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TRANSCRIPT OF PROCEEDINGS  
BEFORE THE  
TEXAS WORKFORCE COMMISSION  
AUSTIN, TEXAS

PUBLIC MEETING )  
FOR THE TEXAS )  
WORKFORCE COMMISSION )

COMMISSION MEETING  
WEDNESDAY, OCTOBER 21, 2015

BE IT REMEMBERED THAT at 9:00 a.m. on  
Tuesday, the 21st day of October, 2015, the above-entitled  
matter came on for hearing at the Texas Workforce  
Commission, TWC Building, 101 East 15<sup>th</sup> Street, Room 244,  
Austin, Texas, before ANDRES ALCANTAR, Chairman, RONALD G.  
CONGLETON and RUTH R. HUGHS, Commissioners; and the  
following proceedings were reported by Alejandro Herrera,  
Certified Court Reporter

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PROCEEDINGS, WEDNESDAY, OCTOBER 21, 2015

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## P R O C E E D I N G S

WEDNESDAY, OCTOBER 21, 2015

(9:00 a.m.)

## AGENDA ITEM NO. 1

CHAIRMAN ALCANTAR: Good morning, everyone. This meeting will now be called to order.

## AGENDA ITEM NO. 2

Discussion, Consideration and Possible Action Regarding Whether to Assume Continuing Jurisdiction on Unemployment Compensation Cases, Wage Claim Cases, and/or Tax Liability Cases and Reconsideration of Unemployment Compensation Cases, Wage Claim Cases, and/or Tax Liability Cases, if Any.

No Discussion.

## AGENDA ITEM NO. 3

Discussion, Consideration and Possible Action Regarding Tax Liability Cases Listed on the Texas Workforce Commission Docket 42.

The Commission considered and took action on all tax liability cases listed on Docket 42.

## AGENDA ITEM NO. 4

Discussion, Consideration and Possible Action Regarding Higher Level Appeals in Wage Claim Cases Listed on the Texas Workforce Commission Docket 42.

The Commission considered and took action on all

1 wage claim cases listed on Docket 42.

2 AGENDA ITEM NO. 5

3 Discussion, Consideration and Possible Action  
4 Regarding Higher Level Appeals in Unemployment Compensation  
5 Cases Listed on the Texas Workforce Commission Docket 42.

6 The Commission considered and took action on all  
7 unemployment compensation cases listed on Docket 42.

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 and  
12 Commissioners, yes. For the record, Paul Jones, General  
13 Counsel, we do have two individuals signed up for public  
14 comment. One is Lance Foss, and then we have Commissioner  
15 Raymond Perez of the Texas Higher Education Coordinating  
16 Board. And without further ado, we'll call Lance Foss.

17 CHAIRMAN ALCANTAR: Good morning, Mr. Foss, if you  
18 could state your name for the record, please?

19 MR. FOSS: Yes. Lance Foss, 1409 Oday Road,  
20 Number 57, Pearland, Texas.

21 CHAIRMAN ALCANTAR: Good morning, welcome.

22 MR. FOSS: Good morning. The form that I signed  
23 out to -- signed up to speak on asked how much time I would  
24 need and I requested five to eight minutes. Since there is  
25 the opportunity to provide that, I'd like to ask the

1 Commissioners for potentially that amount of time and not  
2 the three minutes I was just told that --

3 CHAIRMAN ALCANTAR: Let's try to --

4 MS. FOSS: -- I had.

5 CHAIRMAN ALCANTAR: Let's try to do five then,  
6 sir.

7 MR. FOSS: Thank you, sir.

8 CHAIRMAN ALCANTAR: That's okay.

9 MR. FOSS: What I heard about the U - U -- the  
10 unemployment hearings, actually I'm shocked. And I'm  
11 shocked at the -- the hardball that went on, and I'm shocked  
12 at the businesses we have and the reasons that they deny  
13 what there is of -- of a benefit to employees to sustain  
14 themselves for possibly six months on reduced wages, just  
15 absolutely shocked.

16 It victimizes especially the unfortunate, the  
17 young, the old, the sick, it's a shame. I'm ju -- I'm --  
18 I'm embarrassed. And I have notes scribbled all over here,  
19 so listen to it. It's awful.

20 And, again, they're hungry now. You've denied  
21 them what they had coming to them perhaps. And they may --  
22 they may just be foolish and -- and made mistakes like we  
23 all have when we've been young or just -- these things are  
24 set up formulas, okay, how do I get rid of my employee, how  
25 do I not get blamed for it, how do I document at the State

1 level a mark against them. It will walk around with them  
2 forever. I'm shocked.

3 So it -- you know, speaking about myself, okay, it  
4 -- it makes me seem so small, okay. But I'm a 54-year-old  
5 person with two Master's Degrees and 30 years' experience,  
6 and Texas can't use me. Okay? I've been used my whole  
7 career in other places and this particular locations,  
8 particular state can't and won't use me. Okay?

9 I'm going to talk about Workforce Solutions and  
10 I'll probably be back, okay, next Tuesday because I'm -- I'm  
11 too much in shock over other things, but I will be very  
12 specific on what Workforce Solutions has and has not done  
13 for me and for everyone else. It's a database numbers game,  
14 extremely ineffective. Okay? The answers is what key words  
15 do you have. Okay?

16 I've been working my whole life, and when I've met  
17 the right person that actually needs something I've been put  
18 to work like Monday, the next week. Okay. There's not,  
19 well, we'll see, or six months from now you have a three --  
20 everybody has a three percent chance of getting a job in the  
21 next week, and we are suffering. Okay.

22 Some people may have versions of job security and  
23 things are okay for now, but we're all in this together.  
24 Okay. And it has to change. And I'm -- I apologize for  
25 being a little out of sorts, okay, but I'm -- I'm kind of

1 revved up about what we've done to our neighbors, okay. Our  
2 neighbors, our fellow citizens, people that are supposed to  
3 be part of a healthy society, how are they going to be  
4 healthy? Okay. They've been mistreated, obviously, with  
5 the rationale these employers have, they're not quality  
6 employers. Okay? The no-charge-back teaches them nothing.  
7 It encourages more of the same.

8           Okay. I'm -- I apologize for speaking strongly.  
9 I will speak passionately about myself and Workforce  
10 Solutions with detail and evidence. And Mr. Temple has  
11 gotten an email from me yesterday which stated much of my  
12 case. I'm -- I'm happy if he shares that with you all. I'm  
13 happy to share that with you all. Thank you.

14           CHAIRMAN ALCANTAR: Thank you. We appreciate you  
15 sharing your comments this morning. Next up I'd like to  
16 call Commissioner Raymond Perez. Good morning,  
17 Commissioner, welcome.

18           MR. PEREZ: Good morning. Thank you for having  
19 me.

20           CHAIRMAN ALCANTAR: Absolutely. Always an honor  
21 to have a partner in our work here and I understand you have  
22 some thoughts to share with us this morning?

