



Board Meeting

December 15, 2021 at 6:00 p.m.

Zoom Link: <https://fresnoeoc.zoom.us/j/82316372831>

Meeting ID: 823 1637 2831

1-669-900-6833



BOARD MEETING AGENDA

DECEMBER 15, 2021 AT 6:00 P.M.

	Action	Presenter
<hr/> 1. CALL TO ORDER AND PLEDGE OF ALLEGIANCE: Pledge of Allegiance to be led by Linda Hayes		
<hr/> 2. ROLL CALL A. Roll Call		
<hr/> 3. APPROVAL OF RESOLUTION Consideration of Resolution Acknowledging a State of Emergency and Reauthorizing Meeting by Remote Teleconference consistent with AB 361. A. AB 361 Resolution	Approve	Price
<hr/> 4. APPROVAL OF NOVEMBER 17, 2021 MINUTES A. November 17, 2021 Board Meeting Minutes	Approve	
<hr/> 5. PUBLIC COMMENTS (This is an opportunity for the members of the public to address the Board on any matter related to the Commission that is not listed on the Agenda.)		
<hr/> 6. ADDITIONS TO THE AGENDA (The Board may add an item to the agenda if, upon a two-thirds vote, the Board finds that there is a need for immediate action on the matter and the need came to the attention of the Board after the posting of this agenda.)		
<hr/> 7. POTENTIAL CONFLICT OF INTEREST (Any Board Member who has a potential conflict of interest may now identify the item and recuse themselves from discussing and voting on the matter.) (FPPC §87105)		
<hr/> 8. SEATING OF COMMISSIONERS A. Seating of Commissioners	Ratify	Hayes
<hr/> 9. 2022 CSBG BUDGET A. 2022 CSBG Budget	Ratify	Rodriguez
<hr/> 10. APPROVAL OF CONSENT AGENDA Any Commissioner may pull any Consent Item for discussion or separate vote		
A. Human Resources Committee Items – November 15, 2021 1. August 16, 2021 Human Resources Committee Meeting Minutes 2. HR Scorecard – Q3 2021 (Information)	Approve	

3. Workers Compensation Renewal (Information)
4. Union Negotiations (Information)
5. 2021 Q3 Legal Summary (information)

B. Pension Committee Items – November 18, 2021 **Approve**

1. September 2, 2021 Pension Committee Meeting Minutes
2. Plan Financials and Investment Reports
3. Retirement Plan Demographics (Information)
4. Investment Performance Summary (Information)

C. Executive Committee Items – December 3, 2021 **Approve**

1. February 22, 2021 Executive Committee Meeting Minutes
2. May 19, 2021 Executive Committee Meeting Minutes
3. September 16, 2021 Executive Committee Meeting Minutes
4. 2022 Meeting Schedule

D. Finance Committee Items – December 8, 2021 **Approve**

1. November 10, 2021 Finance Committee Minutes
2. Financial Reports: October 2021
3. Workers' Compensation Insurance Renewal
4. Non-Competitive Procurement (Information)
5. Health Insurance Report (Information)
6. Variance Reports (Information)

E. Advisory Boards **Accept**

1. August 18, 2021 Local Conservation Corps Advisory Board Meeting Minutes
2. November 2, 2021 Head Start County Wide Policy Council Minutes

11. CHIEF EXECUTIVE OFFICER'S REPORT

- A. CEO Report

Information **Reyes**

12. COMMISSIONERS' COMMENT

Hayes

13. NEXT MEETING:

Wednesday, January 26, 2021 at 6:00 p.m.

