



APR 16 AM 1:54

## AGENDA REPORT

**TO:** JOHN A. FLORES  
INTERIM CITY ADMINISTRATOR

**FROM:** Sara Bedford

**SUBJECT:** California Dept. of Correction (CDCR)  
Golden State Works (GSW)-Amendment to  
Reentry Employment Grant Agreement

**DATE:** April 6, 2015

City Administrator  
Approval

Date

4/14/15

**COUNCIL DISTRICT:** City-Wide

### RECOMMENDATION

Staff recommends that the City Council adopt the following legislation:

**A Resolution Authorizing The City Administrator To (1) Amend The Agreement Between The City Of Oakland And The California Department Of Corrections And Rehabilitation (CDCR), And Accept and Appropriate Additional Funding In An Amount Up To \$435,387 To Provide Golden State Works (GSW) Transitional Employment, Job Placement, And Job Retention Services To Oakland Residents On Parole From July 1, 2014 Through June 30, 2016, And (2) Amend The Grant Agreement With Center For Employment Opportunities To Increase The Funding In An Amount Up To \$435,387 To Continue To Provide Transitional Employment, Job Placement, And Job Retention Services**

### OUTCOME

Approval of this resolution will maintain current levels of client participation and services in the Golden State Works (GSW) program and will allow the GSW to provide the new minimum wage and sick leave to GSW participants in response to the new implemented Minimum Wage Ordinance (Measure FF).

Item: \_\_\_\_\_  
Public Safety Committee  
April 28, 2015

## **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 GSW transitional employment program from May 1, 2011 to June 30, 2013, (Resolution No. 83133 C.M.S.). The program serves Oakland residents on parole, with a focus on clients 18-35 years old who have been recently released, by providing employment training, transitional employment, job placement, and other supportive services.

The City of Oakland entered into grant agreements with Volunteers of America (lead agency) and the Center for Employment Opportunities (CEO) to implement the GSW program. Modeled after CEO's nationally-recognized program model, GSW participants are placed immediately into transitional employment and paid on a daily basis, while simultaneously receiving job training and job placement services (including life skills education and job preparation). The program also provides job retention services for each participant placed in permanent employment. Retention specialists maintain regular contact with program participants for up to 12 months and work to address issues that may arise after job placement.

In May 2013 due to excellent program performance, the State and the City agreed upon a one-year extension (Resolution No. 84437 C.M.S.) of the public entity agreement, which supported an increased number of work crews.

In January 2014 the State and the City entered into another public entity agreement and accepted \$5,869,339 (Resolution No. 84837 C.M.S.) to provide GSW transitional employment and job placement services from July 1, 2014 through June 30, 2016. After a competitive Request for Proposal (RFP) process CEO was selected to continue providing GSW services and entered into a grant agreement with the City.

In March 2015 the City implemented Measure FF, enacting a minimum wage increase to \$12.25 per hour. Since current wages in the GSW transitional employment program are at \$10 per hour, this mandated wage increase would adversely impact the number of clients served beginning in March 2015 and through the duration of the grant ending in June 2016. CEO would need to decrease the number of work crews from six crews to four, effectively eliminating up to 16 individual transitional work positions. This amended award amount from CDCR of up to \$435,387 would augment the current contract and allow CEO to maintain current client participation levels while meeting the adjusted minimum wage of \$12.25 per hour, as well as provide for the newly mandated sick leave benefits to all participants, as legislated under Measure FF.

## **ANALYSIS**

Pursuant to Measure FF, effective March 2, 2015, wages for participants in the GSW transitional employment work program will be increased from \$10 per hour to \$12.25 per hour, and adding paid sick leave. The current agreement and the outcomes associated with it were predicated on the \$10 per hour rate. Without additional money, the GSW program will have to eliminate up to two crews (eight participants per crew) prior to the end of Fiscal Year (FY) 2014-2015 and all of FY 2015-2016. These dollars will allow the grantee CEO to maintain all six crews and provide the originally agreed upon level of service.

## **PUBLIC OUTREACH/INTEREST**

No outreach was required for this proposed action beyond the standard City Council agenda noticing procedures.

## **COORDINATION**

The GSW partnership is an extremely collaborative partnership with Human Services Department (HSD) and CDCR as primary partners. Other key partners include CalTrans and CEO. HSD participates in regular communication with CDCR's Division of Rehabilitative Programs Contract Manager.

In addition, HSD 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 Office of the City Attorney, Controller's Bureau Office, HSD fiscal services, and HSD Director have been consulted.

## **COST SUMMARY/IMPLICATIONS**

Approval of this resolution will authorize the City Administrator to accept and appropriate additional funding in the amount of up to \$435,387 from CDCR and amend the grant agreement with CEO to provide GSW transitional employment, job placement, and job retention services for Oakland residents on parole from July 1, 2014 through June 30, 2016.

The funds will be appropriated in the State of California Other Fund (2159), Policy and Planning Organization (78311), Fostering Safe and Healthy Communities Program (SC22) and CDCR GSW Minimum Wage Support Project To Be Determined (TBD).

There is no negative impact to the City's finances or on the General Purpose Fund These funds are fully cost covering

Item: \_\_\_\_\_  
Public Safety Committee  
April 28, 2015

HSD will utilize the portions of Human Services Manager and Program Analyst II positions in existing agreement to manage these additional funds

**PAST PERFORMANCE, EVALUATION AND NEXT STEPS**

To date, the GSW program has engaged over 942 parolees and GSW crews have been deployed for over 26,940 client work days. The GSW employment support specialists have created over 1,167 job interviews for 491 program participants, and placed 470 in a permanent job. The average wage for these job placements is \$12 per hour.