23           MR. PEREZ: Yes, and thank you very much. Later  
24 this morning you will consider a request from the Higher  
25 Education Coordinating Board to make a grant to us of

1 \$150,000 to do -- implement an initiative on marketable  
2 skills and I wanted to provide a little bit of background  
3 about that. As many of you know we have -- we are coming  
4 close to the end of our strategic initiative in higher  
5 education called Closing the Gaps. It's been generally  
6 quite successful and we have recently completed a new  
7 strategic plan called 60x30 Texas. Our primary goal is to  
8 ensure that by 2030 60 percent of our youngest cohort of  
9 adults, and 25 to 34 year old cohort, will hold some form of  
10 post-secondary credential either an Associate's Degree, a  
11 Baccalaureate Degree or a certificate in some area of  
12 Workforce development. These -- this goal was determined  
13 primarily by looking at Workforce data both within Texas and  
14 also from Georgetown University.

15           Currently, to give you an idea of how ambitious  
16 this goal is, 38 percent of current young adults in Texas  
17 hold some form of post-secondary credential, so we have a  
18 long way to go. That's a major goal.

19           Another one of the -- the primary goals is that  
20 every student who completes a credential in post-secondary  
21 education will have a definable, marketable skill. Now,  
22 some of the work that we do in Higher Education, for  
23 example, on certification work, is very closely aligned with  
24 the Workforce, but we have an awful lot of credentials in  
25 Higher Education, Baccalaureate Degrees in English and

1 Philosophy and Anthropology and Sociology, that don't  
2 necessarily ensure that the recipient of that credential has  
3 marketable skills or can define what those marketable skills  
4 are.

5           So one of our initiatives will be to ensure that  
6 by 2030, students who complete a credential in higher  
7 education will be able to identify those skills and will be  
8 able to implement those skills in the workforce. We are  
9 going to convene a group of business leaders, education  
10 leaders, and community leaders to talk about this issue. We  
11 are going to do basic research on what's going around --  
12 going on in Texas and other states and indeed other  
13 countries to ensure that students have marketable skills,  
14 and then we will put together a -- a summary of best  
15 practices and present these to universities and to your  
16 institutions with the idea that they will implement them  
17 statewide. Our goal is to make sure that all of our  
18 students graduate and know what they could do well in the  
19 marketplace that will help drive the Texas economy.

20           All of you have heard stories about young people  
21 that graduate from college and can't get jobs because they  
22 don't have marketable skills. Well, we intend to ensure  
23 that in fact they do. And I think Texas will be a leader in  
24 this area. I don't think we've ever implemented a strategy  
25 like this state-wide. I can tell you that the Chairman of

1 our Strategic Planning Committee for 60x30 Texas is Woody  
2 Hunt, who, as you know, is a leading businessman in Texas  
3 and is very concerned about the economic viability of Texas.  
4 So this is a very intentional attempt to address the  
5 concerns that have been expressed by business leaders all  
6 over the state.

7 I should say that Chairman Alcantar and  
8 Commissioner Michael Williams from TEA and I traveled all  
9 over the state to hear from business and community leaders  
10 about -- about workforce needs and this initiative and this  
11 particular component of our strategic plan is a response to  
12 those concerns and those -- those advisories from the  
13 community.

14 CHAIRMAN ALCANTAR: Thank you, Commissioner, for  
15 being here. 60x30 is a -- I really appreciated the process,  
16 the work and the input that was sought in developing that.  
17 And, you're right, the feedback that we heard over the past  
18 year and a half is very much reflected in the goals as they  
19 were established, really hardened by the focus on  
20 completion, the foc -- laser focus on marketable skills  
21 making sure students graduate ready with a skill that has  
22 currency and the acknowledgment of some of the issues that  
23 have been raised around debt and so forth are all important  
24 parts of 60x30. I am really encouraged by all aspects of  
25 the plan. I've indicated to you that our Labor and Market

1 team will be ready to work and assist in this work on  
2 marketable skills. I do believe that some of the other work  
3 that we've partnered on, like our competency based efforts  
4 with Veterans in College Credit For Heroes, and by the way I  
5 really thank you and your team for helping launch that a  
6 number of years ago. We're taking these lessons and  
7 applying them in different ways here and trying to build on  
8 them and replicate effective strategies and that's at the  
9 heart of this work.

10           So we really want to thank you for all that you've  
11 done in trying to focus us on the right path. We stand  
12 ready to work with you in achieving some of the efforts  
13 highlighted by the focus on the industry recognized  
14 credentials, the Associate's and Baccalaureate Degrees are a  
15 -- such a key part of making sure our companies remain  
16 strong and that we remain -- we remain competitive.  
17 Commissioner Hughs, Commissioner Congleton, any -- any  
18 comments?

19           COMM. HUGHS: I just want to commend you on the  
20 60x30 plan, it's -- everything I've heard about it sounds  
21 wonderful and I like that it addresses certifications or  
22 another form of education because I think it's going to be  
23 important to really zone in on those marketable skills, and  
24 then kind of different ones, so thank you for your efforts  
25 in this.

1 CHAIRMAN ALCANTAR: And Commissioner Congleton.

2 COMM. CONGLETON: I have no comment.

3 CHAIRMAN ALCANTAR: All right, thank you.

4 MR. PEREZ: Thank you.

5 CHAIRMAN ALCANTAR: I thank you, Commissioner  
6 Perez, any final closing comments?

7 MR. PEREZ: No, I just wanted to thank you again  
8 for the opportunity to address the -- the Commission and  
9 thank you in advance for your consideration of our request  
10 and we look forward to working closely with the Texas  
11 Workforce Commission.

12 CHAIRMAN ALCANTAR: Appreciate it, sir.

13 MR. PEREZ: Thank you.

14 CHAIRMAN ALCANTAR: We'll continue to do that.

15 MR. PEREZ: Thank you.

16 CHAIRMAN ALCANTAR: Commissioners, with your  
17 approval I'd like to take up Item -- Agenda Item No. 17 out  
18 of order.

19 COMM. CONGLETON: I'm fine.

20 CHAIRMAN ALCANTAR: Okay.

21 AGENDA ITEM NO. 17

22 CHAIRMAN ALCANTAR: Item 17. Discussion,  
23 Consideration and Possible Action Regarding the Discussion  
24 of Marketable Skills Initiative, Patricia Gonzalez. Good  
25 morning, Patricia.

1 MS. GONZALEZ: Good morning, Chairman,  
2 Commissioners, Mr. Temple; for the record, Patricia  
3 Gonzalez, Workforce Development. For your consideration  
4 today is a discussion paper on the marketable skills  
5 initiative. Students in all fields of study, excuse me,  
6 gain a number of valuable marketing skills, including  
7 critical thinking, good communication skills, self-directed  
8 learning and the connection to civic and social engagement,  
9 but they cannot always link their acquired skills with a  
10 special occupation or employer.