14. ADJOURNMENT

BOARD OF COMMISSIONERS ROLL CALL 2021

Commissioner	Term Expiration	Target Area or Appointing/Nominating Org.	1/27	2/24	3/24	4/16	5/26	6/23	9/22	10/27	11/17	12/15
ARAMBULA, AMY	Dec 2022	31st Assembly District	P	P	P	P	P	P	P	P	P	
AVILA, ED	Dec 2022	Juvenile Court	P	P	P	P	P	P	P	P	P	
BAINES, OLIVER	Dec 2022	16th Congressional District	P	P	P	P	O	P	O	P	P	
BONNER, ALYSIA	Dec. 2022	Target Area F	P	P	P	P	P	P	P	P	P	
BROWN-JENKINS, ZINA	Dec 2022	Head Start CWPC	P	P	P	P	P	P	P	O	P	
CANDLER, LEROY	Dec 2022	NAACP	P	P	P	P	P	P	O	P	P	
COUNTEE, JEROME	Dec 2021	SCCCD	P	O	P	O	P	P	P	P	O	
DE JESUS PEREZ, FELIPE	Dec 2021	Target Area A	P	P	P	P	P	P	P	P	P	
GARABEDIAN, CHARLES	Dec 2021	Board of Supervisors	P	P	P	P	P	P	P	O	P	
HAYES, LINDA R.	Dec 2022	Target Area H	P	P	P	P	P	P	P	P	P	
HURTADO, JEWEL	Dec 2022	Target Area C	P	P	P	P	P	P	O	P	P	
JAIME-MILEHAM, LUPE	Dec 2022	FCSS	P	P	P	O	P	P	O	O	P	
KING BRIAN	Dec 2021	Mayor's Appointment	P	O	P	P	P	P	P	P	P	
LEE, JOE	Dec 2021	The Fresno Center	N/A	N/A	N/A	N/A	N/A	N/A	P	P	P	
LEON, REY	Dec 2022	Target Area B	P	O	O	P	P	O	O	O	P	
MARTINEZ, DANIEL	Dec 2021	Target Area D	P	P	P	P	P	P	O	P	O	
MARTINEZ, JAMES	Dec 2021	Fresno Reel Pride	P	P	P	P	P	P	P	P	O	
McCOY, BARIGYE	Dec 2022	Board of Supervisors	P	P	P	P	P	P	P	P	O	
NICHOLS, LISA	Dec 2021	Target Area E	P	P	P	P	P	O	P	P	P	
REYES, ANDREA	Dec 2022	Economic Development Corporation	P	P	P	P	P	P	P	P	P	
ROBLES, CATHERINE	Dec 2021	Target Area G	P	P	O	P	O	O	P	P	P	
ROBLES, ITZI	Dec 2021	SEFCEDA	P	P	P	P	P	O	P	P	P	
RODGERS, JIMI	Dec 2021	Association of Black Social Workers	P	P	P	P	P	P	P	P	P	
ZARATE, RUBEN	Dec 2021	14th Senatorial District	P	P	P	O	P	O	P	P	O	
Present = X Phone = P												
Absent = O												
Vacant = V Excluded = N/A												

It is the Commissioner's responsibility to check the matrix, verify accuracy and inform the Secretary or designee if any changes are needed.



BOARD OF COMMISSIONERS MEETING

Date: December 15, 2021	Program: Executive Office
Agenda Item #: 3	Director: N/A
Subject: AB 361 Resolution	Officer: Emilia Reyes

Recommended Action

Adopt resolution authorizing the agency to allow for the Board of Commissioners and standing committees to participate via teleconference so long as such actions comply with newly adopted AB 361.

Background

Governor Newsom’s Executive Order No. N-29-20, which allows some or all Commissioners/Committee Members to participate in a public meeting via teleconference (phone or video) is set to expire as of September 30, 2021.

On September 15, 2021 AB 361 was passed which includes the following:
 Through December 31, 2023, AB 361 allows local agencies to continue to use COVID-19-era teleconferencing notice and meeting procedures as long as one of the following specific types of emergency exists:

- A. The legislative body holds a meeting during a proclaimed state of emergency, and state or local officials have imposed or recommended measures to promote social distancing.
- B. The legislative body holds a meeting during a proclaimed state of emergency for the purpose of determining, by majority vote, whether as a result of the emergency, meeting in person would present imminent risks to the health or safety of attendees.
- C. The legislative body holds a meeting during a proclaimed state of emergency and has determined, by majority vote, pursuant to subparagraph (B), that, as a result of the emergency, meeting in person would present imminent risks to the health or safety of attendees.

The local agency board must make specific findings every 30 days during the emergency when telephonic or virtual meetings are required. The state of emergency in California still exists at least until the end of the year, so these findings must be made every 30 days after September 30, 2021 when the Executive Order expires:

- A. The legislative body has reconsidered the circumstances of the state of emergency.
- B. Any of the following circumstances exist:
 - (i) The state of emergency continues to directly impact the ability of the members to meet safely in person.
 - (ii) State or local officials continue to impose or recommend measures to promote social distancing.

The new law also prohibits local agencies from requiring public comments to be submitted prior to the meeting without also allowing real-time comment opportunities during the meeting. In addition, the new law allows third-party internet websites to collect names and other information from the public in order to participate in the meeting, but local agencies themselves are still prohibited from requiring the same information to participate. Finally, if there is an internet or telephonic service disruption that prevents the agency from broadcasting the meeting, the agency may take no action until the broadcast is restored. Normal posting timelines for agendas still apply, as well as the roll-call vote requirement.

