AGENDA
KERN, INYO, AND MONO
WORKFORCE DEVELOPMENT BOARD
YOUTH COUNCIL
NOVEMBER 18, 2015

Location: America’s Job Center of California – Oildale Affiliate, 200 China Grade Loop, Bakersfield, CA
Time: 3:00 p.m. to 4:30 p.m.
Dial In: (800) 867-2581
Access Code: 7696907

Council Members:
Claire Pagnini – Chair
Karen Blake
Angela Carrizales
Les Clark
Tom Corson
Dale Countryman
Jim Elrod
Christine Frazier
Christopher Gerry
Connie Grumling
Teresa Hitchcock
Adan Gomez
Ian Journey
Gregory McGiffney
Connie Grumling
Ian Journey
Magda Menendez
Mark Novak
Leticia Perez
Ngoc Pham
Norma Rojas-Mora
Greg Terry
Veronica Vega
David Villarino
Todd Yepez

Page No.
I. Introductions
II. Public Comments
III. Approval of the September 30, 2015, Meeting Minutes – Action Item
IV. New Business
   A. Welcome New Members: Karen Blake, Ngoc Pham, Veronica Vega, and Todd Yepez – Oral Report
   B. Recommendation for Procurement Under a Request for Refunding for Workforce Innovation and Opportunity Act Youth Programs for Program Year 2016-17 – Action Item
   C. Request for Youth Council Sub-Committee to Develop a Partnership with Key Stakeholders for the Development of a Youth Center Targeted Toward Providing Work-Readiness and Employment Services for Disconnected Youth – Action Item
   D. Notification of Potential Name Change for Youth Council – Action Item
   E. Clarification of Youth Council Attendance Report
   F. Notification of Travel Opportunity and Update on Travel Policy
V. Council Member Comments
VI. Miscellaneous Filing
   A. Status of Youth Subgrantee Monitoring Reports
   B. Kern, Inyo, and Mono Workforce Development Board and Committees’ Meeting Schedules for Calendar Years 2015 and 2016
   C. Youth Council Attendance Report

Disabled individuals who need special assistance to attend or participate in a meeting of the Workforce Development Board may request assistance at Employers’ Training Resource, 1600 East Belle Terrace, Bakersfield, California or by calling (661) 336-6893. Every effort will be made to reasonably accommodate individuals with disabilities by making meeting materials available in alternative formats. Requests for assistance should be made at least three (3) working days in advance whenever possible.
All agenda item supporting documentation is available for public review at Employers' Training Resource, 1600 East Belle Terrace, Bakersfield, 93307 during regular business hours, 8:00 a.m. - 5:00 p.m., Monday through Friday, following the posting of the agenda. Any supporting documentation that relates to an agenda item for an open session of any regular meeting that is distributed after the agenda is posted and prior to the meeting will also be available for review at the same location.

Please remember to turn off all cell phones, pagers or electronic devices during the meeting.
INTRODUCTIONS

Members, staff, and guests introduced themselves.

PUBLIC COMMENTS

There were no public comments.

WELCOME NEW MEMBER CHRISTOPHER GERRY

Teresa Hitchcock welcomed the newest member of this Council that was appointed by the Board of Supervisors. Mr. Gerry introduced himself and gave a brief background on what qualifications he has to offer as a member of this Council.

APPROVAL OF THE NOVEMBER 12, 2014, MARCH 11, 2015, AND MAY 6, 2015, MEETING MINUTES

John Means made a motion to approve the November 12, 2014, March 11, 2015, and May 6, 2015, meeting minutes. Christine Frazier seconded the motion. Christopher Gerry abstained. The motion carried.
NOMINATION OF NEW YOUTH COUNCIL CHAIRPERSON

Tom Corson made a motion to nominate Clare Pagnini as the new Youth Council Chairperson. Christine Frazier seconded the motion. All Ayes. The motion carried.

APPOINTMENTS TO THE WORKFORCE DEVELOPMENT BOARD YOUTH COUNCIL

Tom Corson made a motion to forward Mr. Todd Yepez, Ms. Ngoc Pham and Ms. Karen Blake as Business Representative members to the Executive Committee. David Villarino seconded the motion. All Ayes. The motion carried.

Greg Terry made a motion to forward Veronica Vega as a Youth Participant representative to the Executive Committee. Magda Menendez seconded the motion. All Ayes. The motion carried.

