



**OAKLAND ARMY BASE
COMMUNITY JOBS
OVERSIGHT COMMISSION**

MEETING AGENDA PACKET

DATE: October 15, 2020

TIME: 4:00 pm

**Please See the Agenda to Participate in the Meeting
Tele-Conference**

*Department of Workplace & Employment Standards
250 Frank Ogawa Plaza Suite 3341
Oakland, CA 94612*

**CITY OF OAKLAND
COMMUNITY JOBS OVERSIGHT COMMISSION
Thursday, October 15, 2020
4:00 p.m. – 6:00 p.m.
Virtual Meeting via Zoom teleconferencing platform**

Pursuant to the Governor’s Executive Order N-29-20 all members of the Commission will join the meeting via phone/video conference and no teleconference locations are required.

The meeting will adjourn upon the completion of the Commission’s business.

PARTICIPATION GUIDELINES

You are invited to a Zoom webinar.

When: Oct 15, 2020 04:00 PM Pacific Time (US and Canada)

Topic: Oakland Army Base Community Jobs Oversight Commission

Please click the link below to join the webinar:

<https://zoom.us/j/94281500220?pwd=aUU3aEpEZG9jVVBBeGNqSXdfd2UxQT09>

Passcode: 508142

Or iPhone one-tap :

US: +16699009128,,94281500220#,,,,,0#,,508142# or
+12532158782,,94281500220#,,,,,0#,,508142#

Or Telephone:

Dial (for higher quality, dial a number based on your current location):

US: +1 669 900 9128 or +1 253 215 8782 or +1 346 248 7799 or +1 301 715
8592 or +1 312 626 6799 or +1 646 558 8656

Webinar ID: 942 8150 0220

Passcode: 508142

International numbers available: <https://zoom.us/u/adJKixukiQ>

1. **To comment** by Zoom video conference, click the “Raise Your Hand” button when Public Comment is taken. Speakers will be unmuted, allowed to comment, and re-muted after their time expires.
2. To comment by phone, please call one of the above listed phone numbers. **“Raise Your Hand” by pressing “*9”** to speak when comment is taken. **To unmute and re-mute yourself press “*6”** during your allowed speaking time. Speakers will then be unmuted, allowed to comment, and re-muted after the time expires.

Should you have any questions or concerns regarding this agenda, or wish to review any agenda-related material, please contact the Department of Workplace & Employment Standards at (510) 238-3970.

ROLL CALL

Commissioners: Brian Beveridge (Vice Chairperson), Margaret Gordon, Megan Morodomi, Kate O'Hara (Chairperson), Len Turner, Larry Gallegos, Saabir Lockett

Commission Staff: Deborah Barnes, Director, Department of Workplace & Employment Standards, Mary Mayberry, Board Secretary, Joyce Guy, West Oakland Job Resource Center

City Attorney representative

MEETING AGENDA

AGENDA ITEM	PAGE	TYPE
1. Roll Call and Determination of Quorum		
2. Open Forum		
3. Review of Agenda	3	<i>Action</i>
4. Consideration of the Minutes for the meeting held on February 20, 2020	5	<i>Action</i>
5. Consideration of WOJRC Board appointment	8	<i>Action</i>
6. Compliance Reports		<i>Informational</i>
A. Workforce Updates	12	
B. West Oakland Job Resource Center Updates		
7. Meeting Adjournment		

AGENDA ITEM 4

Meeting Minutes

FEBRUARY 20, 2020

MEETING MINUTES

**CITY OF OAKLAND
COMMUNITY JOBS OVERSIGHT COMMISSION
Thursday February 20, 2020
4:00 p.m. – 6:00 p.m.
Oakland City Hall - Hearing Room 2**

In Attendance

Present	Excused	Absent
Brian Beveridge Margaret Gordon Megan Morodomi Kate O'Hara Len Turner Larry Gallegos Saabir Lockett		Doug Bloch