The City will coordinate with CDCR if an evaluation of the GSW program model is conducted. The City and/or CEO shall guarantee that all laws, regulations, and policies related to confidentiality of records are met. A copy of any evaluation shall be provided to CDCR.

**SUSTAINABLE OPPORTUNITIES**

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

*Environmental:* There are no environmental opportunities at this time.

*Social Equity:* This program provides skill development, paid employment, and job placement for individuals on parole who traditionally have substantial barriers to economic self-sufficiency thus increasing social equity by helping a population in need in the City.

For questions regarding this report please contact Peter Kim, Oakland Unite Manager, at 510-238-2374.

Respectfully submitted,



SARA BEDFORD  
Director, Human Services Department

OAKLAND UNITE DIVISION  
*Reviewed by:* Peter Kim, Manager  
*Prepared by:* Dan Simmons, Program Analyst II

Item: \_\_\_\_\_  
Public Safety Committee  
April 28, 2015

FILED  
OFFICE OF THE CITY CLERK  
OAKLAND

2015 APR 16 AM 1:54

Approved as to Form and Legality

  
Oakland City Attorney's Office

## OAKLAND CITY COUNCIL

Resolution No. \_\_\_\_\_ C.M.S.

---

**A RESOLUTION AUTHORIZING THE CITY ADMINISTRATOR TO (1) AMEND THE AGREEMENT BETWEEN THE CITY OF OAKLAND AND THE CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION (CDCR), AND ACCEPT AND APPROPRIATE ADDITIONAL FUNDING IN AN AMOUNT UP TO \$435,387 TO PROVIDE GOLDEN STATE WORKS (GSW) TRANSITIONAL EMPLOYMENT, JOB PLACEMENT, AND JOB RETENTION SERVICES TO OAKLAND RESIDENTS ON PAROLE FROM JULY 1, 2014 THROUGH JUNE 30, 2016, AND (2) AMEND THE GRANT AGREEMENT WITH CENTER FOR EMPLOYMENT OPPORTUNITIES TO INCREASE THE FUNDING IN AN AMOUNT UP TO \$435,387 TO CONTINUE TO PROVIDE TRANSITIONAL EMPLOYMENT, JOB PLACEMENT, AND JOB RETENTION SERVICES**

**WHEREAS**, the City of Oakland is home to an estimated 1,600 individuals on state parole who frequently have substantial employment barriers; and

**WHEREAS**, the City of Oakland has supported transitional reentry employment as a vital component of its violence prevention and violence reduction strategic efforts; and

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

**WHEREAS**, in February 2014, the City Council passed Resolution No. 84837 C.M.S. which authorized the City Administrator to enter into a public entity agreement with the California Department of Corrections and Rehabilitation (CDCR) to accept and appropriate \$5,869,339 to provide transitional employment and job placement services to Oakland residents on parole from July 1, 2014 through June 30, 2016; and

**WHEREAS**, Resolution No. 84837 also authorized a grant agreement with Center for Employment Opportunities, as the successful RFP applicant, to provide parolee work crews, job placement, and job retention services;

**WHEREAS**, the public entity agreement between the City and CDCR stipulates an hourly wage of \$10/hour for participants; and

**WHEREAS**, Measure FF, Oakland's new minimum wage ordinance, mandates a \$12.25/hour minimum wage as well as paid sick leave benefits; and

**WHEREAS**, CDCR has agreed to provide additional funding up to \$435,387 to fund the difference in wages created by the new increase in the minimum wage; now, therefore, be it

**RESOLVED:** That the City Administrator is hereby authorized to accept and appropriate additional GSW funding in an amount up to \$435,387 from the CDCR to fund the increase in GSW wages as prescribed by Measure FF; and be it

**FURTHER RESOLVED:** That the agreement funds will be deposited and appropriated in State of California Other Fund (2159), Policy and Planning Organization (78311), Fostering Safe and Healthy Communities Program (SC22) and CDCR GSW Minimum Wage Support Project (TBD); and be it

**FURTHER RESOLVED:** That if additional funding becomes available from the grantor CDCR the City Administrator is authorized to accept and appropriate these funds for Human Services Department without returning to Council within the grant term July 1, 2014 – June 30, 2016; and be it

**FURTHER RESOLVED:** That the City Council hereby authorizes the City Administrator or a designated representative to conduct all negotiations, execute and submit all documents, including but not limited to applications, agreements, amendments, modifications, payment requests, terminations and related actions which may be necessary for the completion of the aforementioned grant without returning to Council; and be it

**FURTHER RESOLVED:** That the City Administrator is authorized to amend the grant agreement with Center for Employment Opportunities for the aforementioned CDCR GSW transitional employment and job placement programming to increase grant funding in an amount up to \$435,387; and be it

**FURTHER RESOLVED:** That the City Administrator or his designee is authorized to amend the above-referenced grant agreement with Center for Employment Opportunities to increase the grant amount for the same purpose and for the same grant year, if additional grant funds become available, without returning to Council; and be it

**FURTHER RESOLVED:** That the above-referenced 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, CAMBELL WASHINGTON, GALLO, GUILLEN, KALB, KAPLAN, REID and  
PRESIDENT GIBSON MCELHANEY

NOES-

ABSENT-

ABSTENTION-

ATTEST: \_\_\_\_\_  
**LATONDA SIMMONS**  
City Clerk and Clerk of the Council  
of the City of Oakland, California