Fiscal Impact

There are no financial implications to this decision.

Conclusion

If the Board adopts the resolution, the Board will continue to meet via teleconference.

RESOLUTION

OF THE BOARD OF COMMISSIONERS

FRESNO ECONOMIC OPPORTUNITIES COMMISSION

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE FRESNO ECONOMIC OPPORTUNITIES COMMISSION ACKNOWLEDGING A LOCAL EMERGENCY PERSISTS, RE-RATIFYING THE ACKNOWLEDGMENT OF A STATE OF EMERGENCY BY N-12-21 ISSUED ON AUGUST 16, 2021, AND RE-AUTHORIZING REMOTE TELECONFERENCE MEETINGS OF THE LEGISLATIVE BODIES OF FRESNO ECONOMIC OPPORTUNITIES COMMISSION FOR THE PERIOD BETWEEN OCTOBER 26, 2021 TO NOVEMBER 25, 2021 PURSUANT TO BROWN ACT PROVISIONS.

WHEREAS, the Fresno Economic Opportunities Commission ("Fresno EOC") is committed to preserving and nurturing public access and participation in meetings of the Board of Commissioners; and

WHEREAS, all meetings of Fresno EOC's legislative bodies are open and public, as required by the Ralph M. Brown Act (Cal. Gov. Code 54950 – 54963), so that any member of the public may attend, participate, and watch the agency's legislative bodies conduct their business; and

WHEREAS, the Brown Act, Government Code section 54953(e), makes provision for remote teleconferencing participation in meetings by members of a legislative body, without compliance with the requirements of Government Code section 54953(b)(3), subject to the existence of certain conditions; and

WHEREAS, a required condition is that a state of emergency is declared by the Governor pursuant to Government Code section 8625, proclaiming the existence of conditions of disaster or of extreme peril to the safety of persons and property within the state caused by conditions as described in Government Code section 8558; and

WHEREAS, a proclamation is made when there is an actual incident, threat of disaster, or extreme peril to the safety of persons and property within the jurisdictions that are within Fresno County, caused by natural, technological or human-caused disasters; and

WHEREAS, it is further required that state or local officials have imposed or recommended measures to promote social distancing, or, the legislative body meeting in person would present imminent risks to the health and safety of attendees; and

WHEREAS, the Board of Commissioners previously adopted a Resolution on September 22, 2021, finding that the requisite conditions exist for the legislative bodies of Fresno EOC to

conduct remote teleconference meetings without compliance with paragraph (3) of subdivision (b) of section 54953; and

WHEREAS, as a condition of extending the use of the provisions found in section 54953(e), the Board of Commissioners must reconsider the circumstances of the state of emergency that exists in Fresno County, and the Board of Commissioners has done so; and

WHEREAS, emergency conditions persist within Fresno County, specifically, Governor Newsome has signed Order N-12-21 declaring a state of emergency; and

WHEREAS, the County of Fresno continues to recommend social distancing as a result of COVID-19; and

WHEREAS, the Board of Commissioners does hereby find that the Governor's declared State of Emergency and the County's recommended social distancing has caused, and will continue to cause, conditions of peril to the safety of persons within Fresno County that are likely to be beyond the control of services, personnel, equipment, and facilities of the agency, and desires to affirm a local emergency exists and re-ratify the proclamation of state of emergency by the Governor of the State of California; and

WHEREAS, as a consequence of the local emergency persisting, the Board of Commissioners does hereby find that the legislative bodies of Fresno EOC shall continue to conduct their meetings without compliance with paragraph (3) of subdivision (b) of Government Code section 54953, as authorized by subdivision (e) of section 54953, and that such legislative bodies shall continue to comply with the requirements to provide the public with access to the meetings as prescribed in paragraph (2) of subdivision (e) of section 54953.

NOW, THEREFORE, THE BOARD OF COMMISSIONERS OF FRESNO DOES HEREBY RESOLVE AS FOLLOWS:

Section 1. Recitals. The Recitals set forth above are true and correct and are incorporated into this Resolution by this reference.

Section 2. Affirmation that Local Emergency Persists. The Board of Commissioners hereby considers the conditions of the state of emergency and acknowledges that a local emergency persists throughout Fresno County; and

Section 3. Re-ratification of Governor's Proclamation of a State of Emergency. The Board hereby ratifies the Governor of the State of California's Proclamation of State of Emergency, effective as of its issuance date of August 16, 2021.

Section 4. Remote Teleconference Meetings. The CEO and legislative bodies of Fresno EOC are hereby authorized and directed to take all actions necessary to carry out the intent and purpose of this Resolution including, continuing to conduct open and public meetings in



accordance with Government Code section 54953(e) and other applicable provisions of the Brown Act.