UPDATE ON ALLOCATION AND PRELIMINARY FUNDING RECOMMENDATIONS FOR YOUTH PROGRAMS FUNDED UNDER THE WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) FOR PROGRAM YEAR 2015-16

Rosemary Hobbs gave a brief update on the allocation and preliminary funding recommendations for youth programs funded under WIOA for Program Year 2015-16. Rosemary stated that on May 21, 2015, the Workforce Investment Board voted to approve the funding recommendations and included the recommendations in the agenda packet for everyone to review.

COUNCIL MEMBER COMMENTS

Veronica Vega introduced herself to the Council. She has been with Kern High School District (KHSD) as a participant, and also helps KHSD conduct workshops and trainings, market Career Resource Department activities and serves as a KHSD team leader of the Peer Support Workers who serve as youth advocates. Veronica is also attending California State University, Bakersfield, and looks forward to serving on this Council.

MISCELLANEOUS FILINGS

The Youth Council was provided with a copy of the Status of Youth Subgrantee Monitoring Reports, the Kern, Inyo, Mono Workforce Development Board and Committees’ Meeting Schedule for Calendar Year 2015, and the Youth Council Attendance Report.

The meeting was adjourned at 3:21 p.m.
November 18, 2015

Youth Council
Kern, Inyo and Mono
Workforce Development Board
1600 East Belle Terrace
Bakersfield, CA 93307

RECOMMENDATION FOR PROCUREMENT UNDER A REQUEST FOR
REFUNDOING FOR WORKFORCE INNOVATION AND OPPORTUNITY ACT YOUTH
PROGRAMS FOR PROGRAM YEAR 2016-17

Dear Council Member:

One of the primary functions of the Youth Council is to identify and recommend funding for eligible providers of services and training programs for youth activities. It is time to begin this process for Program Year 2016-17.

Although the Workforce Innovation and Opportunity Act (WIOA) allocation for Program Year (PY) 2016-17 may not be known until late spring, we expect funding to be the same or lower than that received for PY 2015-16 due to potential federal budget cuts.

Because a full Request for Proposals (RFP) was used to procure service providers for Program Year 2015-16, both a Request for Refunding (RFR), limited to current providers, as well as a full RFP are available options for Program Year 2016-17. While it is up to your Council to recommend procurement through either an RFP or RFR, staff would like to recommend that we utilize the more limited RFR process for the upcoming program year to help ensure the continuity of currently funded programs. Allocations to In-School activities were cut by 50% for the current Program Year in order to meet the new WIOA rule limiting In-School expenditures to 25% of an area’s youth program funds. With less in anticipated available funding due to Federal budget cuts and significantly lower carryover reserves, limiting procurement to existing providers helps preserve funding levels to existing agencies, optimizing their ability to maintain enrollments and achieve the mandated performance goals. Funding may still be reduced or denied to agencies that have not met performance and/or programs for which we anticipate less demand or which do not represent the best, most effective use of youth dollars in this funding cycle.

The WIOA formula funding procurement process is scheduled to begin after the first of the year. Recommendations concerning funding will be forwarded from staff to your Council and then on to the full Board during your respective spring 2016 meetings. Procurement for special grants
may be held separately or concurrently with WIOA formula funding procurement depending on available funding opportunities and their associated timelines. All procurements will follow all final WIOA regulations.

Therefore, IT IS RECOMMENDED that your Council recommend, to the Workforce Development Board, a refunding process for WIOA formula funded youth activities, and a full request for proposal process for any additional youth funding opportunities that may emerge for Program Year 2016-17.

Sincerely,

[Signature]

Teresa Hitchcock
Assistant County Administrative Officer

TH:kb
November 18, 2015

Youth Council
Kern, Inyo and Mono
Workforce Development Board
1600 East Belle Terrace
Bakersfield, CA 93307

REQUEST FOR YOUTH COUNCIL SUB-COMMITTEE TO DEVELOP A PARTNERSHIP WITH KEY STAKEHOLDERS FOR THE DEVELOPMENT OF A YOUTH CENTER TARGETED TOWARD PROVIDING WORK-READINESS AND EMPLOYMENT SERVICES FOR DISCONNECTED YOUTH

Dear Council Member:

The concept of establishing a Youth Center that is separate from local AJCCs and dedicated specifically to serving youth outside the One-Stop and/or the comprehensive Youth-Only programs is a topic that has been discussed over the years, but left on the “back burner” due to various issues including budget constraints, staffing issues and location concerns. However, with the increased emphasis under WIOA on serving disconnected, out-of-school youth and on focusing on the needs of employers, we believe the time has come to revisit this idea. We believe that by identifying the needed array of partners, we can develop not only a model for service, but the community resources to launch this endeavor.

