

CAREER CENTERS

BROADWAY

915 Broadway
Sacramento, CA 95818
(916) 324-6202

CITRUS HEIGHTS

7640 Greenback Lane
Citrus Heights, CA 95610
(916) 676-2540

FRANKLIN

7000 Franklin Blvd., Suite 540
Sacramento, CA 95823
(916) 262-3200

GALT

1000 C Street, Suite 100
Galt, CA 95632
(209) 744-7702

GREATER SACRAMENTO URBAN LEAGUE

3725 Marysville Blvd.
Sacramento, CA 95838
(916) 286-8600

HILLSDALE

5655 Hilldale Blvd., Suite 8
Sacramento, CA 95842
(916) 263-4100

LA FAMILIA COUNSELING CENTER

5523 34th Street
Sacramento, CA 95820
(916) 452-3601

LEMON HILL

5451 Lemon Hill Avenue
Sacramento, CA 95824
(916) 433-2620

MARK SANDERS COMPLEX

2901 50th Street
Sacramento, CA 95817
(916) 227-1395

MATHER

10638 Schirra Avenue
Mather, CA 95655
(916) 228-3127

RANCHO CORDOVA

10665 Coloma Rd., Suite 200
Rancho Cordova, CA 95670
(916) 852-3608

SOUTH COUNTY

8401 - A Gerber Road
Sacramento, CA 95828
(916) 525-4717

Administrative Offices & Employer Services

925 Del Paso Blvd.
Sacramento, CA 95815
(916) 263-3800

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SACRAMENTO WORKS, INC. PLANNING/OVERSIGHT COMMITTEE

Date: Tuesday, September 11, 2007

Time: 8:30 a.m.

Location: SETA Board Room
925 Del Paso Blvd.
Sacramento, CA 95815

AGENDA

1. Call to Order/Roll Call
2. **ACTION ITEM:** Approval of Minutes of the March 19, 2007 Meeting
3. **DISCUSSION ITEM:** Demand-Driven, Skill-Based Integrated Service Delivery-- WIA/WP integration Learning Labs
4. **ACTION ITEM:** Approval of Performance Measures for the Sacramento Works Career Center System
5. **ACTION ITEM:** Approval of Recession of the Sacramento Works Incentive Policy
6. **ACTION ITEM:** Approval of the 2007-2008 Modification of the Sacramento Workforce Investment Area Strategic Five-Year Local Workforce Investment Plan
7. **INFORMATION ITEM:** Review of One Stop Career Center Annual Performance Report FY2006-2007
8. Input from the public
9. Adjournment

Committee Members: Mike Dourgarian (Chair), Dr. Jim Hernandez, Matt Kelly, Kathy Kossick, Jim Lambert, James Pardun, Joan Polster, Tim Ray.

DISTRIBUTION DATE: FRIDAY, AUGUST 31, 2007

Sacramento Works, Inc.
Planning/Oversight Committee
Minutes/Synopsis

SETA Board Room
925 Del Paso Blvd.
Sacramento, CA 95815

Monday, March 19, 2007
1:30 p.m.

1. Call to Order/Roll Call: Mr. Dourgarian called the meeting to order at 1:36 p.m.

Members Present: Mike Dourgarian, Kathy Kossick, Jim Lambert, James Pardun, Joan Polster.

Members Absent: Dr. James Hernandez, Matt Kelly, Jim Lambert, Tim Ray.

Others Present: Robin Purdy, Mario Montes, Liz Friend, Ginger Brunson, Bette Blanchard, Phil Cunningham.

2. **ACTION ITEM:** Approval of Minutes of the February 26, 2007 Meeting

No questions or comments on the minutes.

Moved/Pardun, second/Kossick to approve the minutes as distributed.

Voice Vote: Unanimous approval.

3. **ACTION ITEM:** Approval to Submit Application for the Workforce Innovation in Regional Economic Development (WIRED) Initiative

Ms. Purdy reviewed this application and stated that there will be 13 regions selected. There are six or seven other areas that will be applying for these funds. The Governor is scheduled to make his selection of the regions that will be approved to submit a WIRED grant by March 15, 2007. If the Sacramento Region is selected to compete nationally, staff is requesting board approval for SETA/Sacramento Works to act as co-lead and fiscal agent for the Sacramento Region Clean Energy Technology Alliance requesting \$5,000,000 over a three year period to support the growth of the clean technology and green energy industry in the region.

