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TRANSCRIPT OF PROCEEDINGS
BEFORE THE
TEXAS WORKFORCE COMMISSION
AUSTIN, TEXAS

PUBLIC MEETING)
FOR THE TEXAS)
WORKFORCE COMMISSION)

COMMISSION MEETING
TUESDAY, DECEMBER 15, 2015

BE IT REMEMBERED THAT at 9:00 a.m. on Tuesday, the 15th day
of December, 2015, the above-entitled matter came on for
hearing at the Texas Workforce Commission, TWC Building, 101
East 15th Street, Room 244, Austin, Texas, before ANDRES
ALCANTAR, Chairman, RONALD G. CONGLETON and RUTH R. HUGHS,
Commissioners

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6 The Commission considered and took action on all
7 unemployment compensation cases listed on Docket 50.

8 AGENDA ITEM NO. 6

9 CHAIRMAN ALCANTAR: Good morning, everyone. Mr.
10 Jones, has anyone signed up for public comment?

11 MR. JONES: Good morning, Mr. Chairman,
12 Commissioners. For the record Paul Jones, General Counsel.
13 We do have Lance Foss signed up today representing himself.

14 CHAIRMAN ALCANTAR: Good morning.

15 MR. FOSS: Good morning.

16 CHAIRMAN ALCANTAR: State your name for the
17 record, please.

18 MR. FOSS: I thank you for your pati -- thank you
19 for -- am I on? Hello? Hello?

20 CHAIRMAN ALCANTAR: There you are.

21 MR. FOSS: Thank you for your patient with me last
22 week. Lance Foss, 1409 Oday Road, Pearland, Texas. This
23 morning I have a couple cartoons. And I'm starting a
24 novella if you will; I'll introduce that.

25 The cartoons, this is Ziggy. There's a security

1 guard that just walked Ziggy out the door. Ziggy has his
2 stuff in a box. Ziggy: I think I prefer the old days when
3 your job was replaced by cheap labor instead of a free app.

4 And this is WuMo. And WuMo's at the door. He's
5 missing his pants and his socks apparently. And the devil's
6 walking -- walking out with his socks and pants in hand.
7 How about my soul, don't want that, says WuMo? And the --
8 the devil says no, thank you, I'm quite satisfied with your
9 -- your socks and pants but this is before the devil got his
10 priorities straight. That's it.

11 The novella, I decided to do a -- a U.S.A
12 Christmas Carol and Charles Dickens -- this is a prelude to
13 it. Of note is Charles Dickens' prelude, he says this, "I
14 have endeavoured in this...Ghostly book, to raise the Ghost
15 of an idea, which shall not put my readers out of humour
16 with themselves, [or] with each other, with the season, or
17 with me. May it haunt their houses pleasantly."

18 Well, Charles Dic -- D-i-c -- the person that's
19 going to write this novella and has started the first
20 chapter, a U.S.A. Christmas Carol, isn't going to write a
21 prelude like this because time in the United States' lives
22 and livelihoods in my sovereign country are too precious to
23 couch and beg wallflowers for an adult dance; don't you
24 think? And this is Charles Dic signing it, your faithful
25 friend and servant. Charles Dic, U.S.A. citizen, M.B.A.,

1 masters, so on, problem solver, project manager, writer,
2 filmmaker.

3 Chapter one -- and this is just a piece of it and
4 I'll use the rest of my time up on this, it's one third of a
5 page, and I'm kind of acting it out. I'm Hilda Soulless.
6 The -- I'm the VP of human resources at -- to the plant and
7 staff gather.

8 Speaking -- this time instead of beginning of the
9 alphabet getting so many looks on our spreadsheets,
10 management decided to alphabetize names in descending order.
11 Interesting that only two people are affected before the
12 letter J. No matter, affected means we are disci -- dis-
13 employing 21 people. Mark Zuckerberg, you're fired. Donald
14 Trump, you're fired. John Smith, you're fired. Bevyn (ph)
15 Smith, Ian Smith, Goyan (ph) Smith, Evan Smith, Ian and
16 Gionni (ph) Smith dismissed or fired. The names I just read
17 will be leaving now pre-lunch. The rest of the names I
18 called are dis-employed through no fault of our own after
19 lunch.