We have already been approached by the Bakersfield Adult School and the Bakersfield City Council regarding partnering toward a Youth Center, and we imagine that many more agencies and employers, both public and private, will be willing to join with and contribute toward this effort.

As our Youth Council, you are in a unique position to lead this process by identifying partners in business, education, youth development, social services and other areas, and engaging them in this project.

Therefore, IT IS RECOMMENDED that your Council convene the Youth Sub-Committee for the purpose of identifying and engaging partners to come together to explore options for a Youth Center to provide work-readiness and employment services targeted to disconnected local youth.

Sincerely,

[Signature]

Teresa Hitchcock
Assistant County Administrative Officer

TH:kb
Youth Council  
Kern, Inyo and Mono  
Workforce Development Board  
1600 East Belle Terrace  
Bakersfield, CA 93307  

NOTIFICATION OF POTENTIAL NAME CHANGE FOR YOUTH COUNCIL  

Dear Council Member:  

Under the Workforce Innovation and Opportunity Act (WIOA), "Youth Councils" are not mandated; however, each local Workforce Development Board has the discretion to establish a Standing Committee for youth services. At its meeting on October 15, 2015, your Workforce Development Board (WDB) approved retaining your existing Youth Council; however, a decision on whether to change the name to "Youth Standing Committee," "Youth Committee," or simply keep your existing name has yet to be addressed.  

Under WIOA, the functions of the Youth Standing Committee include: Provision of information and assistance with planning, operational, and other issues relating to the provision of services to youth.  

Required Membership: The Youth Standing Committee:  

- Must be chaired by a member of the Workforce Development Board;  
- Must include representatives of community-based organizations with demonstrated records of serving youth;  
- Must include other individuals appointed by the Workforce Development Board who are not members of the local board and who the local board determines have appropriate experience and expertise;  
- May include other members of the Workforce Development Board.  

Standing committees may also include representatives from: Education, training, health, mental health, housing, public assistance, justice, philanthropic or economic and community development organizations, employers, parents, participants and youth.
As the new legislation has added more elements of service, new performance measures and increasing focus on preparation for the workforce and/or post-secondary training and education, we anticipate that the role of your group will become increasingly more expansive and vital to our local workforce development area’s success.

Therefore, IT IS RECOMMENDED that your Council forward a recommendation to the WDB on whether to change the name to “Youth Standing Committee,” “Youth Committee,” or simply keep your existing name.

Sincerely,

Teresa Hitchcock
Assistant County Administrative Officer

TH:kb
November 18, 2015

Youth Council
Kern, Inyo and Mono
Workforce Development Board
1600 East Belle Terrace
Bakersfield, CA 93307

CLARIFICATION OF YOUTH COUNCIL ATTENDANCE REPORT

Dear Council Member:

As previously discussed, the Attendance Policy adopted by the Workforce Development Board for itself and all its Committees did not take effect for your Youth Council until your September 30, 2015, meeting. Unfortunately, because the Attendance Policy took effect for the Board and other Committees prior to September 30, the Attendance Report distributed at the October 8, 2015, Executive Board meeting inadvertently included attendance for your Council for meetings prior to September 30th. The purpose of this letter is to reiterate that despite that report showing attendance for your Council prior to that date, your attendance did not count toward or against compliance with the new policy until September 30, 2015.

As noted in the policy, please remember that only consecutive unexcused absences count against attendance; excused absences do not. In order to be considered excused, please contact Lori Castro via e-mail (preferred) to loric@co.kern.ca.us or by telephone at (661) 336-6972 as soon as you know you will not be able to attend.

In addition, please review the Attendance Reports in each of your meeting packets and report any discrepancies to Lori so that they may be corrected.