11 To help ensure that students acquire knowledge and  
12 skills during their post-secondary experience that will  
13 contribute to their success in the workforce, and in support  
14 of the Texas Higher Education Coordinating Board's new 60x30  
15 strategic plan for 2015 through 2030, before you is a  
16 recommendation. The recommendation is to provide \$150,000  
17 to the Texas Higher Education Coordinating Board to help  
18 align higher education with workforce needs.

19 The THCB (sic) will conduct research on best  
20 practices to increase students' employability, convene a  
21 state-wide advisory committee to review the research on best  
22 practices and provide recommendations, distribute the  
23 recommendations to every Texas higher education institution  
24 and develop a career readiness handbook for -- to be given  
25 to students at orientation that specifies what employers

1 expect from graduates and what students can do to improve  
2 their employability. This concludes my presentation and I'm  
3 prepared to answer questions, if any.

4 CHAIRMAN ALCANTAR: Commissioners, any questions.

5 COMM. CONGLETON: No questions.

6 COMM. HUGHS: No.

7 CHAIRMAN ALCANTAR: Commissioner Congleton.

8 COMM. CONGLETON: Move that we provide \$150,000 of  
9 WIOA state-wide to the Texas Ed -- Higher Education  
10 Coordinating Board to help align Higher Ed with Workforce as  
11 discussed.

12 COMM. HUGHS: And I second the motion.

13 CHAIRMAN ALCANTAR: It's unanimous. I strongly  
14 endorse this and look forward to working with you,  
15 Commissioner, and your team and with employers and  
16 university representatives on moving this forward in a very  
17 positive way. Thank you.

18 ITEM NO. 7

19 CHAIRMAN ALCANTAR: Item Number 7. Discussion,  
20 Consideration Regarding the Appointment of Members to the  
21 Texas Advisory Committee for Purchasing from People with  
22 Disabilities, we have no update on that, Larry?

23 MR. TEMPLE: Well --

24 CHAIRMAN ALCANTAR: No updates.

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AGENDA ITEM NO. 8

CHAIRMAN ALCANTAR: Item 8. Discussion,  
Consideration and Possible Action --

MR. TEMPLE: We have had a lot of interest since  
the -- since it went back out. We got several more names,  
so.

CHAIRMAN ALCANTAR: Okay. Thank you, Larry,  
appreciate the update. Item 8. Discussion, Consideration  
and Possible Action Regarding Board Contract Year 2015 Local  
Board Performance Measure Targets. We have no update.

AGENDA ITEM NO. 9

CHAIRMAN ALCANTAR: Item 9. Discussion,  
Consideration Regarding Comments for Submission to the U.S.  
Department of Labor, David Johnson. Good morning, David.

MR. JOHNSON: Good morning, Mr. Chairman,  
Commissioners, Mr. Temple. David Johnson, with Operational  
Insight. The item before you today is the final approval  
for the DOL information collection request comments. Last  
week we briefed your offices on the changes we've made to  
the original draft presented to the Commission a few weeks  
ago.

Today we're requesting approval of the letter and  
the policy comment section of the document along with the  
authority to make non-substantive technical edits. With  
your approval, I have the letter here for your signatures

1 today, and staff will continue to make edits to the  
2 technical section of the comments. The comments and the  
3 cover letter will be submitted by the November 2nd deadline.  
4 That concludes my prepared remarks. I'm happy to answer any  
5 questions you might have, or go through any section of the  
6 comments.

7 CHAIRMAN ALCANTAR: Commissioner Congleton.

8 COMM. CONGLETON: I move that we approve the  
9 submitted comments on the proposed information collection  
10 request for WIOA.

11 COMM. HUGHS. I second the motion.

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

14 MR. JOHNSON: Thank you.

15 AGENDA ITEM NO. 10

16 CHAIRMAN ALCANTAR: Item 10. Discussion,  
17 Consideration and Possible Action Regarding Implementation  
18 of the WIOA, Debbie Carlson. Good morning, Debbie.

19 MS. CARLSON: Good morning. We don't have  
20 anything on Number 10.

21 CHAIRMAN ALCANTAR: Okay.

22 MS. CARLSON: Could we go to 11, please?

23 CHAIRMAN ALCANTAR: We will go to 11.

24 AGENDA ITEM NO. 11

25 CHAIRMAN ALCANTAR: Discussion, Consideration and

1 Possible Action Regarding Amendments to the Integrity of the  
2 Texas Workforce System Rules on the Commission Evaluation of  
3 Board Oversight; Debbie Carlson.

4 MS. CARLSON: Good morning, Debbie Carlson,  
5 Workforce Development. For your consideration this morning  
6 we have final rules on amendments to the Chapter 802 Rules  
7 on Integrity of the Texas Workforce System Board Oversight  
8 Capacity. Last fall staff worked with Board representatives  
9 to develop evaluation criteria to be used. The Commission  
10 took action on a policy concept on Board oversight in  
11 November.

12 On August the 18<sup>th</sup>, this year the Commission  
13 approved proposed rules for publication in the *Texas*  
14 *Register*. The public comment period ended October 5th and  
15 no comments were received. Today staff is seeking  
16 Commission adoption of the 802 Integrity of the Texas  
17 Workforce System Board Oversight Capacity Rules as proposed.  
18 And I'll be happy to answer any questions.

19 CHAIRMAN ALCANTAR: Any questions? We have no  
20 questions. Commissioner Congleton.

21 COMM. CONGLETON: Move that we approve the  
22 proposed amendments to our Chapter 802 Rules for publication  
23 in the *Texas Register* and public comment.

24 COMM. HUGHS: I second the motion.

25 CHAIRMAN ALCANTAR: It is unanimous.

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AGENDA ITEM NO. 12

CHAIRMAN ALCANTAR: Item 12. Discussion, Consideration and Possible Action Regarding Publication for Public Comment; the Proposed Rules Relating to Amendments to the General Admin Rules on the Reimbursement of Training and Education Costs, Debbie.

MS. CARLSON: Debbie Carlson, Workforce Development. For your consideration we have proposed rules regarding TWC's professional development program. House Bill 3337 from the 84th Texas Legislature requires Tex -- requires state agencies to adopt rules regarding reimbursement of tuition for agency employees and min -- and administrators.

TWC currently has rules regarding tuition reimbursement at Chapter 800.5. On August the 25th the Commission approved the policy concept on the recommended changes to Chapter 800.5 for a three-week public comment period. The policy concept was provided to Board EDs and was discussed on a Friday conference call. No comments were received.

Proposed amendments include the following requirements, changing the name of the program to the Tuition Assistance Program, that the training and education program must be at an accredited institution of higher education, reimbursement will only be made upon successful

1 completion, and the information relating to the application  
2 for and receipt of tuition reimbursement shall be reported  
3 to the Commission on a quarterly basis.

