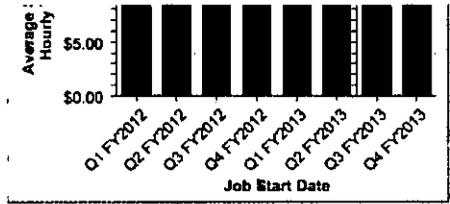
Demographics

Age		
Age Group	Record Count	Percent
Over 35	57	29
Under 36	140	71

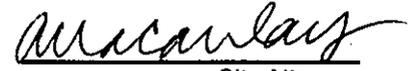
Gender		
Gender	Record Count	Percent
F	1	1
M	179	91
Male	17	9

Race		
Race	Record Count	Percent
Black or African American	153	78
Some other race	25	13
White	13	7
American Indian/Alaskan Native	2	1
Asian	2	1
Black or African American; Native Hawaiian/other Pacific Islander	1	1
Black or African American; Some other race	1	1

Location		
Community	Record Count	Percent
East Oakland	80	41
Fruitvale	43	22
NorthWest Oakland	43	24
Oakland Hills	4	2
Outside of Oakland	22	11



32 or more hours placements only.


City Attorney

OAKLAND CITY COUNCIL

RESOLUTION No. _____ C.M.S.

Introduced by Councilmember _____

A RESOLUTION AUTHORIZING THE CITY ADMINISTRATOR TO 1) AMEND THE PUBLIC ENTITY AGREEMENT BETWEEN THE CITY OF OAKLAND AND THE CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION (CDCR) TO EXTEND THE CONTRACT THROUGH JUNE 30, 2014, WITH ADDITIONAL FUNDING IN THE AMOUNT OF \$2,808,895 GIVEN TO THE CITY OF OAKLAND TO PROVIDE A GOLDEN STATE WORKS (GSW) TRANSITIONAL EMPLOYMENT AND JOB PLACEMENT SERVICES PROGRAM FOR OAKLAND RESIDENTS ON PAROLE, AND 2) ENTER INTO A GRANT AGREEMENT WITH VOLUNTEERS OF AMERICA (VOA) IN THE AMOUNT OF \$2,325,000 TO PROVIDE PAROLEE WORK CREWS, JOB PLACEMENT, AND JOB RETENTION SERVICES FROM JULY 1, 2013 THROUGH JUNE 30, 2014

WHEREAS, the City of Oakland as part of its overall violence prevention strategy, has supported transitional reentry employment as a key element under its Measure Y initiative; and

WHEREAS, the City of Oakland, is home to an estimated 3,000 individuals on state parole who frequently have substantial employment barriers; and

WHEREAS, the City of Oakland through Measure Y, currently funds work crew transitional employment programs for individuals on probation and parole and has found the strategy to be successful; and

WHEREAS, the City of Oakland has negotiated a public entity agreement with CDCR to obtain funding to implement a transitional employment program Golden State Works (GSW) initiative for individuals on parole providing litter abatement and other maintenance services on CalTrans rights-of-way in the Bay Area; and

WHEREAS, the current public entity agreement with CDCR, in an amount of \$2,350,000, expires June 30, 2013; and

WHEREAS, the City of Oakland, Department of Human Services (DHS) has negotiated a one year, \$2,808,895 extension of the public entity agreement; and

WHEREAS, the current GSW community-based provider, VOA, has extensive experience running crew based programs and in working with individuals on parole; and

WHEREAS, VOA successfully competed in a competitive Request for Proposal process in January 2011; and

WHEREAS, DHS will utilize a grant funded position at an estimated 0.60 FTE to manage resources; and

WHEREAS, the Department of Human Services wishes to extend the public entity agreement to run this transitional employment program through June 30, 2014 for an additional estimated amount of \$2,808,895; now, therefore, be it

RESOLVED: That the City Administrator is hereby authorized to amend the public entity agreement with CDCR and enter into a one year agreement extension from July 1, 2013 through June 30, 2014 for receipt of an additional \$2,808,895 for the GSW project, bringing the total amount of the agreement with CDCR to \$5,176,583; and be it

FURTHER RESOLVED: That the City Administrator is hereby authorized to enter into a grant agreement with VOA in an amount not to exceed \$2,325,000 to provide parolee work crews, job placement, and job retention services from July 1, 2013 through June 30, 2014; and be it

FURTHER RESOLVED: That the state funds will be appropriated in the Department of Human Services Fund (2159), Administration Organization (78111), and Project (G440610), and funds for the grant agreement with Volunteers of America are available from the Department of Human Services Fund (2159), DHS Administration Organization (78111), Project (G440610); and be it

FURTHER RESOLVED: That the City Administrator is hereby authorized and directed to accept and appropriate any additional funding related to this public entity agreement that may become available without returning to City Council; and be it

FURTHER RESOLVED: That the City Administrator is hereby authorized to conduct all negotiations, execute and submit all documents, including but not limited to applications, agreements, amendments, modifications, payment requests and related actions which may be necessary in accordance with this resolution's basic purpose; and be it

FURTHER RESOLVED: That said agreements shall be approved as to form and legality by the Office of the City Attorney and placed on file in the Office of the City Clerk.

IN COUNCIL, OAKLAND, CALIFORNIA, _____

PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, GALLO, GIBSON MCELHANEY, KALB, KAPLAN, SCHAAF, REID and
PRESIDENT KERNIGHAN

NOES-

ABSENT-

ABSTENTION-

ATTEST: _____
LATONDA SIMMONS
City Clerk and Clerk of the Council
of the City of Oakland, California