20 Mr. Jones, Ms. Jones, Miss Jones, Monsieur Jones,
21 Madame Jones, Signore Jones, Senora, Seniorita, Chan Chun
22 Jones, and Sai-ig (ph) Jones, if your name is Jones, you are
23 fired. Lance Foss, you are fired. And there's another name
24 that's fired. That's all I have.

25 CHAIRMAN ALCANTAR: Thank you, Mr. Foss.

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AGENDA ITEM NO. 7

CHAIRMAN ALCANTAR: Item 7. Discussion,
Consideration and Possible Action Regarding Board Contract
Year 2016 Incentive Awards, Adam Leonard. Good morning,
Adam.

MR. LEONARD: Good morning, Commissioners. As you
know, we presented this Item originally back a few weeks ago
before the annual conference. And at that time, it was
suggested that we take a little bit of time to talk about it
with the Boards and present the materials to them. And so
although there wasn't much time to talk about it at the
conference formally, I did send it out to the Board EDs and
-- and their staff for comment.

CHAIRMAN ALCANTAR: Adam, do you have an extra
copy of that? For some reason I don't have it.

MR. LEONARD: Absolutely. I dropped -- it's --

CHAIRMAN ALCANTAR: I'm sure you dropped it off.
Thank you, Sir. Thank you.

MR. LEONARD: Sure. So although at the conference
a -- a few Boards came up and described support for the
proposals, I did get one question that raised some concern
about the proposal relating to the reemployment within 10
weeks' wage replacement but that was primarily a
misunderstanding the way the measure worked. They didn't
realize that it was a percentage and thought that it was

1 actually going to be the dollar amounts and were worried
2 that in an area of the State that might have lower average
3 wages that they'd be disadvantaged but because we're using
4 percentages, it does scale. And I think we were able to
5 address their concern.

6 So I'm able to answer any questions you may have
7 about these recommendations.

8 CHAIRMAN ALCANTAR: Commissioners? Commissioner
9 Hughs?

10 COMM. HUGHS: Adam, I've got no question, thank
11 you.

12 CHAIRMAN ALCANTAR: Great. Commissioner
13 Congleton?

14 COMM. CONGLETON: I move we approve the Board
15 Contract Year 2016 incentive award criteria as described.

16 COMM. HUGHS: And I second the motion.

17 CHAIRMAN ALCANTAR: It is unanimous. Thank you,
18 Adam.

19 MR. LEONARD: Thank you.

20 AGENDA ITEM NO.8

21 CHAIRMAN ALCANTAR: Item 8. Discussion,
22 Consideration and Possible Action Regarding Career Schools
23 and Colleges Calendar Year 2016 Late Penalty Refund Rate,
24 Courtney. Good morning, Courtney.

25 MS. ARBOUR: Good morning Chairman, Commissioners,

1 Mr. Temple. Courtney Arbour, Workforce Division. Today for
2 your consideration is the penalty that we -- that we will
3 charging during calendar year 2016 for late payment of
4 student refunds by career schools.

5 The Texas Education Code requires a career school
6 or college that fails to pay student refunds timely to pay a
7 penalty and it requires that TWC establish annually that
8 penalty rate at a level sufficient to act as a deterrent to
9 the retention of funds by these schools.

10 The current penalty rate of 250 percent expires on
11 December 31st of this year. And staff recommends that
12 effective January 1st the rate will continue at 250 percent
13 to ensure that refunds are paid within the required 60-day
14 timeframe.

15 CHAIRMAN ALCANTAR: Commissioner Congleton?

16 COMM. CONGLETON: Move that we set the late refund
17 penalty rate for career schools at 250 percent of -- for our
18 calendar year 2016.

19 COMM. HUGHS: And I second that motion.

20 CHAIRMAN ALCANTAR: It is unanimous. Thank you,
21 Courtney.

22 AGENDA ITEM NO. 9

23 CHAIRMAN ALCANTAR: Item 9. Discussion,
24 Consideration and Possible Action Regarding the Acceptance
25 of Child Care Matching Funds, Courtney.