Section 5. Effective Date of Resolution. This Resolution shall take effect immediately upon its adoption and shall be effective until the earlier of (i) November 25, 2021, or such time the Board of Commissioners adopts a subsequent resolution in accordance with Government Code section 54953(e)(3) to extend the time during which the legislative bodies of the Fresno EOC may continue to teleconference without compliance with paragraph (3) of subdivision (b) of section 54953.

PASSED AND ADOPTED by the Board of Commissioners of the Fresno ECO, this 15th day of December 2021, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

**BOARD OF COMMISSIONERS MEETING
November 17, 2021 at 4:00 PM**

MINUTES

1. CALL TO ORDER

Linda Hayes, Board Chair, called the meeting to order at 4:06 P.M.

2. ROLL CALL

Present: Amy Arambula, Ed Avila, Oliver Baines, Alysia Bonner, Zina Brown-Jenkins, LeRoy Candler, Felipe De Jesus Perez, Charles Garabedian, Linda Hayes, Jewel Hurtado, Lupe Jaime-Mileham, Brian King, Joe Lee, Rey Leon, Lisa Nichols, Andrea Reyes, Catherine Robles, Itzi Robles, and Jimi Rodgers.

Absent: Jerome Countee, Daniel Martinez, James Martinez, Barigye McCoy, and Ruben Zarate.

3. APPROVAL OF RESOLUTION

The agency's Legal Counsel, Kenneth Price, provided a brief presentation on AB 361 Resolution for the Board to continue to meet via teleconference.

Motion by: Candler **Second by:** Rodgers

Ayes: Amy Arambula, Ed Avila, Alysia Bonner, Zina Brown-Jenkins, LeRoy Candler, Linda Hayes, Jewel Hurtado, Lupe Jaime-Mileham, Joe Lee, Lisa Nichols, Catherine Robles, Itzi Robles, and Jimi Rodgers.

Nayes: None heard

Recused: Andrea Reyes

Public Comment: None heard.

4. APPROVAL OF OCTOBER 27, 2021 MINUTES

A. October 27, 2021 Board Meeting Minutes

Public Comment: None heard.

Motion by: Bonner **Second by:** Reyes

Ayes: Amy Arambula, Ed Avila, Alysia Bonner, Zina Brown-Jenkins, LeRoy Candler, Charles Garabedian, Linda Hayes, Jewel Hurtado, Lupe Jaime-Mileham, Joe Lee, Lisa Nichols, Andrea Reyes, Catherine Robles, Itzi Robles, and Jimi Rodgers.

Nayes: None heard.

5. PUBLIC COMMENTS

Public Comment: None heard.

No action required.

6. ADDITIONS TO THE AGENDA

There were no additions to the agenda.

Public Comment: None heard.

7. POTENTIAL CONFLICT OF INTEREST

There were no conflict of interest.

8. TRANSFORMING AND INSPIRING

Joseph Amader, Energy Division Director, introduced two clients, Chris Olson and Celia Rincon, who shared their experience and their gratitude for the Energy program.

Public Comment: None heard.

No action required.

9. COMMISSIONER REINSTATEMENT

A. Commissioner Reinstatement

Hayes, shared Commissioner Rey Leon requested to be reinstated back as a Board Commissioner.

Public Comment: None heard.

Motion by: C. Robles **Second by:** Garabedian

Ayes: Amy Arambula, Ed Avila, Oliver Baines, Alysia Bonner, Zina Brown-Jenkins, LeRoy Candler, Felipe De Jesus Perez, Charles Garabedian, Linda Hayes, Jewel Hurtado, Lupe Jaime-Mileham, Joe Lee, Lisa Nichols, Andrea Reyes, Catherine Robles, Itzi Robles, and Jimi Rodgers.

Nayes: None heard

10. 2022 COMMUNITY SERVICES BLOCK GRANT (CSBG)

A. 2022 CSBG

Yen Kilday, Director of Impact provided a brief overview of the 2022 CSBG Contract.

Public Comment: None heard.

Motion by: Arambula **Second by:** Jaime-Mileham

Ayes: Amy Arambula, Ed Avila, Oliver Baines, Alysia Bonner, Zina Brown-Jenkins, LeRoy Candler, Felipe De Jesus Perez, Charles Garabedian, Linda Hayes, Jewel Hurtado, Lupe Jaime-Mileham, Brian King, Joe Lee, Rey Leon, Lisa Nichols, Andrea Reyes, Catherine Robles, Itzi Robles, and Jimi Rodgers.