Moved/Kossick, second/Pardun, to approve the submission of an application to the Department of Labor on behalf of the region; authorize SETA's Executive Director to enter into a contract with the State of California Labor and Workforce Development Department, and execute contracts with collaborating entities.

Voice Vote: Unanimous approval.

4. **ACTION ITEM:** Approval of the Workforce Investment Act Sacramento Works One Stop Career Center Resource Allocation Plan for 2007-2008
Ms. Purdy reviewed the resource allocation plan. The actual amount of scholarships was not increased. The OJT program was decreased by 3% but due to a \$400,000 grant from DHA, there was an increase overall. Committee members reviewed the career center cost information requested at an earlier meeting. Ms. Purdy reviewed the staffing list of partners at the career centers. The largest centers are ones that are partnered with the Department of Human Assistance.

Ms. Liz Friend suggested also adding a number of case managers and hours of staffing in the career centers.

Perhaps we can partner with one staff from one of our regional partners to be a mystery shopper since they know what to look for.

Moved/Pardun, second/Ray, Approve the WIA Resource Allocation Plan for 2007-2008.

Mr. Ray suggested looking at our internal staff and how we are supporting the centers. How good is the central support to the one stops? Ms. Purdy stated that all ESS staff are being trained so they have the ability to do eligibility as well as case management.

Vote on the motion: Unanimous approval.

5. **INFORMATION ITEM:** WIA Adult/Dislocated Worker Performance Incentive Awards

SETA/Sacramento Works will receive \$25,000 in incentive awards (the sixth highest award statewide). These funds may be used for any allowable cost under the WIA.

6. Input from the public: None.
7. Adjournment: Meeting adjourned at 2:14 p.m.

ITEM 3 - DISCUSSION

DEMAND-DRIVEN, SKILL-BASED INTEGRATED SERVICE DELIVERY – WIA/WP INTEGRATION LEARNING LABS

BACKGROUND:

The Employment Development Department of the State of California Labor and Workforce Development Agency has started a planning and strategy development process to improve upon service integration and cooperation in the State's One Stop Career Center system. The State has created a Task Force consisting of local workforce investment boards and job service offices which has been meeting this year to brainstorm recommendations to streamline and improve services at the one-stop career centers. SETA/Sacramento Works staff have been taking part in the task force and have volunteered to be a learning lab to pilot options that will result in:

1. Serving more customers
2. Increasing the number of customers in training
3. Simplifying processes
4. Implementing "paperless" files
5. Implementing Common Measures
6. Integrating Wagner Peyser (Job Service) and WIA
7. Shifting from just "Work First"
8. Increasing initial assessment
9. Increasing skill development opportunities at the One Stop Career Center
10. Redefining "Case Management"

Staff will be attending a Task Force meeting on September 6 and 7 and will give an oral update to the Planning Committee.

ITEM 4 – ACTION

APPROVAL OF PERFORMANCE MEASURES FOR THE
SACRAMENTO WORKS CAREER CENTER SYSTEM

BACKGROUND:

In 2005, the U.S. Departments of Labor (DOL) Employment Training Administration (ETA) announced its intention to implement a set of Common Performance Measures for all of the department's employment and training programs. The State of California has requested a waiver from the U.S. Department of Labor to **discontinue use of the 17 performance measures that are currently required by the Workforce Investment Act and reducing the WIA outcome measures to 6 Common Measures.** The key elements of the waiver include:

- Combining performance measurement of customers served with Adult and Dislocated Worker funds;
- Using a single set of measures for customers served through the Youth funding stream, (instead of splitting youth into Older and Younger youth performance measures);
- Eliminating the credential measure for Adults and Dislocated Workers; and
- Eliminating the customer satisfaction measurement system required by DOL.

California currently reports 17 performance measures for the WIA Title I programs. There are four primary measures across three funding streams – Adult, Dislocated Worker, and Older Youth, three performance measures for Younger Youth, and two customer satisfaction measures (see Information Item – WIA Annual Report, section 2 for details on the current performance measures).

Table 1 below lists the six performance measures California is proposing to implement effective July 1, 2007. Table 2 provides a detailed definition for each of the Common Measures.