4 Staff is seeking your approval of the proposed  
5 rule amendments to Chapter 800.5 for publication in the  
6 *Texas Register* for a 30-day public comment period. And I'll  
7 be happy to answer any questions.

8 CHAIRMAN ALCANTAR: Commissioner Congleton?

9 COMM. CONGLETON: Move that we approve the  
10 proposed rule amendment to tuition reimbursement for our own  
11 employees and publish for the public comment.

12 COMM. HUGHS: I second the motion.

13 CHAIRMAN ALCANTAR: It is unanimous. Thank you.

14 AGENDA ITEM NO. 13

15 CHAIRMAN ALCANTAR: Item 13. Discussion,  
16 Consideration and Possible Action Regarding Publication for  
17 Public Comment of Proposed Rules Relating to Amendments to  
18 Job Matching Services on the Requirements of State Agencies  
19 Register and Participate in E-Verify, Debbie.

20 MS. CARLSON: Once again, for the record, Debbie  
21 Carlson, Workforce. Senate Bill 374 from the 84th Texas  
22 Legislature amends the Texas Government Code and requires  
23 state agencies and institutions of higher education to use  
24 E-Verify for all newly hired employees effective September  
25 1st, 2015. Senate Bill 374 further requires TWC to adopt

1 rules regarding the use of E-Verify.

2 On August 25th the Commission approved the policy  
3 concept on the recommended changes to Chapter 843, Job  
4 Matching Services for -- we had the pub -- we had the policy  
5 concept out for a three-week public comment period, we  
6 provided it to Board EDs and discussed it on a Friday  
7 conference call. No comments were received.

8 Staff is proposing the addition of 843.3 to  
9 specify compliance with the requirements contained in Senate  
10 Bill 374. Staff is seeking your approval of the proposed  
11 rule amendment to Chapter 843 for publication in the *Texas*  
12 *Register* for a 30-day public comment period. And I'll  
13 answer any questions you have.

14 CHAIRMAN ALCANTAR: No questions? Commissioner  
15 Congleton?

16 COMM. CONGLETON: Move that we approve the  
17 proposed E-Verify amendment to our Chapter 843 Job Matching  
18 Rules for publication in the *Texas Register* and public  
19 comment.

20 COMM. HUGHS: Second the motion.

21 CHAIRMAN ALCANTAR: It is unanimous.

22 AGENDA ITEM NO. 14

23 CHAIRMAN ALCANTAR: Item 14. Discussion,  
24 Consideration and Possible Action Regarding Publication for  
25 Public Comment General Rules Relating to the Amendments to

1 General Admin Rules on Petitions for the Adoption of Rules,  
2 Jason. Good morning.

3 MR. VADEN: Good morning, Commissioners, Jason  
4 Vaden, Workforce Division. The 84th Texas Legislature  
5 enacted House Bill 763 which amends Texas Government Code  
6 §2001.021 relating to petition for adoption of rules. On  
7 August 25th the Commission approved a policy concept that  
8 included recommendations to amend TWC's Chapter 800 Rules,  
9 specifically 800.252, by adding a definition of interested  
10 person that aligns with the definition as set forth in House  
11 Bill 763.

12 The policy concept was posted to TWC's website for  
13 a three -- three-week comment period. It was also discussed  
14 on the September 4th conference call with the Board  
15 Executive Directors, and no comments were received in  
16 regards to the policy concept.

17 This morning staff is recommending approval of  
18 these proposed amendments to Chapter 800 regarding petitions  
19 for rule making so that they may be published in the *Texas*  
20 *Register* for a 30-day public comment period. And I'll be  
21 happy to answer any questions you may have.

22 CHAIRMAN ALCANTAR: Any questions? Commissioner  
23 Congleton.

24 COMM. CONGLETON: As discussed, I move that we  
25 approve the proposed amendment on the petitions of -- or

1 rulemaking for publication in the *Texas Register* and public  
2 comment.

3 CHAIRMAN ALCANTAR: Is that a second?

4 COMM. HUGHS: Oh, I'm sorry, I second the motion.

5 CHAIRMAN ALCANTAR: We are unanimous. Thank you.

6 AGENDA ITEM NO. 15

7 CHAIRMAN ALCANTAR: Item 15. Discussion,  
8 Consideration and Possible Action Regarding Potential  
9 Funding of a SNAP Initiative for the Food Banks.

10 MR. VADEN: Again, Jason -- Jason Vaden, Workforce  
11 Division. On August the 11<sup>th</sup>, the Commission approved the  
12 SNAP E&T FY 16 State Plan, which included information on  
13 TWC's intent to partner with local food banks. One of the  
14 SNAP E&T program goals for FY 16 is to build stronger  
15 partnerships with local communities and private non-profit  
16 sectors, including strengthening partnerships between boards  
17 and local food banks and marketing the SNAP E&T bro --  
18 program to SNAP E&T exempt recipients who visit food bank  
19 facilities.

20 Currently opportunities exist to build capacity  
21 for local food bank staff and for exempt recipients to  
22 become familiar with Workforce services that are available.  
23 This could be accomplished by stationing Workforce staff at  
24 food banks or training food bank staff to provide  
25 information about SNAP E&T and other Workforce services,

1 promoting the use of online services and scheduling  
2 appointments or providing referrals.

3           There are already a number of food banks in Texas  
4 that partner with our boards for SNAP E&T workfare  
5 assignments. Expanding those partnerships to promote SNAP  
6 E&T services will enable SNAP recipients to gain immediate  
7 access to services as well as exposure to the local labor  
8 market and will assist them with entering into permanent,  
9 full-time employment.

10           This morning staff recommends distributing  
11 \$250,000 in SNAP E&T administrative funds to enhance  
12 partnership efforts in the amount of \$50,000 each to five  
13 workforce areas that have the largest number of SNAP  
14 eligible individuals within their respective workforce areas  
15 and that also have volunteers in Service to America or VISTA  
16 volunteers affiliated with food banks in the area. The five  
17 workforce areas that meet these criteria are Gulf Coast,  
18 Dallas, Alamo, Capital Area and Rural Capital.

19           And with that I'll be happy to answer any  
20 questions you have.

21           CHAIRMAN ALCANTAR: Any questions?

22           COMM. HUGHS: No.

23           CHAIRMAN ALCANTAR: Commissioner Congleton?

24           COMM. CONGLETON: Move that we approve

25 distributing \$50,000 for a total of 250,000 to each of the

1 Board areas that's recommended by staff.

2 COMM. HUGHS: I second the motion.

3 CHAIRMAN ALCANTAR: It is unanimous. And, Jason  
4 and the rest of the team, I want to thank you for working to  
5 come up with this initiative. The success of this system is  
6 really rooted in our partnerships, and you did a great job  
7 of understanding common objectives and working hard to  
8 demonstrate how we can more effectively work together, and  
9 this is another one that I'm really looking forward to  
10 highlighting how we can really advance the outcomes for the  
11 people that we serve by working together. So thank you.  
12 Appreciate it.