MEETING AGENDA

Meeting called to order at 4:08 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 February 20, 2020**
Motion to Approve the Minutes from the January meeting
Move: Commissioner Megan Morodomi
Second: Commissioner Len Turner
Motion Carried
- 5. Update on Good Eggs' construction of new facility and hiring** –
Presentation by Sue Sami, Senior Director of People Operations
 - First order was shipped from the Maritime location on February 12th.
 - 2019 \$1.65M spent with Oakland producers (40 Oakland producers)
 - In partnership with WOJRC to train workforce
 - 350+ team members, 40% reside in East Bay
 - Oakland workforce will earn same wages as San Francisco
 - \$17.00 warehouse workers

- \$17.50 overnight warehouse workers
- \$19.00 drivers
- Associates are offered health/dental/vision benefits (85% employee/80% dependent coverage subsidized by GE)
- 401K (not matched yet)
- PTO (sick & vacation)
- Company equity is available to all associates
- Good Eggs is a 2nd Chance employer and they recognize Sanctuary City designation
- Career growth available to all associates

6. Compliance Reports

A. Workforce Updates

Oakland Global Logistics Center #3 – Whiting Turner
Still in noncompliance status with shortfall hours 876.15.

Prologis OGLC #3 Vertical Construction (new project)
Adjusted employee hours = 5,846.50
Apprentice hours = 1,492.00
Oakland workforce hours = 270.00

Good Eggs – John Sutti & Associates – Prime Contractor
Non-compliance issue
Penalty reduced from \$65K to \$47K with offsite hours
Berkeley Cement submitted offsite workforce hours to reduce its shortfall amount from \$18K to \$4K

B. West Oakland Job Resource Center Update

CJOC is asked to consider Mercedes Rodriguez for WORJC Board membership – resume will be forwarded to Commissioners and included in the March agenda packet.

82 attended orientation
77 interviews conducted
77 referred to services
28 referred to pre-apprenticeship
4 referred to apprenticeship

7. Meeting Adjournment – Meeting Adjourned at 5:05 pm

AGENDA ITEM 5

CONSIDERATION OF MERCEDES RODRIGUEZ FOR A
POSITION ON THE WORJC BOARD OF DIRECTORS

MERCEDES S. RODRIGUEZ, CISR, CPIW

**P. O. Box 24709
OAKLAND, CA 94623**

(510) 444-0803
MERCEDESMSR@ATT.NET

INSURANCE BROKER

SUMMARY OF QUALIFICATIONS

State of California License #0B38701:

Property & Casualty Broker-Agent, Life Agent, Accident & Health Agent
NAIW, Insurance Instructor

ACCOMPLISHMENTS

Founder, President & CFO - MSR Insurance Services

Owner, founder, president and CFO of an insurance firm that provides Accident & Health, Life, and Property & Casualty insurance for commercial and residential clients.

ACCOUNT EXECUTIVE, COMMERCIAL LINES – MOC INSURANCE SERVICES

Administrated Commercial Real Estate, Claims and Commercial Lines Accounts. As an Account Executive, I serviced accounts with a high degree of technical expertise. It required extensive knowledge and understanding of the insurance field as well as discretion and independent judgment in organizing, scheduling and performing the work generated by a high volume workload. Insurance products include but were not limited to: General Liability, Property, Auto, Umbrella, Inland Marine, Directors & Officers, Employment Practices Liability, Professional Liability, Crime, Bonds, etc. I worked closely with clients, producers, insurance carriers and wholesalers for new and renewal business. I was also the broker for MOC Insurance Services, who was one of my clients. I developed and write procedures, trained employees and taught insurance classes resulting in improved employee performance.

MANAGER, TECHNICAL SERVICES – GALLAGHER HEFFERNAN INSURANCE BROKERS

Managed the financial resources of the Institutional Sales Unit. Essential functions: Maintenance of financial and reimbursable expenses, payment processing and collections. Preparation of financial, regulatory, monthly and annual revenue and expense reporting. Participated in semi-annual, annual audits and special projects. Service, maintenance and marketing of HMO Reinsurance and Provider Excess (stop loss) Programs. Processed renewal applications, for E&O, D&O and Professional Liability Insurance. Issued quotes, binders and certificates. Wrote procedures and trained employees in financial reporting and administrative tasks. Resulting in improved revenue reporting, training programs and client relationships.