TABLE 1. COMMON PERFORMANCE MEASURES

<u>PROGRAM</u>	<u>PERFORMANCE MEASURE</u>	<u>TOTAL MEASURES</u>
Adults & Dislocated Workers	Entered Employment; Employment Retention; Average Earnings	3
Youth	Placement in Employment or Education, Attainment of a Degree or Certificate; Literacy and Numeracy Gains	3
Total Measures		6

TABLE 2. COMMON MEASURES AT-A-GLANCE

ADULT MEASURES	YOUTH MEASURES
<p>Entered Employment <i>Of those who are not employed at the date of participation:</i></p> <p>The number of adult participants who are employed in the first quarter after exit quarter divided by the number of adult participants who exit during the quarter</p>	<p>Placement in Employment or Education <i>Of those who are not in post-secondary education or employment (including the military) at the date of participation:</i></p> <p>The number of youth participants who are in employment (including the military) or enrolled in post-secondary education and/or advanced training/occupational skills training in the first quarter after the exit quarter divided by the number of youth participants who exit during the quarter.</p>
<p>Employment Retention <i>Of those who are employed in the first quarter after exit:</i></p> <p>The number of adult participants who are employed in <u>both</u> the second and third quarters after exit quarter divided by the number of adult participants who exit during the quarter</p>	<p>Attainment of a Degree or Certificate <i>Of those enrolled in education (at the date of participation or at any point during the program):</i></p> <p>The number of youth participants who attain a diploma, GED, or certificate by the end of the third quarter after the exit quarter divided by the number of youth participants who exit during the quarter</p>
<p>Average Earnings <i>Of those adult participants who are employed in the first, second, and third quarters after the exit quarter:</i></p> <p>The total earnings in the second plus total earnings in the third quarters after the exit quarter divided by the number of adult participants who exit during the quarter</p>	<p>Literacy and Numeracy Gains <i>Of those out-of-school youth who are basic skills deficient:</i></p> <p>The number of youth participants who increase one or more educational functioning levels divided by The number of youth participants who have completed a year in the program (i.e., one year from the date of first youth service) plus the number of youth participants who exit before completing a year in the youth program.</p>

Locally Developed Performance Measures:

The Planning/Oversight Committee of Sacramento Works, Inc. has discussed the need for “actionable” local goals that will measure the efforts of the career center to improve

the skills of job seekers and place job seekers in high-growth, high-wage occupations. Staff has brainstormed several local goals for the committee's consideration:

1. Every customer, on every visit will develop a new skill
 - a. Career development skills
 - b. Job Seeking skills
 - c. Technical skills
 - d. Success/Next skills

This goal could be measured by bar-coding all skill development services provided by the career centers and providing quarterly reports to the Committee.

2. 75% of all training referrals will be for training in critical occupational clusters identified by Sacramento Works, Inc.
 - a. Administrative and Support Services
 - b. Architecture and Engineering
 - c. Construction
 - d. Healthcare and Support Services
 - e. Information Technology and Telecommunications
 - f. Installation, Maintenance, and Repair
 - g. Tourism and Hospitality
 - h. Transportation and Production

This data is already collected and reported to the committee quarterly.

3. Customer Satisfaction surveys for employers and jobs seekers will reflect that customers are satisfied with services. (This data is already collected and reported to the committee quarterly).

RECOMMENDATION:

Staff is recommending that, effective July 1, 2007, the Sacramento Works Career Center system discontinue use of the 17 performance measures listed in Section 136 of the Workforce Investment Act and implement the common performance measures described in Tables 1 and 2 of this directive.

Staff is also recommending that the Committee review the options for local measures and take appropriate action.

ITEM 5 - ACTION

APPROVAL OF RESCISSION OF THE SACRAMENTO WORKS INCENTIVE POLICY

BACKGROUND:

In February, 2005, Sacramento Works, Inc. approved an incentive policy which allowed Sacramento Works One Stop Career Centers and on-the-job-training (OJT) providers to also earn an incentive award for exceptional performance. The policy allowed Career Centers and OJT providers that exceeded their goals for numbers of customers entering employment, number of customers retaining employment for one year, and increasing wages for customers, could earn up to \$2,500 per year for exceptional performance.