13 AGENDA ITEM NO. 16

14 CHAIRMAN ALCANTAR: Item 16. Discussion,  
15 Consideration and Possible Action Regarding a Policy Concept  
16 on Employment-First Policy for serving individuals with  
17 disabilities, Patricia Gonzalez. Good morning, again.

18 MS. GONZALEZ: Thank you. Good morning, again.  
19 For the record, Patricia Gonzalez, Workforce Development.  
20 For your consideration today is a discussion paper on an  
21 Employment-First Policy. Senate Bill 1226, passed by the  
22 83rd Texas Legislature, Regular Session, required the  
23 creation of an interagency Employment-First Task Force  
24 charged with promoting competitive employment of individuals  
25 with disabilities, promoting the expectation that

1 individuals with disabilities are able to meet the same  
2 employment standards, responsibilities and expectations as  
3 other working-age adults and developing recommendations for  
4 policies, procedures and rule changes to allow the  
5 Employment-First Policy to be adopted and implemented by the  
6 Texas Education Agency, the Texas Health and Human Services  
7 Commission and the Texas Workforce Commission.

8           Section 531.0227(b) directs Health and Human  
9 Services Commission, TEA, Texas Education Agency, and TWC to  
10 jointly adopt and implement an Employment-First policy.  
11 Staff recommends that the Commission adopt the policy  
12 drafted in accordance with the guiding principles set forth  
13 in §531.02447 of the -- of the Bill.

14           The draft policy is included in your notebooks and  
15 briefed -- and has been briefed to the offices. This  
16 concludes my presentation. And I'm prepared to answer  
17 questions, if any.

18           CHAIRMAN ALCANTAR: I don't have any questions.  
19 But I would like for you to read into the record, I have one  
20 amendment to propose to my fellow Commissioners, and if they  
21 have any as you read along the way, I'd love to hear what  
22 those amendments would be. My amendment will be on Guiding  
23 Principle Number 6. But, Patricia, would you read out the  
24 first one, and keep going?

25           MS. GONZALEZ: Starting from the first guiding

1 principle, sir?

2 CHAIRMAN ALCANTAR: Yes, ma'am, an individual --

3 MS. GONZALEZ: Okay. An individual with a  
4 disability is able to meet the same employment standards as  
5 an individual who does not have a disability.

6 CHAIRMAN ALCANTAR: I know Commissioner Congleton  
7 agrees strongly with that. And, you know, could you go on?

8 MS. GONZALEZ: Okay.

9 CHAIRMAN ALCANTAR: And I know we do, too.

10 MS. GONZALEZ: Number 2. All working-age  
11 individuals with disabilities, including young adults, are  
12 offered factual information regarding employment as an  
13 individuals with a disability, including the relationship  
14 between an individual's earned income and the individual's  
15 public benefits.

16 CHAIRMAN ALCANTAR: Any comments, any amendments?

17 COMM. HUGHS: No.

18 CHAIRMAN ALCANTAR: Okay.

19 MS. GONZALEZ: Number 3, Individuals with  
20 disabilities are given the opportunity to understand and  
21 explore options for education and training, including post-  
22 secondary, graduate and post-graduate education, vocational  
23 or technical training, or other training, as pathways to  
24 employment.

25 CHAIRMAN ALCANTAR: No amendments? All right.

1 MS. GONZALEZ: Okay. Number 4, TWC will take  
2 steps to promote the availability and accessibility of  
3 individualized training designed to prepare an individual  
4 with a disability for the individual's preferred employment.

5 CHAIRMAN ALCANTAR: No comments. All right.

6 MS. GONZALEZ: Number 5, TWC will promote  
7 partnerships with employers to overcome barriers to meeting  
8 workforce needs with the creative use of technology and  
9 innovation.

10 CHAIRMAN ALCANTAR: What was -- let's see, in -- I  
11 understand that. I'm just -- it seems like something's  
12 missing. I'm good with it, but is there a word missing  
13 there, or -- we're already working with employers to  
14 overcome barriers to meeting the workforce needs. In  
15 general or individuals -- individuals or --

16 MS. GONZALEZ: I believe the intent is to promote  
17 partnership with technology and look for innovative  
18 strategies to assist individuals with technology devices.

19 CHAIRMAN ALCANTAR: Make sure that they're  
20 reasonably accommodated at opportunities for success.

21 MS. GONZALEZ: Yes.

22 COMM. CONGLETON: Mr. Chairman, we may want to --  
23 the -- the term in the DR world is assisted technology, we  
24 may want to add that before the technology.

25 CHAIRMAN ALCANTAR: Commissioners?

1           COMM. HUGHS: I'm good with that.

2           CHAIRMAN ALCANTAR: We agree.

3           MS. GONZALEZ: So the use of assisted technology.

4           CHAIRMAN ALCANTAR: And innovation.

5           MS. GONZALEZ: And innovation. We'll make that  
6 modification to Number 5. Number 6, TWC will take steps to  
7 ensure that the staff of public schools, vocational service  
8 programs, and community providers are trained and supported  
9 to assist all individuals with disabilities in achieving the  
10 goal of competitive employment.

11           CHAIRMAN ALCANTAR: Okay. And here's where I have  
12 a proposed amendment. TWC will take steps to ensure that  
13 staff of the agency, local workforce development boards,  
14 Texas Workforce Solution's partners and their service  
15 providers are trained and supported to assist all  
16 individuals with disabilities in achieving the goal of  
17 competitive employment.

18                       So I'm focusing it on our system as opposed  
19 to some of our external partners like public schools. And I  
20 think those are probably more appropriate for TEA or their  
21 cohort as opposed to us. Do you need -- would you like me  
22 to --

23           COMM. HUGHS: So you are calling this --

24           CHAIRMAN ALCANTAR: Would you like --

25           COMM. HUGHS: -- internal?

1           CHAIRMAN ALCANTAR: Yes, ma'am. Would you like me  
2 to read it again?

3           COMM. HUGHS: Sure.

4           CHAIRMAN ALCANTAR: Rather than the language about  
5 the public schools, vocational service partners and  
6 community partners, my amendment is that staff of the  
7 agency, local workforce development boards, Texas Workforce  
8 Solution partners and their service providers, that's the  
9 amendment that I'm proposing.