Nayes: None heard

11. APPROVAL OF CONSENT AGENDA

Motion by: Garabedian **Second by:** C. Robles

Ayes: Amy Arambula, Ed Avila, Oliver Baines, Alysia Bonner, Zina Brown-Jenkins, Felipe De Jesus Perez, Charles Garabedian, Linda Hayes, Jewel Hurtado, Lupe Jaime-Mileham, Brian King, Joe Lee, Rey Leon, Lisa Nichols, Andrea Reyes, Catherine Robles, Itzi Robles, and Jimi Rodgers.

Nayes: None heard.

Public Comment: None heard

APPROVAL OF PULLED CONSENT AGENDA ITEMS

11B6: Variance Report: Transit System (Information)

Thomas Dulin, Interim Transit Systems Director, provided a brief overview of Transit plan to reopen after some sites temporary being closed due to COVID-19

Motion by: Arambula **Second by:** Bonner

Ayes: Amy Arambula, Ed Avila, Alysia Bonner, Zina Brown-Jenkins, LeRoy Candler, Felipe De Jesus Perez, Charles Garabedian, Linda Hayes, Jewel Hurtado, Lupe Jaime-Mileham, Brian King, Joe Lee, Rey Leon, Lisa Nichols, Andrea Reyes, Catherine Robles, Itzi Robles, and Jimi Rodgers

Nays: None heard

Public Comment: None heard

12. CHIEF EXECUTIVE OFFICER'S REPORT

A. CE Report

Reyes reviewed the CEO Report.

No action required.

13. COMMISSIONERS COMMENT

Commissioner Robles, thanked Emilia Reyes for accepting the invite to be part of the 46th Annual Fiesta Navideña.

Chair Hayes, inquired the possibility for Commissioners to help spread the word for the Special Election for Target Area A. The last day of acceptance of nomination forms is on Friday, December 17th.

Commissioner Arambula invited Board to participate in the Dolores Huerta Foundation March For Our Future on Saturday, December 4, 2021 at 11:00 a.m., to help support fair lines, fair funding and fair treatment for all.

No action required.

14. CLOSED SESSION

Ken Price, Legal Counsel, had no action to report out of closed session.

15. CONSIDERATION OF COLLECTIVE BARGAINING AGREEMENTS WITH ATU AND LOCAL 39

Michelle Tutunjian, Chief Operating Officer, provide an overview of the ATU and Local 39 agreements.

Motion by: Candler **Second by:** Rodgers

Ayes: Amy Arambula, Alysia Bonner, Zina Brown-Jenkins, LeRoy Candler, Felipe De Jesus Perez, Charles Garabedian, Linda Hayes, Jewel Hurtado, Lupe Jaime-Mileham, Brian King, Joe Lee, Rey Leon, Lisa Nichols, Andrea Reyes, Catherine Robles, and Jimi Rodgers.

Nays: None heard

Public Comment: None heard

16. NEXT MEETING:

Wednesday, December 15, 2021 at 6:00p.m.

17. ADJOURNMENT

Public Comment: None heard.

No action required.

BOARD OF COMMISSIONERS MEETING

Date: December 15, 2021	Program: N/A
Agenda Item #: 8	Director: N/A
Subject: Seating of Commissioners	Officer: Emilia Reyes

Recommended Action

The Bylaws Committee recommends ratification of the following Target Area Election results, Community Sector nominations and Public Official Appointments, commencing on January 1, 2022 for a two- year term.

Background

Public Official Appointments

Dr. Roberto Pimentel
Brian King
Pending Appointment Letter
Pending Appointment Letter

Appointing Body

State Center Community College District
Office of Mayor Jerry Dyer
Board of Supervisors
14th Senatorial District

Community Sector

James Martinez
Itzi Robles

Jimmie Rodgers
Pastor Bruce McAlister

Fresno Reel Pride
Southeast Fresno Community Economic Development Association
Association of Black Social Workers
West Fresno Faith Based Organization

Target Sector

Daniel Martinez
Lisa Nichols
Elizabeth Jonasson

Target Area D
Target Area E
Target Area G

The Target Area A Special Election results will be presented at the January Board Meeting.

Fiscal Impact

None.

Conclusion

If approved by the Board, Commissioners term will be effective January 1, 2022.



BOARD OF COMMISSIONERS MEETING

Date: December 15, 2021	Program: N/A
Agenda Item #: 9	Director: N/A
Subject: 2022 CSBG Budget	Officer: Jim Rodriguez

Recommended Action

The Executive Committee recommends review and ratification of the 2022 CSBG Budget for Contract #21F-4010 with the State of California Department of Community Services and Development (CSD). Contract is in the amount of \$1,905,650.00 for the period January 1, 2022 to May 31, 2023.