1 MS. ARBOUR: Thank you, Chairman. Courtney
2 Arbour, Workforce Division. Two Boards, North Central and
3 East Texas, have requested increases to their BCY 15 local
4 child care match agreements previously accepted by the
5 Commission as a result of other contributors being unable to
6 certify expenses for their original amount.

7 Staff requests Commission approval for acceptance
8 of certifications, donations, or transfers of expe --
9 totaling \$39,140. The Workforce Boards will remain fully
10 matched as a result of these amendments as well as the
11 State.

12 CHAIRMAN ALCANTAR: Commissioner Congleton?

13 COMM. CONGLETON: Move that we accept the
14 amendments to the Board Contract Year 2015 child care
15 matching funds in the amount of 39,140 as discussed with
16 staff.

17 COMM. HUGHS: And I second that motion.

18 CHAIRMAN ALCANTAR: And I agree.

19 AGENDA ITEM NO. 10

20 CHAIRMAN ALCANTAR: Item 10. Discussion,
21 Consideration and Possible Action Regarding the Acceptance
22 of Pledges for Board Contract Year 2016 Child Care Matching
23 Funds, Courtney.

24 MS. ARBOUR: For the record Courtney Arbour,
25 Workforce Division. Annually local force wor -- local

1 Workforce Development Boards submit local match pledges to
2 secure federal -- federal finasure -- excuse me -- federal
3 child care funds pursuant to Commission Rule 800.73.

4 Today staff requests Commission acceptance of
5 child care pledges for donations, transfers, or
6 certifications of expense in the amount of \$11,019,385.

7 CHAIRMAN ALCANTAR: Commission Congleton?

8 COMM. CONGLETON: I move that we accept the
9 pledges of the Workforce for our Board Contract Year 2016 in
10 the amount of 11,019,385 as discussed by staff.

11 COMM. HUGHS: I second the motion.

12 CHAIRMAN ALCANTAR: It is unanimous.

13 AGENDA ITEM NO. 11

14 CHAIRMAN ALCANTAR: Item 11. Discussion,
15 Consideration and Possible Action Regarding Submission of
16 the Fiscal Year 2015 Skills Development Fund Annual Report
17 to the Governor and the Texas Legislature, Courtney.

18 MS. ARBOUR: Last Item for me today. For the
19 record Courtney Arbour, Workforce Division. The Skills
20 Development Fund provides customized training opportunities
21 for Texas rural and urban businesses in an effort to
22 increase skill levels and wages of Texas workers. Success
23 is achieved through collaboration among business, public
24 community and technological college, Workforce Development
25 Board and economic development partners.

1 Texas Labor Code 303.006(c) requires TWC report to
2 the Governor and the Legislature at the end of each fiscal
3 year on the status of the Skills Development Fund program.
4 This report can be found in Tab 11 of your notebook and
5 includes recent input provided by each of your offices.

6 In FY 2015, the program funded 47 grants that will
7 serve 67 business supporting the creation of 3,664 new jobs
8 and retraining 9,341 workers in existing jobs. This year's
9 report features projects at Austin Community College, Del
10 Mar College, El Centro College, and South Texas College in
11 addition to dual credit and skills for small business
12 initiatives.

13 I want to thank Aaron Demerson and his team for
14 their work in developing the projects this year as well as
15 Christina Ramos (ph) and her team for evaluation and
16 providing oversight of these contracts.

17 Today we request Commission approval of the FY '15
18 Skills Development Fund Annual Report and to make any non-
19 substantive changes prior to submission.

20 CHAIRMAN ALCANTAR: Commissioner Hughs?

21 COMM. HUGHS: Well, first I want to thank you all
22 for the amendment that you made in terms of identifying some
23 of the changes that have been made and improvements that
24 have been. And I see that that's been modified in the future
25 section. I -- I'm not sure it identifies high-demand jobs

1 that are high skill and meet prevailing wages as being the
2 new focus. But if that is in there somewhere, that's fine.

3 I just think it's important for everyone to know
4 what the criteria are and as the criteria changes make sure
5 that we identify that for everyone to -- to access so.