10          COMM. HUGHS: In addition to staff of public  
11 schools, vocational service programs --

12          CHAIRMAN ALCANTAR: I --

13          COMM. HUGHS: -- and community providers?

14          CHAIRMAN ALCANTAR: In lieu of. I'm replacing  
15 that --

16          COMM. HUGHS: Oh, okay.

17          CHAIRMAN ALCANTAR: -- language.

18          COMM. CONGLETON: I would -- I would add it to it.

19          CHAIRMAN ALCANTAR: You would add it to it?

20          COMM. CONGLETON: I would.

21          COMM. HUGHS: I have two guiding principles.

22          UNIDENTIFIED SPEAKER: I think these were set out  
23 by the statute, were they not?

24          MS. GONZALEZ: Yes. They're --

25          UNIDENTIFIED SPEAKER: So these -- these were us

1 -- we may want to clarify that our role in that would be our  
2 partners. I think these were -- if I'm not mistaken these  
3 were listed in the statute, so --

4 MS. GONZALEZ: That's correct.

5 UNIDENTIFIED SPEAKER: -- they're not staff  
6 generated.

7 MS. GONZALEZ: They -- it mirrors --

8 CHAIRMAN ALCANTAR: And I would like -- from my  
9 perspective, if these are our Employment-First -- if it's  
10 our policy, it should be certainly primarily about our staff  
11 and our operations and how we do it, so --

12 UNIDENTIFIED SPEAKER: What if --

13 CHAIRMAN ALCANTAR: -- if -- if we -- if we -- if  
14 we wanted to add a second bullet, or a --

15 COMM. HUGHS: I mean, I think we should --  
16 certainly should comply with the statute and include the  
17 language that requires us to ensure that public schools,  
18 vocational service programs and community providers are  
19 trained, so I -- I do think that should remain.

20 However, I'm certainly supportive of also  
21 including and reiterating what we all agree to, which is  
22 that our agency internally will -- and -- and our boards and  
23 everyone affiliated with us will also be trained. So if  
24 it's not contrary to statute, we can add another guiding  
25 principle, or add the language before those other -- you

1 know, without taking them out, I think either solution would  
2 work.

3 CHAIRMAN ALCANTAR: Okay. And so we're  
4 comfortable with Patricia working to make that amendment to  
5 add language that reflects the staff of the agency, local  
6 boards, Texas Workforce Solution partners and their service  
7 providers, adding it to bullet six, or guiding principle  
8 six, or adding a guiding principle 6.A., or whatever, that  
9 compliments this.

10 COMM. HUGHS: Right. Just beside in lieu of that  
11 in addition to.

12 CHAIRMAN ALCANTAR: In addition to. Okay.

13 MS. GONZALEZ: Okay.

14 CHAIRMAN ALCANTAR: Commissioner -- Commissioner  
15 Congleton, are you comfortable with that?

16 COMM. CONGLETON: I am.

17 CHAIRMAN ALCANTAR: All right, great. And then  
18 item seven, if you could read it out.

19 MS. GONZALEZ: Yes, sir. TWC acknowledges that  
20 competitive employment, while being the priority and  
21 preferred outcome, is not required of an individual with a  
22 disability to secure or maintain public benefits for which  
23 the individual is otherwise eligible.

24 CHAIRMAN ALCANTAR: And I have no comments.  
25 Commissioners?

1           COMM. HUGHS: No.

2           COMM. CONGLETON: I agree.

3           CHAIRMAN ALCANTAR: Is there a motion?

4           COMM. CONGLETON: I move that we approve the  
5 concept for Employment-First Policy for serving individuals  
6 with disabilities.

7           CHAIRMAN ALCANTAR: As amended?

8           COMM. HUGHS: I second.

9           COMM. CONGLETON: As amended.

10          COMM. HUGHS: And I second that motion as amended.

11          CHAIRMAN ALCANTAR: We are unanimous, as amended.

12 All right. Thank you.

13                                   AGENDA ITEM NO. 18

14          CHAIRMAN ALCANTAR: Item 18. Discussion,  
15 Consideration and Possible Action Regarding the Acceptance  
16 of Pledges for Board Contract Year 2016 Child Care Matching  
17 Funds, Courtney. Good morning.

18                   MS. ARBOUR: Good morning, Chairman,  
19 Commissioners, Mr. Temple; Courtney Arbour, Workforce  
20 Division. Annually the local workforce development board  
21 submit local match pledges to secure federal childcare funds  
22 pursuant to Commission Rule 800.73. This will be a standing  
23 agenda item as boards can continue to submit match  
24 agreements through January 31st of 2016. Today staff  
25 requests Commission acceptance of pledges for donations,

1 transfers and certifications of expense in the amount of  
2 \$1,616,828.

3 CHAIRMAN ALCANTAR: Commission Congleton?

4 COMM. CONGLETON: Move that we accept the pledges  
5 for board contract year two thousand six -- 2016 of  
6 childcare matching funds in the amount of \$1,616,828.

7 COMM. HUGHS: I second the motion.

8 CHAIRMAN ALCANTAR: We are unanimous. Thank you,  
9 Courtney.

10 AGENDA ITEM NO. 19

11 CHAIRMAN ALCANTAR: Item 18 (sic). Discussion,  
12 Consideration, Possible Action Regarding Report to the  
13 Governor and the Legislature Regarding College Credit for  
14 Heroes; Apu. Good morning.

15 MS. NAIK: Good morning, Chairman and  
16 Commissioners, Mr. Temple. For your consideration this  
17 morning is the annual report to the Texas Legislature for  
18 College Credit for Heroes. Senate Bill 806, passed in the  
19 85th Legis -- Texas Legislature, removed the demonstration  
20 project title for College Credit for Heroes and required us  
21 to report to the legislature on November 1st annually on  
22 three different areas.

23 First, the status of any new College Credit for  
24 Heroes grants, second, best practices for veterans and  
25 military service members to achieve maximum academic credit,

1 and third, recommendations to facilitate the award of  
2 academic credit by institutions of higher education for  
3 military experience and training.

4 This report is a more succinct version of the  
5 report we submitted to the legislature in 2011 from the  
6 initial College Credit for Heroes, Phase I report. This one  
7 specifically addresses the information requested by the  
8 legislation and we plan to keep the same format for the  
9 report annually. Staff recommends approving the legislative  
10 report to the 86th Texas Legislature. I'll answer any  
11 questions you have at this time.

12 CHAIRMAN ALCANTAR: Commissioner.

13 COMM. HUGHS: I don't have a question. I had --  
14 there's a -- just typographical incidents on page three and  
15 four that I hope will be cleaned up before it gets  
16 formalized, but substantively I approve and I have no  
17 comments.

18 MR. NAIK: Absolutely.

19 CHAIRMAN ALCANTAR: Okay. Thank you,  
20 Commissioner. Commissioner Congleton?

21 COMM. CONGLETON: Move that we approve the report  
22 for College Credit for Heroes for the submission to the  
23 Governor and the Legislature.

24 COMM. HUGHS: I second the motion.

25 CHAIRMAN ALCANTAR: And it is unanimous. Who --

1 when is the next RFP scheduled?