Over the last two years, ten career centers and three on-the-job-training providers have earned \$20,800 in incentive payments. Career Centers and OJT providers used the incentive awards for:

- Training events or workshops beneficial to the team
- Team Recognition Events
- Increased services to career center customers

Because the Career Centers system will be changing the performance accountability system in the next year and enrolling many more customers, staff is recommending that Sacramento Works discontinue the incentive policy and utilize the incentive funds to provide training and staff development to all the staff and partners in the career centers system.

RECOMMENDATION:

Rescind the Sacramento Works Incentive Award Policy approved in February, 2005 and use the funds to provide training and staff development for the Sacramento Works Career Center system.

Career Center	FY 2005-2006	FY 2006-2007
Broadway	1,150	100
Citrus Heights	0	0
Franklin	1,150	100
Galt	750	1,900
Hillsdale	0	2,500
La Familia	1,750	850
Lemon Hill	0	700
Mark Sanders	2,150	1,500
Mather	1,750	1,500
Rancho Cordova	1,250	100
South County	0	500

Urban League	0	0
Total	9,950	9,750

OJT Provider	FY 2005-2006	FY 2006-2007
Asian Resources	350	100
Sacramento Lao Family	350	100
Sacramento Chinese Community Service Center	0	100
La Familia Counseling Center	100	0
Total	800	300
Grand Total	<u>\$10,750</u>	<u>\$10,050</u>

ITEM 6 - ACTION

APPROVAL OF THE 2007-2008 MODIFICATION OF THE SACRAMENTO WORKFORCE INVESTMENT AREA STRATEGIC FIVE-YEAR LOCAL WORKFORCE INVESTMENT PLAN

BACKGROUND:

On August 2, 2007, the State of California, Employment Development Department (EDD) released a directive announcing a one-year extension to existing Local Workforce Investment Areas (LWIA) Five-Year Strategic Local Plans via the local plan modification process. This process provides an opportunity to realign significant local and/or State changes in Workforce Investment Act (WIA) program administration/service delivery policy for the Sacramento Employment and Training Agency's Five (5) Year Strategic Plan. The Governor requires modifications in situations where there are significant changes which could include local economic conditions; changes in the financing available to support WIA Title I and partner-provided WIA services; changes to the Local Board structure; or a need to revise strategies to meet performance goals. The attached is a summary of those policy issues that SETA proposes to modify or address within the original Plan document.

RECOMMENDATION:

Hear the staff recommendation and approve the submission of SETA's Modification of the Five (5) Year Strategic Plan to the State of California, Employment Development Department.

Executive Summary

Workforce Investment Area Local Plan Modification

Fiscal Year 2007-2008

On August 2, 2007, the State of California, Employment Development Department released a directive announcing a one-year extension to existing Local Workforce Investment Areas (LWIA) Five-Year Strategic Local Plans via the local plan modification process. This process provides an opportunity to realign significant local and/or State changes in Workforce Investment Act (WIA) program administration/service delivery policy for the Sacramento Employment and Training Agency's Five (5) Year Strategic Plan. The Governor requires modifications in situations there is an occurrence of significant policy changes which could include local economic conditions; changes in the financing available to support WIA Title I and partner-provided WIA services; changes to the Local Board structure; or a need to revise strategies to meet performance goals. Noted below is a summary of those policy issues that SETA proposes to modify within the original Plan document.

Redefining SETA's Workforce Development System

Beginning in February of 2007, a series of meetings was hosted by the Employment Development Department that brought together both the Workforce Development and Job Services Divisions within EDD, as well as representatives of the California Workforce Association and local Workforce Investment Boards. The discussion centered on planning for true integration of Workforce Investment programs that in the past have remained separated by customer base, eligibility, performance measures, customer flow/tracking requirements, and/or services offered. These programs include the Workforce Investment Act, Wagner-Peyser and the Trade Adjustment Reform Act of 2002. From these initial discussions, the EDD has selected Local Workforce Investment Areas throughout the State representing California's existing diversity of One-Stop Operator models to become "Learning Labs". These Learning Labs will be charged with taking the strategies developed by this group and putting them into action. Effective July 1, 2008, the Sacramento Employment and Training Agency will become a Learning Lab and begin the integration process.

The planning of this service delivery will include the identification of strategies and operating models in three key areas: Integrated customer pool, integrated customer flow and functional supervision.