6 CHAIRMAN ALCANTAR: I agree. Could you make sure
7 that we've done that effectively?

8 MS. ARBOUR: Yes.

9 CHAIRMAN ALCANTAR: Any further comments?

10 COMM. HUGHS: Other than that, thank you and your
11 office.

12 CHAIRMAN ALCANTAR: Great. Thank you, Commission
13 Hughs. Commission Congleton?

14 COMM. CONGLETON: Move we approve the Fiscal Year
15 2015 Annual Report for the Skills Development Fund.

16 COMM. HUGHS: And I second the motion with that
17 possible modification.

18 CHAIRMAN ALCANTAR: Great. Thank you. It's
19 unanimous, Courtney. Have a good day.

20 MS. ARBOUR: Thank you.

21 AGENDA ITEM NO. 12

22 CHAIRMAN ALCANTAR: Item 12. Discussion,
23 Consideration and Possible Action Regarding the Submission
24 of the Texas Growth Occupations High Wage, High Growth
25 Report to the Governor and the Texas Legislature, Doyle.

1 Good Morning, Sir.

2 MR. FUCHS: Thank you, Mr. Chairman. Good
3 morning, Commissioners, Mr. Temple. For the record Doyle
4 Fuchs, External Relations Division. You have before you for
5 your consideration TWC's second annual report on high growth
6 occupations. This report is due to the Governor and
7 Legislature by January 1st each year. It shows the top 10
8 growth occupations for the 14 industry sectors defined in
9 the Texas Labor Code.

10 The report before you is unchanged from the
11 version considered at the December 1st Commission Work
12 Session. Staff does not have any other suggested changes at
13 this time. Today we are seeking Commission approval of the
14 report and permission to make minor non-substantive cha --
15 corrections that may come up in the final report
16 preparation.

17 That concludes my remarks. Be happy to answer any
18 questions you might have.

19 CHAIRMAN ALCANTAR: Commissioner Congleton?

20 COMM. CONGLETON: I move we approve and submit the
21 High Wage, High Growth Occupations Report to the Governor
22 and Legislature as discussed.

23 COMM. HUGHS: I second the motion.

24 CHAIRMAN ALCANTAR: It is unanimous.

25 MR. FOX: Thank you.

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AGENDA ITEM NO. 13

CHAIRMAN ALCANTAR: Item 13. Thank you, Doyle.
Item 13. Discussion, Consideration and Possible Action
Regarding the 2015 Child Care Quality Performance Report for
Submission to the U.S. Department of Health and Human
Services and ACF, Patricia Gonzalez. Good morning,
Patricia.

MS. GONZALEZ: Good morning, Chairman,
Commissioners and Mr. Temple. For the record Patricia
Gonzalez, Workforce Development Division. This morning we
bring forward for your consideration the annual quality
performance report for the period October of 2014 through
September 30th 2015, the QPR submitted to the Administration
for Children and Families no later than December 31st, 2015.

The purpose of this annual report is to capture
State and Territory progress on improving the quality of
child care. Specifically, the report provides an assessment
of Texas' progress towards improving the quality of child
care including a focus on program quality and child care
workforce quality and tracks Texas' annual progress towards
meeting high-quality indicators and benchmarks.

This report collects progress on the goals
identified in Texas' CCDF Plan for FY 2014 through '15 based
on the four components of child care which includes health
and safety, establishing early learning guidelines, program

1 quality, professional development -- and professional
2 development. The report also includes a fifth category on
3 building the subsidy system to increase access to quality
4 care.

5 This concludes my presentation. And I'm prepared
6 to answer questions, if any.

7 CHAIRMAN ALCANTAR: Commission Congleton?

8 COMM. CONGLETON: Move that we approve these and
9 submit the Federal Fiscal Year 2015 annual Quality
10 Performance Report to the ACF.

11 COMM. HUGHS: I second the motion.

12 CHAIRMAN ALCANTAR: It is unanimous. Thank you,
13 Patricia.

14 MS. GOZALEZ: Thank you, Sir.

15 AGENDA ITEM NO. 14

16 CHAIRMAN ALCANTAR: Item 14. Discussion,
17 Consideration and Possible Action Regarding Additional
18 Funding to Support College Credit for Heroes Program, Apu.
19 Good morning, Sir.