Background

The State of California Department of Community Services and Development (CSD) administers Community Services Block Grant (CSBG) funds allocated to states, by formula, by the federal Office of Community Services (OCS). CSBG funds are made available to Community Action Agencies in support of their mission to combat poverty in their targeted regions.

On November 17, 2021 the Board approved staff to move forward with submitting required documents by the December 6, 2021 deadline to receive the \$1,905,650.00. On December 3, 2021, the Executive Committee reviewed, provided input and approved for full Board consideration. Attached is the budget and the details cost analysis per the Executive Committee request.

CSBG funds will be prioritized to fully operationalize an agency-wide effort to develop an integrated data system and provide navigation family support to our clients. The integrated database system, CAP60, is now in place to centralize intake and referrals for our clients. CSBG investments will ensure that staff are trained to implement and develop the system to serve the urban and two rural hub communities. It will also allow Fresno EOC to customize the integrated data system. As Fresno EOC is the largest user of the CAP60 software system, the developers have been working with Fresno EOC to customize modules within the system. In addition to this, CAP60 primarily serves CAP agencies—therefore, the developers have been willing to customize the system to Fresno EOC’s needs knowing that these customizations can be rolled out to other CAP agencies as well.

Staff is also recommending CSBG funds be utilized to guarantee a livable wage for staff making less than \$17 per hour. The pandemic has highlighted the immense income inequality in the United States, with lower income families facing a longer road to economic recovery. Guaranteeing a livable wage is a way for Fresno EOC to make immediate and tangible impacts on families considered part of the “working poor”—individuals who work, but do not make enough to meet all their needs. Closing the income inequality gap will not only shorten the road to recovery for low income families, but it will have an immediate impact on reducing the number of working poor.

Finally, staff is recommending Administrative Personnel support totaling \$510,294. This amount partially pays for certain Officer and Managerial positions. CSBG funds are required because the Agency has a lower federally negotiated indirect rate (8.9%). This indirect rate is used to recover costs of General and Administration expenses. The future plan over the next two to three years is to increase the indirect rate to cover indirect costs so that there will be less dependency on CSBG funds.

Conclusion

If the Board ratifies, staff will be able to carry out the agency efforts with the proposed CSBG Budget for 2022.