REGIONAL INSURANCE ADMINISTRATOR, CITICORP INSURANCE GROUP – CITIBANK, FSB

Managed and administrated the Regional Insurance Department for all life and disability insurance application processing and state insurance licensing including continuing education courses and bonus programs for Area Sales Managers, Mortgage Consultants and Sales Assistants in 17 Loan Offices covering 3 states and approximately 90 employees. I restructured the department and other states used my format as a model, which resulted in streamlining the insurance processing to create a more efficient workflow and saving the company money on excess licensing expenses.

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REGIONAL APPRAISAL ADMINISTRATOR – CITIBANK, FSB

Human Resources Coordinator for the Appraisal Department staff of 50: Conducted employee relations, communications, benefits, salary changes, new hire paperwork and tracked employee absences and vacations. Resulted in improved employee and management relationships.

TREASURY OPERATIONS SPECIALIST – CITIBANK, FSB

Administrated the Treasure Operations Department and devised financial forecasting and computer models. Coordinated transactions for public agencies, wholesale and retail customers. Performed budgetary intricacies, prepared pledged collateral and public fund deposit reports to Federal Home Loan Bank. Maintained all aspects of correspondent bank records, contracts, agreements, analysis statement accruals and bank balances for Citibank’s accounts. Resulted in improved expense management and operating procedures.

SPECIAL SERVICES/CUSTOMER SERVICE ADMINISTRATOR – CITIBANK, FSB

Developed specialized mortgage loan products based on individual customer requirements. I worked with the Legal Department to prepare loan modifications, parcel maps and partial reconveyances for recording. I coordinated transactions between the Insurance Department, Mortgage Sales, Mortgage Operations, Data Link Systems and correspondent banks. Paid annual mortgage property taxes and insurance premiums. Issued loan payoffs and amortization schedules. Developed and implemented the first procedures for Citibank’s Home Equity Line of Credit product, which was implemented nationwide. Devised Special Services and Customer Service procedure manuals, including training employees, which enabled the department to become more efficient and productive.

MANAGER/SIGNING OFFICER, LOAN/NOTE DEPARTMENT – BANK OF AMERICA

Managed and reorganized, the Note/Loan Department for 2 branches of a major financial institution, which created efficient loan processing, servicing, and improved customer service relationships. Departments consisted of: Insurance, Loans, Collections, Bank Cards, Foreign Currency, Statements and Wire Transfers. Supervised and trained in excess of 50 bank employees in consumer loan procedures and services, customer relations, and special services. Resulted in improved expense management, employee relationships and employee training programs.

EMPLOYMENT HISTORY

MSR Insurance Services, Oakland, CA Founder, President & CFO	2008-Present
MOC INSURANCE SERVICES, SAN FRANCISCO, CA Account Executive, Commercial Real Estate & Commercial Lines	2000 - 2008
THE TETSELL GROUP, SAN FRANCISCO, CA Excess Casualty Account Servicing/Policy Issuance – AIG Insurance, San Francisco, CA Commercial Account Manager – Frank Crystal & Co. of CA, San Francisco, CA Insurance Administrator/Assistant – Marsh Inc., San Francisco, CA	1999 – 2000
GALLAGHER HEFFERNAN INSURANCE BROKERS, SAN FRANCISCO, CA Manager, Technical Services, Institutional Sales Unit	1997 - 1999

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MADSEN STAFFING SERVICES, SAN FRANCISCO, CA 1996 - 1997
Executive Assistant
David P. Sheets, VP & CFO, S&W Fine Foods/Tri Valley Growers, San Francisco, CA

APPLE ONE EMPLOYMENT SERVICES, OAKLAND, CA 1996 - 1997
Executive Assistant
Aurele Carlat, Vice President, United Behavioral Health, San Francisco, CA

CITIBANK, F.S.B. OAKLAND, CA 1982 - 1995
Regional Insurance Administrator, Citicorp Insurance Group