20 MR. NAIK: Good morning, Chairman, Commissioners,
21 Mr. Temple. For the record Apu Naik, Strategic Workforce
22 Initiatives. As you know Central Texas College created and
23 currently administers the College Credit for Heroes website,
24 where veterans and service members can receive official
25 evaluations for their military experience and receive credit

1 for those recommendations at any college or university in
2 the State of Texas.

3 In addition to the cost associated with
4 maintaining this website, they also employ a full-time staff
5 of evaluators to work with veterans and college registrars'
6 offices to ensure veterans receive the credit that they have
7 earned. Additionally, they facilitate Memorandums of
8 Understanding agreements with College Credit for Heroes
9 partner institutions which has grown from the original seven
10 colleges in 2011 to now 44 colleges and universities
11 throughout the State, and that number is in -- continuing to
12 increase.

13 As interest in the College Credit for Heroes
14 Project has increased throughout the State, so has finance
15 -- the financial impact on Central Texas College. Staff
16 recommends dedicating 187,000 for Central Texas College to
17 continue issuing College Credit for Heroes evaluations and
18 to continue facilitating College Credit for Heroes M.O.U.
19 partnerships for the next year.

20 CHAIRMAN ALCANTAR: We really appreciate all your
21 good work on this, Apu. Commissioner Congleton.

22 COMM. CONGLETON: As discussed, I move that we
23 approve the use of 187,000 of WIOA statewide funds to assist
24 Central Texas College in continuing its fine work on the
25 College Credit for Heroes Program.

1 COMM. HUGHS: And I second the motion.

2 CHAIRMAN ALCANTAR: It's unanimous. Thank you,
3 Sir.

4 MR. NAIK: Thank you.

5 AGENDA ITEM NO. 15

6 CHAIRMAN ALCANTAR: Item 15. Discussion,
7 Consideration and Possible Action Regarding Modifications to
8 the Adult Education and Literacy Allocations in Accordance
9 with 40 T.A.C. Section 800.51, Carrie. Good morning.

10 MS. TUPA: Good morning, Chairman,
11 Commissioners, Mr. Temple. For the record Carrie Tupa,
12 Adult Education and Literacy. For your consideration today
13 we have proposed modifications of Adult Education and
14 Literacy allocation amounts. In program year '14-'15, we
15 included into grantee contact -- tracts (sic) performance
16 funding allocations.

17 For grant recipients who did not earn these funds,
18 we need to de-obligate these funds and associated targets.
19 We recommend reallocating these funds in addition to a
20 monetary post-award received from the Department of
21 Education in accordance with Section 800.80 of the TWC Rules
22 giving additional funds to programs who had strong
23 performance in PY '14-'15. Specifically, a portion of the
24 available funds and associated enrollment targets will be
25 offered to grantees who met enrollment in PY '14-'15 thus

1 demonstrating available capacity or who met all of their
2 performance-based funding measures for PY '14-'15.

3 The remaining portion of funds will be offered to
4 grantees who met 95 percent of their career pathways targets
5 for the purpose of expanding career pathway models including
6 models for English-language-learner populations as outlined
7 in the Workforce Innovation and Opportunity Act. Targets
8 associated with these funds were calculated with a higher
9 cost per to support the total cost associated with career
10 pathway implementation.

11 Initial planning estimates of these funds were
12 released last week. And we've updated the notebook
13 documents with grantees who've declined all or a portion of
14 these funds. We've requested approval to modify these
15 amounts, if needed, as we finalize these allocations with
16 grant recipients.

17 This Item is up for approval and I'm happy to
18 answer any questions.

19 CHAIRMAN ALCANTAR: Any questions?

20 COMM. HUGHS: Thank you for your work on this.

21 CHAIRMAN ALCANTAR: Commissioner Congleton?

22 COMM. CONGLETON: I move that we de-obligate AEL
23 funds from recipients that don't meet the performance
24 benchmarks, produce targets as appropriate and reallocate
25 those funds and the additional State awards funds in the

1 method described.