2022 CSBG Budget

	2022 Budget Amount	2021 Budget Amount
I. Programs		
a. Livable Wages	449,826	
Wages allocated to programs/projects: Training & Employment includes Valley Apprenticeship Connections, Local Conservation Corps and Employment & Training, is allocated 32% of the total amount. Essential Services includes Food Services 27%, Transit Systems 29%, Sanctuary & Supportive Services 10% and Community Services projects/program 2% are of the total amount requested.		
b. Infrastructure	211,143	171,021
Local Conservation Corps development of vocational training center and facility maintenance costs allocated 30%, Valley Apprenticeship Connections for Stanislaus building renovations to support staff and building utilities and maintenance costs allocated 20%, LIHEAP/Work Experience building renovations to accommodate the merging of the two programs staff allocated 15%, Sanctuary transitional shelter and youth bridge housing window replacement allocated 23%, and School Of Unlimited Learning out-of-date technology including monitors, laptops, and printers replacement allocated 12% of total budget amount.		
c. Curriculum	41,000	
Mandated curriculum update for School Of Unlimited Learning to meet regulation allocated 73% of budgeted amount. School Of Unlimited Learning Coordinator of Curriculum and Instruction positions consolidated to one position and adjusted allocated 27% of budget amount.		
I. Programs Sub-Total	701,969	171,021
The pandemic has highlighted the immense income inequality so staff is recommending CSBG funds be utilized to guarantee a liveable wage for staff making less than \$17 per hour.		
II. Agency Wide Priorities		
a. Equity & Inclusion	22,000	
Black Leadership Activation Community launch event, graduation event, reading groups, speakers, and inclusion learning allocated 45%, Programs staff semi-annual appreciation retreat allocated 55% of budgeted funds.		
b. Integrated Data System & Navigation	193,675	1,131,980
Navigation Coordinator intended to streamline operations of the Navigation Center to maximize referrals and services to clients allocated 39%, Integrated Data System and Navigation Coordinator support to be provided from various staff allocated 61% of budgeted amount.		
c. Financial Diversification		
d. COVID-19	200,000	
Fund resource for unforeseen issues due to the pandemic.		
e. Communication		
f. Infrastructure	97,712	57,007
IT infrastructure updates including network switches, MIC system, and risk management platform allocated 72%, Finance hardware update including monitors, laptops, headsets and Internal Audit software for improved regulatory compliance tracking allocated 28% of budget.		
g. Human Capital	92,500	
APC Financial Literacy and Credit Counseling Coordinator position focused on community financial education allocated 78%, Finance staff development and training focused on process improvement and regulatory compliance allocated 22% of budget amount.		
h. Strategic Planning	87,500	
Community and agency engagement events focused on mission and values including leadership in-service, community forums, resource fairs, and bi-weekly community connections allocated 74%, Strategy & Impact staff coordination of agency and community events allocated 26% of budget request.		
II. Agency Wide Priorities Sub-Total	693,387	1,188,987
The integrated database system, CAP60, is now in place to centralize intake and referrals for our clients. CSBG investment will ensure that staff are trained to implement and develop the system to serve the urban and 2 rural hub communities.		
III. Administrative		
a. Administrative Personnel	510,294	551,926
III. Administrative Sub-Total	510,294	551,926
Administrative expenses includes the Chief Executive Officer 25% needed to ensure less than 50% is allocated to Head Start, Chief Financial Officer 20% needed to ensure less than 50% is allocated to Head Start, Assistant Finance Director/Controller 10%, Accounting Supervisor 20%, Director of Finance 25%, Business Analyst 25%, Chief Administrative Officer 15%, Chief Operating Officer 15%, Chief of Staff to CEO 15%, Executive Assistant to the CEO 15%, Chief Programs Officer 15%, Project Coordinator 2 5%, Manager of Equity & Inclusion 20%, Director of Impact 25%, Planning and Evaluation Manager 25%, Human Resources Officer 15%, Internal Audit Director 10%, Internal Auditor II 10%, IT Director 10%, Senior Network Administrator 10%, Communications Specialist II 20%, Communications Manager 20%.		
Total CSBG Budgeted Amount	1,905,650	1,911,934
Total CSBG Awarded Amount	1,905,650	
Net	0	
Percentage of Funds Allocated to Program	73%	71%
Percentage of Funds Allocated to Adminis	27%	29%

HUMAN RESOURCES COMMITTEE MEETING
August 16, 2021
5:00 PM

MINUTES

1. CALL TO ORDER

Committee Chair, Barigye McCoy, called the meeting to order at 5:05 PM.

2. ROLL CALL

Roll was called and a quorum was established.

Commissioners Present: Barigye McCoy, Jimi Rodgers, Linda Hayes, Maiyer Vang

Commissioners Absent:

Daniel Martinez

Others Present:

Mike Garcia, Vanessa Schneider, Jennifer Tierce, Erika Cortes, Heather Brown, Emilia Reyes. Jack Lazzarini

3. APPROVAL OF PREVIOUS MINUTES

May 17, 2021 Meeting Minutes

Public Comment: None heard.

Motion by: Rodgers **Second by:** McCoy to approve the May 17, 2021 meeting minutes.
All in favor.

4. HR METRICS

A. 2021 Second Quarter Scorecard

There was an increase in average days to fill and average days to hire. A part of that is due to a few Head Start positions that took a long time to fill. There may have been some positions on hold during the restructure that affected these numbers. HR is working with Head Start to continue to bring those numbers down. Feedback was provided by new hires in regards to their first 30 days with the agency. Our Training and Development Coordinator launched a Poverty Fighters podcast this year. The second quarter sessions are listed.

Commissioner Rodgers asked if Head Start is still hiring. Schneider confirmed the program is continuing to recruit for the roles that need to be filled. Lazzarini commented Head Start is actively hiring. Reyes inquired how many of the open positions belong to Head Start and Garcia advised he will get those numbers to her. Commissioner Hayes asked for clarification about the difference between average days to fill and average days to hire. Schneider responded the average days to fill are the number of days between the posting of a requisition and the applicant being hired, the average days to hire are the number of days it takes from the applicant submitting an application to their first day of work. Hayes asked if it is taking 115 days to hire. Vanessa responded yes, on average. The goal is less than 60 days to fill and less than 45 days to hire. The 115 days referenced is impacted by Head Start since their time to fill and time to hire are higher than other programs on average.

5. 2022 HEALTH PLAN RATE

A. 2022 Health Plan

To enrich the Flexible Spending Account plan, we are proposing to allow staff to rollover unused funds to the next plan year, with a maximum rollover amount of \$550.