2 MR. NAIK: It was released last Thursday and it  
3 will be open until November 9th.

4 CHAIRMAN ALCANTAR: Until November 9th. And, you  
5 know, I really want to thank Apu for his hard work on the  
6 road in working with our colleges and universities to -- to  
7 build excitement. I really appreciate your efforts. We had  
8 a wonderful event in Lubbock, and there are other wonderful  
9 -- there's other wonderful work being undertaken that  
10 reflects your hard efforts. I really appreciate it.

11 We're going to really focus on getting more  
12 universities and colleges to sign up in the weeks ahead and  
13 become partners with Central Texas College and looking  
14 forward to really promoting more uniform participation over  
15 the next year or so. Keep up the good work, and keep us  
16 briefed on how we can help you moving forward on this.

17 MR. NAIK: Thank you, Chairman, will do.

18 CHAIRMAN ALCANTAR: Appreciate it. Have a good  
19 day.

20 AGENDA ITEM NO. 20

21 CHAIRMAN ALCANTAR: Twenty. Discussion,  
22 Consideration and Possible Action Regarding Approval of  
23 Local Board Nominees, John Fuller. Good morning, John.

24 MR. FULLER: Good morning, Mr. Chairman,  
25 Commissioners, Mr. Temple. For the record, John Fuller,

1 Workforce Development Division. Commissioners, before you  
2 today you have nominations from the Capital Area, Concho  
3 Valley, Golden Crescent, North Central, Northeast Texas,  
4 Panhandle and Texoma.

5 CHAIRMAN ALCANTAR: John, you and I have visited  
6 earlier in the week, might have been last week, we have a --  
7 a number of members that have been serving our system in a  
8 very powerful way and some have been doing it for a couple  
9 of years, and we have some that have been there how long, as  
10 many as how many years?

11 MR. FULLER: Well, some have been there since the  
12 opening of the Workforce Development Boards, so 19 years,  
13 some have been serving on those boards for 19 years.

14 CHAIRMAN ALCANTAR: And, you know, they're such an  
15 important part of our system and what we're all about. They  
16 represent the interest of their communities, they help us  
17 make sure that we're aligned, as our mission suggests that  
18 we should be, with the priorities in these communities and  
19 in these regions. I want to find a way to recognize some of  
20 this service over time.

21 I'm not sure what the best way to do it, but if  
22 you could -- we could put together a group, Larry, to see  
23 how we can recognize their contributions to the system over  
24 time. And, John, if there's any additional ideas, please  
25 let us know, but I really think that they are the reason we

1 are successful.

2 MR. TEMPLE: Would you like to try to do something  
3 at the annual conference.

4 CHAIRMAN ALCANTAR: That would be ideal, if we  
5 have something that honors and recognizes their efforts, I'd  
6 love to do that. Commissioners, do you have any --

7 COMM. HUGHS: I agree and am very supportive of  
8 that.

9 CHAIRMAN ALCANTAR: Great. If -- it's the short  
10 window, I want to -- I want to do it in a very respectful  
11 and -- and in a manner that reflects their contribution, so  
12 let's try to do it right, which is the way we do everything  
13 anyway, right?

14 MR. TEMPLE: I'm -- well, I think we could work  
15 that into the beginning when we thank, you know, you thank  
16 the Boards and the Commissioners, thank the Board Members  
17 for their -- for (indiscernible). It would be a great time  
18 to recognize those --

19 CHAIRMAN ALCANTAR: All right, let's --

20 MR. TEMPLE: We'll work on that.

21 CHAIRMAN ALCANTAR: Yeah, let's come up with some  
22 options. Commissioner Congleton.

23 COMM. CONGLETON: I move that we approve the Board  
24 nominees for Capital Area, Concho Valley, Golden Crescent,  
25 North Central, Northeast Texas, Panhandle and Texoma.

1           COMM. HUGHS: I do have a concern, and I  
2 appreciate you spending time with me on it. But with  
3 respect to the appointment representing the private sector  
4 for the Concho Valley Workforce Development Board, there is  
5 a potential appearance of a conflict of interest because the  
6 nominee works for the bank that manages the Board's 401(k)  
7 plan, so if my fellow Commissioners do vote yes on this  
8 nomination, I would recommend the nominee recuse himself  
9 from all actions and discussions regarding the  
10 administration of the Board's 401(k) plan. And I understand  
11 he probably would do that, but I want to make sure that's on  
12 the record.

13           I also didn't have an opportunity to congratulate  
14 you for your award, and I wanted to congratulate you for  
15 being recognized as a professional leader.

16           MR. FULLER: Thank you.

17           CHAIRMAN ALCANTAR: I would agree that on making  
18 sure that the individual serving is fully aware of -- of the  
19 -- their responsibilities. With that I would agree with all  
20 the nominees as provided by Commissioner Congleton.

21           MR. FULLER: Well, thank you. And we say -- then  
22 we'll -- all Boards do -- do as you said, and we will  
23 certainly make sure that word is sent out to them so that  
24 they can look at that individually. Thank you.

25           MR. TEMPLE: And I also agree that you're a

1 professional leader.

2 MR. FULLER: Thank you.

3 CHAIRMAN ALCANTAR: You look really good every day  
4 you're here, so just keep that up, too.

5 AGENDA ITEM NO. 21

6 CHAIRMAN ALCANTAR: Item 21. Discussion,  
7 Consideration and Possible Action Regarding Enacted,  
8 Proposed or Considered Federal or State Legislation; Rudy.  
9 I'll start at the Rudy chant like in the movie, but I --

10 MR. SANDOVAL: Good morning, Mr. --

11 CHAIRMAN ALCANTAR: -- I thought better of it.

12 MR. SANDOVAL: Good morning, Mr. Chairman,  
13 Commissioner --

14 CHAIRMAN ALCANTAR: Good morning, Rudy.

15 MR. SANDOVAL: -- Mr. Temple. For the record, I'm  
16 Rudy Sandoval, Government Relations, and I'll be presenting  
17 some information regarding proposed federal legislation.  
18 The U.S. House of Representatives will take up HR 692, the  
19 Default Prevention Act, today. This bill would allow the  
20 treasury to pay on certain debts, even if the debt ceiling  
21 is not raised. HR 692 would not raise the ceiling.

22 As you may recall, the Secretary of the Treasury  
23 estimates that Congress will need to raise the debt ceiling  
24 by November the 3rd to avoid default. The President,  
25 however, issued a veto for that, for HR692. He stated that

1 Congress should simply raise the debt ceiling.

2 On another one Congressman Paul Ryan is  
3 considering a run for Speaker of the House and announced  
4 he'll make a decision by this coming Friday. Allison  
5 Robertson recently, I guess in the last 10, 15 minutes, sent  
6 you an update from Washington that U.S. Speaker John Boehner  
7 has set October 28th as the election date for the nominee  
8 before the Republican Conference and -- and also scheduled  
9 the vote for October the 29th on the nominee. I'm here if  
10 you have any questions.