Adoption of Common Performance Measures

In 2005, the U.S. Department of Labor (DOL) Employment Training Administration (ETA) announced its intention to implement a set of Common Performance Measures for all of the department's employment and training programs. The State of California has requested a waiver from the U.S. Department of Labor to discontinue use of the

17 performance measures that are currently required by the Workforce Investment Act and reduce the WIA outcome measures to six (6) Common Measures. The key elements of the waiver include:

- Combining performance measurement of customers served with Adult and Dislocated Worker funds;
- Using a single set of measures for customers served through the Youth funding stream, (instead of splitting youth into Older and Younger youth performance measures);
- Eliminating the credential measure for Adults and Dislocated Workers; and
- Eliminating the customer satisfaction measurement system required by DOL.

Sacramento Works Inc. has chosen to adopt the following Common Measures effective July 1, 2007 (contingent upon EDD's receipt of waiver approval from DOL authorizing their use).

Adult Measures (includes both Adult and Dislocated Workers)

Entered Employment
Employment Retention
Average Earnings

Youth Measures

Placement in Employment or Education
Attainment of a Degree or Certificate
Literacy and Numeracy Gains

Locally Developed Performance Measures

In addition to the Common Measures noted above, the Planning/Oversight Committee of Sacramento Works, Inc. has discussed the need for "actionable" local goals that will measure the efforts of the career center to improve the skills of job seekers and place job seekers in high-growth, high-wage occupations. These goals include:

1. Every customer, on every visit, will develop and/or practice a new skill. Skills include Career Development skills, Job seeking skills, technical skills and success/Next skills.

These goals will be measured by bar-coding all skill development services provided by the career centers into the SMARTware Client Tracking and Case Management System and providing quarterly reports to the Committee and Sacramento Works, Inc. Board.

2. Seventy-five percent of all training referrals will be for training in those critical occupational clusters identified by Sacramento Works, Inc. which include the following:

- Administrative and Support Services
- Architecture and Engineering
- Construction
- Healthcare and Support Services
- Information Technology
- Installation, Maintenance and Repair
- Tourism and Hospitality
- Transportation and Production

This data is already collected and reported to the committee quarterly.

3. Customer Satisfaction surveys for employers and job seekers will reflect that customers are satisfied with services. (This data is already collected and reported on a quarterly basis to the Committee.)

Skill Based System (Demand Driven/Occupational clusters)

Every year, the Sacramento Works, Inc. Board reviews the labor market projections of the Employment Development Department and uses local labor market surveys and information to update the Critical Industries and Occupations list. This list provides guidance to customers using the Sacramento Works One Stop Career Centers in their search for high-demand, high-wage jobs in the region. Additionally, it provides education and training agencies with information about the jobs in which training is needed in the region and focuses the career center staff on approving training scholarships in high-wage jobs. For Fiscal Year 2007-2008, staff has made recommendations for modifying the Critical Industry and Occupations list to include the following:

- Change the title of the report from “Critical Industries and Occupations” to “Critical Occupational Groups”. What has been previously referred to as “industries” are in fact, occupational groups. These groups were created to allow occupations with similar characteristics to be combined into categories. These occupations are also those that are projected to provide the best employment opportunities based on their projected growth and separations.
- Rename “Information Technology and Telecommunications” Critical Occupational Group to “Information Technology”. The Standard Occupational Classification (SOC) system identifies two “Telecommunications” related occupations: Telecommunications Line Installers and Repairers, is already included in the Installation, Maintenance and Repair group; and Telecommunications Equipment Installers and Repairers, no longer has any available projections data (EDD has indicated that since the number of employers for this occupation are so few in number that it compromises confidentiality to include projections data for the occupation).

- Add “Architecture and Engineering” to the Critical Occupational Groups list. The Occupations defined in the architecture and engineering group are projected to grow (based on an absolute growth and separations) by more than 7,500 jobs by 2014.

Of the current critical occupational groups, clean energy and green technologies are related to numerous occupations that cross almost all groups (and industries) as well as employer types. Over the next two years, SETA staff will be working with our partners to evaluate and identify the occupational groups and/or industries that are most closely associated with Clean Energy and Green Technology.