BANK OF AMERICA, OAKLAND, CA 1976 - 1980
Manager/Signing Officer, Loan/Note Department

PROFESSIONAL TRAINING

TOASTMASTERS INTERNATIONAL, 44 MONTGOMERY STREET MASTERS, SAN FRANCISCO, CA
Founding Member, Vice President 2005 - 2008

NAIW (NATIONAL ASSOCIATION OF INSURANCE WOMAN), TULSA, OKLAHOMA
California State Legislation Liaison 2004 - 2005
CPIW (Certified Professional Insurance Woman) Designation 2004
Insurance Instructor Certification 2003
Communicate With Confidence Instructor Certification 2003
IPO (Insurance Professionals of Oakland) – Local Association
Committee Chair: Education, Legislation & Career Opportunities 2001 - 2005

THE NATIONAL ALLIANCE FOR INSURANCE EDUCATION & RESEARCH, AUSTIN, TEXAS
CISR (Certified Insurance Service Representative) Designation 2002

OAKLAND EVENING ADULT SCHOOL, OAKLAND, CA
Certifications 1995 - 1996
Macintosh: Microsoft Word 5.1 Microsoft Excel 4.0 PageMaker 4.0
IBM Windows: Microsoft Word 6.0 Microsoft Excel 5.0

SUCCESS SCHOOL, WALNUT CREEK, CA
Property and Casualty Broker Agent - License 1994
Accident & Health Agent – License 1994
Life Agent – License 1994

LANEY COLLEGE, OAKLAND, CA
Creative Writing, Art 1975

AGENDA ITEM 6

I. Compliance Workforce Updates Compliance Reports

Workforce Updates

- Vertical Construction
 - OGLC #2 Whiting Turner
 - OGLC #3 Whiting Turner

**OAKLAND ARMY BASE JOBS POLICY
POTENTIAL SHORTFALLS REPORT
OAKLAND ARMY BASE JOBS POLICY**

WHITING TURNER

PROJECT NO. C470010 - OAKLAND LOGISTICS CENTER #2

Contractor Name	Total Employee	CORE HOURS	ADJUSTED EMPLOYEE	50% Residential	20% Apprentice	Total Shortfall	Hrly Wage	Potential Liabilities
Anning Johnson	286.00		286.00	0.00	57.20	57.20	20.00	1,144.00
Aqua Proof	456.00	426.00	30.00		64.20	64.20	20.00	1,284.00
BME Mechanical	5,975.50	2,450.00	3,525.50	37.75		37.75	20.00	755.00
CMA Fire	1,803.50	1,420.50	383.00	191.50		191.50	20.00	3,830.00
Conco Pumping	156.50		156.50	78.25	31.30	109.55	20.00	2,191.00
Concrete North	16,984.50	14,143.50	2,841.00	1,052.00		1,052.00	20.00	21,040.00
Creative Ceilings & Drywall	528.53	129.05	399.48	255.04		255.04	20.00	5,100.80
Giampolini & Co., Inc.	3,241.00	2,585.50	655.50	143.50		143.50	20.00	2,870.00
Golden Bay Fence Plus	944.00	422.00	522.00	90.00	17.80	107.80	20.00	2,156.00
Griffin Soil	121.50	0.00	121.50	60.75	24.30	85.05	20.00	1,701.00
JD2, Inc.	1,446.50	137.50	1,309.00	499.50	126.30	625.80	20.00	12,516.00
North Bay Overhead	307.00	228.00	79.00	0.50	21.40	21.90	20.00	438.00
Norther California Nail	279.75	279.75			55.95	55.95	20.00	1,119.00
Panelized Structures	2,218.00	2,218.00			103.60	103.60	20.00	2,072.00
Parkwest Landscape	3,746.00	2,593.00	1,153.00	188.50	193.60	382.10	20.00	7,642.00
Paul W. Wolfe Co.	194.50	143.00	51.50	25.75	38.90	64.65	20.00	1,293.00
Preston Pipelines	4,523.50		4,523.50		879.20	879.20	20.00	17,584.00
Silicon Valley	770.50		770.50	34.00	7.00	41.00	20.00	820.00
Starch Concrete	473.00		473.00	236.50	80.60	317.10	20.00	6,342.00
Tile West	113.50		113.50	55.25	22.50	77.75	20.00	1,555.00
Trim Tech	41.00	16.40	24.60	41.00	16.40	57.40	20.00	1,148.00
US Glass	1,097.00	239.00	858.00	224.00		224.00	20.00	4,480.00
Total	45,707.28	27,431.20	18,276.08	3,213.79	1,740.25	4,954.04	20.00	\$99,080.80