2 COMM. HUGHS: And I second the motion.

3 CHAIRMAN ALCANTAR: It is unanimous. Thank you,
4 Carrie.

5 MS. TUPA: Thank you.

6 AGENDA TIME NO. 16

7 CHAIRMAN ALCANTAR: Item 16. Discussion,
8 Consideration and Possible Action Regarding Approval of
9 Local Board Nominees, John Fuller. Good morning, John.

10 MR. FULLER: Good morning Mr. Chairman,
11 Commissioners, Mr. Temple. For the record John Fuller,
12 Workforce Development Division. Commissioners before you
13 today you have nominations from Dallas County Workforce
14 Development Board and North Central Workforce Development
15 Board.

16 CHAIRMAN ALCANTAR: Commissioner Congleton?

17 COMM. CONGLETON: Move that we approve the Board
18 nominees from Dallas County and North Central Workforce
19 Development Boards.

20 COMM. HUGHS: And I second the motion.

21 CHAIRMAN ALCANTAR: It is unanimous. Thank you,
22 John.

23 MR FULLER: Thank you.

24 AGENDA ITEM NO. 17

25 CHAIRMAN ALCANTAR: Item 17. Discussion,

1 Consideration and Possible Action Regarding Enacted,
2 Proposed, or Considered Federal or State Legislation,
3 Michael. Good morning, Michael.

4 MR. BRITT: Good, Mr. Chairman and Commissioners.
5 For the record Michael Britt, Governmental Relations. As
6 you are aware, federal funding currently expires at midnight
7 tomorrow. U.S. House and Senate budget negotiators are
8 still working on an omnibus funding measure that will fund
9 the federal government through the end of the Fiscal Year.
10 At present, it is expected that the text and the details of
11 this omnibus funding measure should be released sometime
12 today.

13 Also Congress is working on the measure to extend
14 certain provisions of the Tax Code including the Work
15 Opportunity Tax Credit. Last week, Congressman Kevin Brady
16 released a tax extenders proposal that would extend the Work
17 Opportun -- Work Opportunity Tax Credit and the other
18 provisions through December 31st of 2016. This proposal
19 would also expand the Work Opportunity Tax Credit to apply
20 to employers who hire individuals who have been unemployed
21 for 27 weeks or longer.

22 Of course, this is a highly fluid situation at
23 this point, so we will be keeping you posted as the details
24 emerge or as we know timelines and things like that for
25 final passage of these measure and as they move through the

1 process.

2 With that, I'll be happy to answer any questions
3 that you may have.

4 CHAIRMAN ALCANTAR: Commissioners, do we have any
5 questions?

6 COMM. CONGLETON: No.

7 CHAIRMAN ALCANTAR: Thank you, Michael.

8 MR. BRITT: Thank you.

9 AGENDA ITEM NO. 18

10 CHAIRMAN ALCANTAR: Item 18. Report and Update by
11 the Executive Director. Morning, Larry. What do you have
12 us?

13 MR. TEMPLE: Just working on our DARS transition.
14 We've made a lot of progress. We received the preliminary
15 approval from RSA on the capital budget item that we have
16 now submitted to LBD so we'll be bringing on those
17 contractors when we get all the financials. Just want
18 everybody to know that we're -- that put us a couple of --
19 about a month behind where we thought we'd be, but we're
20 still making progress doing all that we could then before we
21 got it but now it looks like full steam ahead.

22 And -- and Randy, we talked the other day and I
23 think the final FTD number is 1,861 new TWC employees on
24 September 1 so --

25 CHAIRMAN ALCANTAR: Okay, good, really appreciate

1 it.

2 MR. TEMPLE: And then we have -- something -- we
3 have staff report, Leigh Pursell.

4 CHAIRMAN ALCANTAR: Okay. Good morning.

5 MS. PURSELL: Good morning Mr. Chairman and
6 Commissioners. For the record I'm Leigh Pursell, UI
7 Division. As scheduled 2016 UI tax rate notices were mailed
8 last week. The minimum tax rate for some 292,023 employers
9 is .45 percent compared to .47 percent for 2015; 68.5
10 percent of experienced rated employers have a minimum tax
11 rate compared to 67 percent for 2015; 3.9 percent of
12 experienced rated employers have the maximum tax rate
13 compared to 4.5 percent in 2015.