For Fiscal Year 2007-2008, the critical occupational clusters approved by the Workforce Investment Board are:

- Administrative and Support Services
- Architecture and Engineering
- Construction
- Healthcare and Support Services
- Information Technology
- Installation, Maintenance and Repair
- Tourism and Hospitality
- Transportation and Production

Shifting to a Skills Based System/Changing the Service Paradigms

Since the inception of the Workforce Investment Act, the needs of our career center customers have shifted away from the “work first” triage model initially used by Career Center Staff, to one which more closely meets the needs of our employers. This original service strategy is based on the requirements of WIA where customers can only move up the prescribed service hierarchy, regardless of their employability needs. The required career center client flow outlined a hierarchy of services where a majority of customers would use “Core or Self Service” services. These services were provided with the intent that the customer would be capable of seeking out and utilizing existing services without staff assistance. Once a customer began to use Core Services, staff would informally assess the employability needs and begin to ascertain the customer’s need for more “Intensive” services. Intensive services are those that require eligibility determination and provide services either through “one on one” staff assisted services or through group activities such as Workshops. Both Intensive services and Training Services are provided to WIA customers in fewer numbers and are considered to be a much more rigid method of service delivery.

Redefining SETA’s Career Center System to a Skills Based System provides our customers with a flexible service strategy which offers the right services plan from the start. The emerging service paradigm offers career center customers the ability to move through the various services, core, intensive or training/ 1-on-1, self-service or group activities based on their individual needs, not by prescription.

What this new system will also provide is more intense services to a much greater number of customers. Though service delivery will be simplified, the focus will be on increased skills assessment and skills development. Short, fast turnaround workshops will be the primary vehicle for getting customers “job ready”. A common skills path might include Basic skills, Occupational skills, customized or OJT Training, Computer use skills, Job-specific skills, Interviewing skills, Job Search skills, and Using LMI skills. Those that are job ready will have their skills verified through short self –administered assessments such as Prove It!, a testing system used to assess the clerical, technical, accounting, industrial, call center and software skills of the customer.

Case Management is redefined as “Continual Engagement” and “Skill Coaching.” All customers referred to the Skill Development Team will further assess the customer’s job skills by administering three of the WorkKeys Skill Assessments in Reading for Information, Locating Information and Applied Mathematics. The WorkKeys assessments measure foundational skills of the participant. Those that obtain qualifying scores on each assessment will receive a WorkKeys Certificate identifying skills and skill levels that can be attached to employment applications. The skill assessments also assist the Skill Development Team in guiding the customer to occupations or trainings where the customer has demonstrated that they possess the foundational skills. For customers who have skill gaps, they will be referred to skill gap training and then retested.

The Employment Plan will continue to be the vehicle that documents the customer’s transition through the system. However, due to the sheer numbers who will be enrolled into the One-on-One services, (which require eligibility determination and skill coaching), the SMARTware Barcode System will become the primary tool to document customer participation in career center services.

During the last three years planning and procurement process, the Sacramento Works Youth Council engaged the Sacramento Community and Youth Service providers to address the changes in WIA legislation and the Sacramento economy. As a result, the Youth Council identified the following priorities for serving Sacramento youth:

- Focus occupational training on the identified Sacramento Critical Industries
- Enhance collaboration by implementing a vendorized approach for some services
- Focus on soft skills to enhance employment and academic retention
- Focus on GED attainment for those Out-of-School youth
- Require Occupational Skills training for all In-School youth
- Focus on youth with increased barriers such as transitioning foster youth, disabled youth and youth involved in the criminal justice system.

The Youth Council believes that this renewed focus on demand driven occupational skills training and academic attainment will best prepare the WIA youth for success in the California economy. The Youth Council also has developed new strategies to coordinate and collaborate services with more community and faith-based

organizations. During 2006-2007, the Youth Council coordinated with a local faith-based organizing entity to develop strategies on reducing youth violence and increasing youth employment opportunities.

SETA's Commitment to Serving Special Populations

The Sacramento Employment and Training Agency remains committed to providing services to those most in need and continues to serve those persons who are included in the "Special Populations" categories identified in the Workforce Investment Act. SETA currently has adequate funds to provide necessary services. These include TANF recipients, Refugees, Foster Youth, and Ex-Offenders. Additionally, SETA supports and will continue to partner with other organizations serving the needs of Special Populations.

ITEM 7 – INFORMATION

REVIEW OF ONE STOP CAREER CENTER ANNUAL PERFORMANCE REPORTS
FOR FISCAL YEAR 2006-2007

BACKGROUND:

The report for Fiscal Year 2006-2007 (July 1, 2006 – June 30, 2007) is being sent under separate cover.

Staff will be available to answer questions.