Sincerely,

Teresa Hitchcock
Assistant County Administrative Officer

TH:kb
November 18, 2015

Youth Council
Kern, Inyo and Mono
Workforce Development Board
1600 East Belle Terrace
Bakersfield, CA 93307

NOTIFICATION OF TRAVEL OPPORTUNITY AND UPDATE ON TRAVEL POLICY

Dear Council Member:

This is to notify you of the opportunity to attend the California Workforce Association’s (CWA’s) Annual Youth Conference. This youth conference is held every January and features a choice of workshops each day on a variety of topics of importance to youth providers and those who oversee the development and management of youth programs. There is sure to be an emphasis on the transition from the Workforce Investment Act to the Workforce Innovation and Opportunity Act.

This year, the CWA Youth Conference will be held from January 12-14 at the Sheraton Grand in Sacramento—a change of venue from its previous location in Long Beach. More information, including rates, is available at http://www.calworkforce.org/youth_conference.html. If you wish to attend under the new travel policy, please complete the attached application for consideration. Note that the travel budget has been raised from the original recommendation of $4,000 to $10,000 per year. The cost of attending the CWA Youth Conference is relatively low, especially with travel to Sacramento available via Amtrak for those who do not wish to drive and is a tremendous opportunity to increase one’s knowledge regarding WIOA Youth issues and to network with peers from other Workforce Development Areas.

Sincerely,

Teresa Hitchcock
Assistant County Administrative Officer

TH: kb
attachments
1. PURPOSE

The Governor of California has designated the Kern, Inyo, Mono Counties Consortium (KIM) as a Local Workforce Development Area under the federal Workforce Innovation and Opportunity Act of 2014 (WIOA). The Workforce Development Board (WDB) and Youth Council (YC) members are encouraged to attend events that will enhance their knowledge of local, State and Federal WIOA issues. Members can and should take advantage of the workshops and opportunities for networking to further their ability to contribute to the Board and Council’s effectiveness.

In an effort to minimize any financial hardships service on the WDB or YC may cause its members and in order to sponsor and encourage member participation at conferences, training and seminars, WIOA funds may be used to reimburse members for authorized expenses incurred during service to the WDB and YC. This policy sets forth the guidelines for such spending and reimbursement and is based on the County of Kern’s travel, meal and lodging policy which is changed from time to time.

As limited funding will be made available for WDB and YC members to travel (the amount to be approved by the WDB annually), the WDB Chairperson will encourage and seek volunteers, approve requests and make recommendations through the Executive Committee, as time permits. It is expected that non-business members (e.g., those members representing community-based organizations, education, labor, partner agencies, etc.) seek funding from their own agencies/organizations first. There may be occasions when sharing costs will be considered particularly when agencies/organizations have a duality of purpose in the conference or training seminar. Members who represent agencies/organizations and who have WIOA or other workforce funds available should use those funds prior to asking for WDB sponsorship.

2. MEMBER ELIGIBILITY TO REQUEST TRAVEL AND PRIORITY OF SERVICE

In order for travel requests to be considered, the member must:

- Be listed on the KIM WDB or YC roster on file at the Kern County Board of Supervisors;
• Be a member in good standing defined as unexpired term and meeting attendance requirements; and

• Have complied with the travel policy in the past, if applicable, including the requirement to provide a written and/or oral report at the next WDB or YC meeting following the conference or training seminar.

To encourage broad participation, generally a member will be considered for one conference or training seminar per year, and the number of attendees per event will be limited. Priority will be given to members whose costs will be shared by another entity, members more likely to benefit than other members (based on the training/seminar/conference topic), and officers of the WDB and YC.

Events which involve no cost are not covered by this policy. Members are encouraged to attend local events, participate in free webinars, and leverage other resources to expand their workforce development knowledge and to network.

Only approved training/seminars/conferences will be considered under this policy. All expenses must be justified to demonstrate that they are necessary and reasonable. Examples of allowed events include the California Workforce Association (CWA) Annual Youth Conference, Spring Conference and Meeting of the Minds. Employers’ Training Resource (ETR) staff will alert the WDB and YC of upcoming events. The Executive Committee and WDB Chairperson will have final approval as to which events will be considered allowable and which travel requests will be approved, based on the recommendation of the ETR Director. As the Executive Committee and WDB meet quarterly, to ensure timely travel reservations and meeting “early bird” or government discounts, the WDB Chairperson will be authorized to approve events and travel requests on behalf of the Executive Committee. These approvals will be reported at the next regularly scheduled meeting of the Executive Committee and the WDB. The WDB Chairperson will resolve any conflicts that may arise regarding conference attendance. The Kern County Board of Supervisors has final approval of travel using WIOA or other County funds.