Project Scope

This project includes construction of a new 232,000sf cold shell warehouse. The structure of the building consists of concrete spread footings, concrete tie-beams, SOG, concrete tilt-up panels, HSS columns and a wood panelized roof structure. The exterior of the building consists of painted concrete tilt panels, panel reveals, ACM metal panels, glass and glazing. Site improvements includes parking lot, landscaping, and site utilities.

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Vertical Construction Report

Project: Oakland Army Base - Whiting Turner

From: November 4, 2019 - October 1, 2020

By Craft

Requirement 1 : 50% Craft by Craft to be worked by an Oakland Resident
 Requirement 2 : 20% Craft by Craft to be worked by an Apprentice (No Local Requirement)

Craft	Employee Hours	Core Hours	Adjusted Employee Hours	All Apprentice Hours	Oakland Hours	Oakland Apprentice Hours
Carpenter and Related Trades	6,627.50	643.00 9.70%	5,984.50	1,652.50	472.00	210.00
Cement Mason	7,070.50		7,070.50	1,745.00	7.89%	3.51%
DRYWALL INSTALLER / LATHER (CARPENTER)	431.50		431.50	67.50	8.00	
ELECTRICIAN	2,173.00		100.00%	15.64%	1.85%	
FIELD SURVEYOR	292.00		2,173.00	975.00	0.00	
			100.00%	44.87%	0.00%	
			292.00	73.00	0.00	
GLAZIER	1,310.00		100.00%	25.00%	0.00%	
			1,310.00	768.50	161.50	161.50
Iron Worker	4,052.59		100.00%	58.66%	12.33%	12.33%
			4,052.59	1,002.32	0.00	
Laborer and Related Classifications	8,738.00		100.00%	24.73%	0.00%	
			8,738.00	2,668.50	905.00	
OPERATING ENGINEER (HEAVY & HIGHWAY WORK)	4,816.00		100.00%	30.54%	10.36%	
			4,816.00	741.50	210.00	191.50
PAINTER	1,672.00		100.00%	15.40%	4.36%	3.98%
			1,672.00	473.00	0.00	
PARKING AND HIGHWAY IMPROVEMENT (STRIPER-LABORER)	0.00		100.00%	28.29%	0.00%	
			0.00		0.00	
			0.00%		0.00%	

B

Vertical Construction Report

Project: Oakland Army Base - Whiting Turner
 From: November 4, 2019 - October 1, 2020
 By Craft

Requirement 1 : 50% Craft by Craft to be worked by an Oakland Resident
 Requirement 2 : 20% Craft by Craft to be worked by an Apprentice (No Local Requirement)

Craft	Employee Hours	Core Hours	Adjusted Employee Hours	All Apprentice Hours	Oakland Hours	Oakland Apprentice Hours
Parking and Highway Improvement Painter (Laborer)	55.00		55.00		0.00	
PARKING AND HIGHWAY IMPROVEMENT PAINTER (PAINTER)	0.00		100.00%		0.00%	
PLASTER TENDER	118.00		118.00		118.00	
PLASTERER	0.00		100.00%		100.00%	
PLUMBER	1,764.50		1,764.50	537.50	26.00	
ROOFER	1,964.50		1,964.50	30.46%	1.47%	
SHEET METAL WORKER	1,235.00		1,235.00	1,066.00	400.00	192.00
Teamster	30.00		100.00%	8.14%	0.00%	9.77%
Grand Total:	42,350.09	643.00	41,707.09	11,870.82	2,300.50	755.00
		1.52%	98.48%	28.46%	5.52%	1.81%