11 CHAIRMAN ALCANTAR: Commissioners?

12 COMM. CONGLETON: No questions.

13 CHAIRMAN ALCANTAR: Thank you, Rudy.

14 MR. SANDOVAL: Thank you.

15 AGENDA ITEM NO. 22

16 CHAIRMAN ALCANTAR: Item 22. Report and Update by  
17 the Executive Director, Larry, do you have anything for us  
18 this morning?

19 MR. TEMPLE: Well, I -- I would like to thank and  
20 recognize all of the tuition and education and training  
21 reimbursement, a good example of us having really good  
22 rapport with other agencies through Suzanna Patron (ph) and  
23 her participation in the SAC HR. She was able to find out  
24 what other states were doing, or other agencies are doing,  
25 and help, as well as the E-Verify.

1           And the Office of General Counsel and Reagan and  
2 her staff on the E-Verify just exactly, you know, what the  
3 Boards are already doing and -- and where we need to apply  
4 that, so it was a collective effort trying to get all that  
5 put together.

6           CHAIRMAN ALCANTAR: You know, you mentioned  
7 somebody that really doesn't get recognized for their  
8 outstanding contributions consistently, and we have a very  
9 good team serving under that individual's direction; Paul  
10 Jones. I really want to recognize your leadership and your  
11 hard work. I think we have a great team here, and our  
12 General Counsel has really provided consistent and reliable  
13 advice during the time that I've been here, and I truly want  
14 to recognize your contributions to this agency. We always  
15 forget about the attorneys -- who needs them though -- but  
16 ultimately we do need you, and I really appreciate your  
17 efforts.

18           COMM. CONGLETON: Stand up -- stand up, Paul.  
19 Stand up.

20           MR. JONES: It's still unbelievable --

21           CHAIRMAN ALCANTAR: No, he was standing up. But,  
22 no --

23           COMM. CONGLETON: No, it makes no difference.

24           CHAIRMAN ALCANTAR: Paul, do you want to --

25           MR. JONES: We got --

1 CHAIRMAN ALCANTAR: Yeah, please do.

2 MR. JONES: We got the --

3 CHAIRMAN ALCANTAR: I know you're proud of your  
4 team.

5 MR. JONES: -- Gold -- no, the Gold Star Award --

6 CHAIRMAN ALCANTAR: Yes, sir.

7 MR. JONES: -- I didn't want to forget that, so.

8 CHAIRMAN ALCANTAR: Yeah.

9 MR. JONES: And, yes, I do have a very good team,  
10 and I thank you for -- thank them for their support and --  
11 and their hard work.

12 CHAIRMAN ALCANTAR: Yeah, I know Diane and Jewel  
13 and everybody else said, I'm not going to mention  
14 (indiscernible) to you, but I really appreciate your  
15 contributions to the staff briefings and I know my team  
16 really apprec -- enjoys working with you. And, you know, we  
17 ask some tough questions sometimes, but you guys are very --  
18 very well versed and really competent individuals that we  
19 depend on so I really appreciate your efforts. I thank  
20 Reagan and the team all the time and the other ones, but  
21 thank you.

22 MR. JONES: And you're welcome, thank you.

23 CHAIRMAN ALCANTAR: Star Award, Steve Rowdy.

24 UNIDENTIFIED SPEAKER: Star Wars.

25 CHAIRMAN ALCANTAR: Good morning, sir.

1                   MR. ROWDY: Good morning, Mr. Chairman,  
2 Commissioners, Steve Rowdy, with the UI Division. This  
3 morning I'll be presenting the fourth quarter individual  
4 Star Award. And that winner is Mr. Rene Ayala, who is here  
5 with us today. Mr. Ayala is a telecenter supervisor. He  
6 created a performance tracker in Excel utilized by  
7 supervisors to monitor their employees' work performance.  
8 The tracker tabulated the rating the employee had received  
9 up to the current month where both the supervisor and the  
10 employee can monitor the employee's progress throughout the  
11 appraisal period. The performance tracker was introduced  
12 and implemented in three other telecenters as well.

13                   Rene also designed a tracker for supervisors to  
14 monitor lead balances to initiate timely administrative  
15 actions. Most recently he designed a new hire tracker  
16 utilized by trainers to recognize the trainee's daily  
17 progress and performance in the training class.

18                   In addition Rene created OY Excel calculators for  
19 the customer service representatives to better explain  
20 monetary eligibility for unemployment benefits. In 2013, in  
21 conjunction with another co-worker Rene designed and  
22 implemented the Texas Unemployment Compensation Extended  
23 Benefit Calculator which assisted all staff in determining  
24 the monetary amounts for each individual tier in the federal  
25 program. It expedited work processes at a time when work

1 volume was excessive.

2 One of his most anticipated and well-received  
3 productions, Spotlight on a Q, is a quality report that  
4 depicts a ranking of the telecenter teams in call center  
5 handling, claims actions, non-monetary quality and non-  
6 monetary timeliness. This monthly team performance report  
7 encourages healthy team competition and team unity with  
8 performance improvement as a by-product.

9 For his creative achievements in enhancing work  
10 performance and processes and in establishing a work  
11 environment that encourages, supports and acknowledges  
12 employees in the overall success of the telecenter Renee was  
13 nominated by Ermenlinda Benevides for the award.  
14 Congratulations, Rene. Would you come up front.

15 (Applause)

16 MR. ROWDY: The Commissioners will congratulate  
17 you. Come right over here.

18 COMM. HUGHS: Congratulations.

19 MR. AYALA: Thank you.

20 CHAIRMAN ALCANTAR: Congratulations, thanks for  
21 all you're doing.

22 MR. AYALA: Thank you.

23 COMM. CONGLETON: Congratulations.

24 MR. AYALA: Thank you.

25 UNIDENTIFIED SPEAKER: Okay. Let's turn this way

1 a little bit, please. Ready, one, two, three. Big smile.  
2 One, two, three. Thank you.

3 CHAIRMAN ALCANTAR: All right, great.

4 (Simultaneous congratulations)

5 UNIDENTIFIED SPEAKER: Ready, one, two, three.

6 Let's have a -- another big smile. One, two, three. Great,  
7 thank you all.

8 (Applause)

9 MR. AYALA: Great, thanks.

10 CHAIRMAN ALCANTAR: Thank you for the update,  
11 Larry. And congratulations on the Star Award.

12 AGENDA ITEM NO. 25

13 CHAIRMAN ALCANTAR: Do we have a motion to  
14 adjourn?

15 COMM. CONGLETON: So made.

16 COMM. HUGHS: Second.

17 CHAIRMAN ALCANTAR: We are adjourned. We'll  
18 reconvene in five minutes.

19 (Proceedings concluded at 10:24 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 27th day of October, 2015.

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

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