3. BOARD MEMBER/YOUTH COUNCIL TRAVEL REQUEST FORM

Any member requesting travel reimbursement will complete a “Kern, Inyo, Mono Counties Consortium Workforce Development Board/Youth Council Member Travel Request Form” which will require the member to justify why it is in the interest of the WDB or YC for that member to attend the training, seminar or conference. All non-business members will have to provide verification that they have requested the agency or organization they represent to sponsor or partially sponsor their attendance at the training, seminar or conference; the agency or organization response; and the amount of sponsorship, if any.
4. TRAVEL REQUESTS

Approved travel requests will be processed by ETR staff following the County of Kern's travel, meals, and lodging policy which changes from time to time.

5. ALLOWABLE EXPENSES

A. General Provisions

When possible, ETR staff will be responsible for all conference registration arrangements, hotel reservations, transportation reservations and trip logistics. Members who use WIOA/County funds to travel should do so in the most reasonable economic manner possible. This would include obtaining government rates or special conference rates at hotels, shopping for reasonable airfares, and using public transportation if available and reasonably convenient.

Once a member has been approved to travel, ETR staff will complete the necessary paperwork and submit to the ETR Director, the County Administrative Office, and the Kern County Board of Supervisors for processing/approval.

B. Expenses

Allowable expenses may include the following:

- Conference/training registration fees
- Hotel accommodations
- Mileage
- Intercity/state transportation
- Toll charges
- Parking
- Meals (those not provided as part of the conference)

Acceptable rates for the above will be determined by the County of Kern's travel policy. Members will be required to submit receipts for hotel, parking, and other expenses along with a copy of the agenda or flyer for the event. If valet parking is the only service provided by the hotel for guests, you must obtain from the hotel a written statement confirming that only valet parking is available. Meal per diem availability is based on location and departure/return times.

C. Automobile Insurance

The liability on any personal vehicle used for WDB or YC business must conform to the minimum requirements of the California Vehicle Code. Members will not be reimbursed for mileage expenses unless proof of
automobile insurance coverage or a Certificate of Insurance is on file with the County of Kern. Members should submit proof of such coverage to ETR staff prior to travel.

6. TRAVEL REQUEST APPROVAL

All travel requests are to be submitted to the ETR Director for review. Requests will be forwarded to the WDB Chairperson and the Executive Committee for consideration and approval. Requests approved will be processed by ETR staff and submitted to the County Administrative Office and the Kern County Board of Supervisors for approval. The member will be notified as soon as possible when the travel request has been finalized. The member may need to submit additional items to complete the travel claim process. Care should be taken to ensure that approved travel does not exceed the WDB/YC travel budget.

7. POST-CONFERENCE REPORT

Members who attend conferences and/or training sessions are expected to make a report to the WDB or YC at the next regular meeting of the WDB or YC following the conference and to contribute informational and training materials to the ETR resource library. This will be an agenda item.
KERN, INYO, MONO COUNTIES CONSORTIUM
WORKFORCE DEVELOPMENT BOARD/YOUTH COUNCIL MEMBER
TRAVEL REQUEST FORM

Date: ______________________

Name: ______________________

Address: ______________________

Phone: ______________________

Workforce Development Board (WDB) Member? _____ Youth Council (YC) Member? _____

Agency/Employer I represent: ______________________

Am I a Member in good standing? (See Travel Policy for definition) Yes _____ No _____

If no, explain: ______________________

Event Information
Conference/Training/Seminar Name: ______________________

Travel Location: ______________________

Dates: ______________________

Departure Date/Time: ______________________

Return Date/Time: ______________________

Sponsorship/Cost Sharing [REQUIRED for all non-business Members]
If I represent a WIOA partner agency or non-business organization, attach verification that the agency/organization will/will not pay for all/part of the travel expenses that I am requesting. Indicate pledged amount, if any. It is encouraged that costs be paid with other funds or shared prior to asking for WDB sponsorship.