14 The maximum tax rate for 2016 decreased to 7.47
15 percent from 7.49 percent in 2015. The average tax rate is
16 1.46 percent compared to 1.54 percent for 2015 and the
17 average experienced rated employer tax rate is 1.3 percent
18 compared to 1.4 percent in 2015. Tax rates for 2016 have
19 remained stable and are generally lower than in 2015.

20 And I'll be happy to answer any questions you may
21 have.

22 CHAIRMAN ALCANTAR: Commissioners? Thank you for
23 the update.

24 MS. PURSELL: Thank you.

25 CHAIRMAN ALCANTAR: Larry?

1 MR. TEMPLE: That and just ag -- again, extend to
2 everyone thanks for all the hard work for the -- our
3 Christmas open house yesterday.

4 CHAIRMAN ALCANTAR: And I had really -- it was a
5 great event and I -- it's very much deserved for the staff
6 and all their hard work they have put in throughout the
7 year. Before we end today, can I have the staff from
8 Commissioner Congleton's office stand, Commissioner Hughs,
9 and my staff, could you all please stand.

10 We previously acknowledged the hard work of the
11 staff in the different divisions, Larry, LaSha and the team
12 and Reagan's team and everybody else. They're just working
13 so hard. For us, these individuals -- some of -- Tommy?

14 COMM. HUGHS: I don't think he wants to --

15 CHAIRMAN ALCANTAR: Tommy, you're not standing.
16 Commissioner Hughs --

17 (Laughter.)

18 CHAIRMAN ALCANTAR: Howard? We depend on these
19 individuals a great deal to keep things going and really
20 keep us thinking outside the box and focused on that.
21 Commissioners, anything you want to add in terms of these
22 fine staff we have working with us?

23 COMM. HUGHS: Thank you for all your hard work.

24 CHAIRMAN ALCANTAR: Commissioner?

25 COMM. CONGLETON: To the staffs?

1 CHAIRMAN ALCANTAR: To your staff and --

2 COMM. CONGLETON: Oh, my staff's the best.

3 (Laughter.)

4 UNIDENTIFIED SPEAKER: My staff's the best.

5 COMM. CONGLETON: No doubt about it.

6 CHAIRMAN ALCANTAR: Well, I know I --

7 COMM. CONGLETON: These guys are good, but --

8 (Laughter.)

9 CHAIRMAN ALCANTAR: You guys do great work.

10 There's a lot behind the scenes -- yes, absolutely.

11 (Applause.)

12 CHAIRMAN ALCANTAR: Thank you for all you've done
13 for us this year. Next year you're going to have to really
14 up your game. We -- you know -- you know, the stakes will
15 be really high for us. We -- we're going to have the
16 interests of some very vulnerable populations in our --
17 entrusted to us as of September 1st, we need to make sure we
18 don't miss the little things and do right on all the other
19 big things. All right?

20 So thank you again and to all of you, thank you
21 for all the hard work we -- we have another Docket next
22 week. But I wanted to take this opportunity to say thank
23 you specifically to these wonderful people that work with
24 us. Thank you. Have a great day.

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AGENDA ITEM NO. 21

CHAIRMAN ALCANTAR: Do we have a motion to
adjourn?

COMM. CONGLETON: Yes, so made.

COMM. HUGHS: I second that motion.

CHAIRMAN ALCANTAR: We're adjourned. Have a good
day.

(Proceedings concluded at 9:50 a.m.)

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C E R T I F I C A T E

STATE OF TEXAS)
COUNTY OF TRAVIS)

I, Kimberly C. McCright, Certified Vendor and Notary in and for the State of Texas, do hereby certify that the above-mentioned matter occurred as hereinbefore set out.

I FURTHER CERTIFY THAT the proceedings of such were reported by me or under my supervision, later reduced to typewritten form under my supervision and control and that the foregoing pages are a full, true and correct transcription of the original notes.

IN WITNESS WHEREOF, I have hereunto set my hand and seal this 21st day of December, 2015.

/s/ Kimberly C. McCright
Kimberly C. McCright
Certified Vendor and Notary Public

Verbatim Reporting & Transcription, LLC
1322 Space Park Drive, Suite C165
Houston, Texas 77058
281.724.8600