Justification for Request: I wish to attend the above event for the following reasons:

__________________________________________________________________________

__________________________________________________________________________

__________________________________________________________________________

__________________________________________________________________________

NOTE: If necessary or appropriate, please attach additional information as justification.

Submit to:
Employers’ Training Resource
Attn: Teresa Hitchcock
1600 East Belle Terrace, Bakersfield, CA 93307
Fax: 661-336-6855
November 18, 2015

Youth Council
Kern, Inyo and Mono
Workforce Development Board
1600 East Belle Terrace
Bakersfield, CA 93307

STATUS OF YOUTH SUBGRANTEE MONITORING REPORTS

Dear Council Member:

The following reports have recently been completed and are being filed with your Council.

Monitoring reports with findings:

Farmworker Institute for Education and Leadership Development (FIELD) (10/14/15)
Program report. Finding was for not completing work site evaluations as required by the contract.

In response FIELD developed a work site evaluation form and began work site evaluations. This finding is closed.

Copies of these reports are on file and available for review by Council members.

Sincerely,

Teresa Hitchcock
Assistant County Administrative Officer

TH:lm
Program and Business Services Committee
America's Job Center of California – Bakersfield, 1600 East Belle Terrace, Bakersfield, Second Floor

    Thursday, March 5, 2015, 8:00 a.m.
    Thursday, April 23, 2015, 8:00 a.m. CANCELLED
    Thursday, September 24, 2015, 8:00 a.m. SEPTEMBER 17 - RESCHEDULED
    Thursday, November 5, 2015, 8:00 a.m. NOVEMBER 12 - RESCHEDULED

Youth Council
America's Job Center of California – Oildale Affiliate, 200 China Grade Loop, Bakersfield

    Wednesday, March 11, 2015, 3:00 p.m.
    Wednesday, April 29, 2015, 3:00 p.m. MAY 6 - RESCHEDULED
    Wednesday, September 30, 2015, 3:00 p.m.
    Wednesday, November 11, 2015, 3:00 p.m. NOVEMBER 18 - RESCHEDULED

Executive Committee
America's Job Center of California – Bakersfield, 1600 East Belle Terrace, Bakersfield, Second Floor

    Thursday, March 19, 2015, 4:00 p.m.
    Thursday, May 7, 2015, 4:00 p.m.
    Thursday, October 8, 2015, 4:00 p.m.
    Thursday, November 19, 2015, 4:00 p.m.

Workforce Development Board
International Brotherhood of Electrical Workers, 3921 North Sillect Avenue, Bakersfield

    Thursday, March 26, 2015, 7:00 a.m.
    Thursday, May 21, 2015, 7:00 a.m.
    Thursday, October 15, 2015, 7:00 a.m.
    Thursday, December 17, 2015, 7:00 a.m.
Program and Business Services Committee
America's Job Center of California – Bakersfield, 1600 East Belle Terrace, Bakersfield, Second Floor

Thursday, February 18, 2016, 8 a.m.
Thursday, May 12, 2016, 8 a.m.
Thursday, September 8, 2016, 8 a.m.
Thursday, November 17, 2016, 8 a.m.

Youth Council
America’s Job Center of California – Oildale Affiliate, 200 China Grade Loop, Bakersfield

Wednesday, February 24, 2016, 3 p.m.
Wednesday, May 18, 2016, 3 p.m.
Wednesday, September 14, 2016, 3 p.m.
Wednesday, November 30, 2016, 3 p.m.

Executive Committee
America’s Job Center of California – Bakersfield, 1600 East Belle Terrace, Bakersfield, Second Floor

Thursday, March 3, 2016, 4 p.m.
Thursday, May 26, 2016, 4 p.m.
Thursday, September 22, 2016, 4 p.m.
Thursday, December 1, 2016, 4 p.m.

Workforce Development Board
International Brotherhood of Electrical Workers, 3921 North Sillect Avenue, Bakersfield

Thursday, March 17, 2016, 7 a.m.
Thursday, June 9, 2016, 7 a.m.
Thursday, October 6, 2016, 7 a.m.
Thursday, December 15, 2016, 7 a.m.
### Kern, Inyo & Mono Workforce Development Board & Committee Attendance 2015 Qtr 3

P = Present  
U = Unexcused  
X = Meeting Canceled  
A = Excused Absence  
*YC attendance began 9-30-15

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