The second proposal is enhancing our insurance plan by adding telehealth services to our network. These plans are typically billed at a per employee per month fee. We, along with our benefit broker, Alliant, reviewed three different providers and have decided on Teledoc Health. We feel it is the best option for staff and will provide our benefit enrolled staff the capability to seek out a telehealth appointment. The main benefits include providing greater flexibility to our staff and reducing cost per visit billed to the insurance, therefore creating savings for the self-insured fund.

Hayes asked if this would be an additional coverage to the healthcare, or if it would be available through staff's current health care provider. Schneider responded it would be an enhancement, and if the staff's provider utilized tele-health then staff could use it in lieu of an in-office visit. Instead of going to the urgent care, they can just have a quick call with a doctor 24/7. Heather added our employees can use an Anthem service called Live Health, that comes with a \$60 copay.

Lastly, Alliance is projecting a 1.63% overall increase in benefit cost for the plans that we currently carry. The goal is to offset \$165,000 to ensure that we have enough funding to cover our benefits through the next year. To achieve offsetting the cost of health care increases, the increase for staff is 8.5%. There is also a chart for reference to compare our plans to other nonprofit organizations, large employers and the Kaiser Foundation. Our numbers are very competitive including the proposed rates to staff. In looking at the traditional PPO, even with the proposed increase to the family rates, our benefit offerings are very generous for our staff. Since the agency is self-insured, we are able to provide such a competitive pricing to our staff. The final increase proposed is for dental rates. The dental with medical has the increase calculated in the medical plan, so the rate increase here is when someone enrolls in dental insurance only.

Rodgers asked if there were any major impact to medical claims this year. Schneider responded people are not using their benefits as we would typically see in past years, so there have not been any major changes.

Motion by: Hayes **Second by:** Rodgers to approve the health insurance changes as proposed. All in favor.

6. POLICY AND PROCEDURES

A. Personnel Policies and Procedures Manual

Garcia introduced the policy and procedure manual revisions. Garcia stated every year we are subject to legislative changes at the federal and state levels. The Human Resources Office has done a complete review of the policy manual this year. The entire policy manual with track changes was provided in the HR Committee Packet for board member review. There is also a summary page providing a list of changes to highlight the revisions made to the policy manual.

Commissioner McCoy asked if the program managers are now in charge of posting and hiring. Garcia explained how the ADP system allows programs to post their own requisitions and schedule interviews. Recruitment continues to provide the updated job

description, interview questions, and assistance throughout the entire process. McCoy asked if HR is providing training to the hiring managers. Garcia responded yes, there is a written training guide, training videos and ADP provides their own training modules. Rodgers asked if the hiring managers understood to have a diverse interview panel. Garcia stated yes, there is an interview process training that staff are required to pass (by test) before being allowed on an interview panel. HR reviews the hiring panel, and make suggestions if it appears to need more diversity. There is also a guideline on what questions can and cannot be asked, as well as requiring HR approved interview questions prior to the interviews being held.

Motion by: Hayes **Second by:** Rodgers to approve the policy manual changes as proposed. All in favor.

7. 2021 QUARTER 2 LEGAL SUMMARY

At the end of the first quarter, there were two active lawsuits. NIAC confirmed they are considering the one closed due lack of response by the claimant and lawyer leaving one active employment case. Both cases came from former Transit Systems staff. One was related to a resignation, that the employee believed it was a wrongful discharge, and what they called a 132A, somewhat tied to a worker's comp case. We are waiting for the next phase to see how this will proceed. Next, there are 18 litigated workers' comp cases Most of these are far along in the process, and should be closed by next quarter reporting.

8. OTHER BUSINESS

The next scheduled meeting is November 15, 2021.

9. PUBLIC COMMENTS

None heard.

10. ADJOURNMENT

The meeting was adjourned at 5:42 PM

Respectfully submitted,

Barigye McCoy
Chair



BOARD OF COMMISSIONERS MEETING

Date: December 15, 2021	Program: Human Resources
Agenda Item #: 10A2	Director: N/A
Subject: HR Scorecard – Q3 2021	Officer: Michael Garcia

Background

The following information is intended to provide the HR Committee a high-level snapshot of Human Resources quarterly activity. The information is broken down into the six strategic goal areas that the program has identified:

- Talent
- Compensation & Benefits
- Safety & Worker’s Compensation
- Systems & Data
- Employee Relations & Engagement
- Training & Development

Fresno EOC Human Resources Scorecard—Quarter 3

Key

Exceeded Goal

Met Goal

Below Goal

Talent



73 Recruitment Hires
17 Agency Promotions

Avg. Days to Fill ¹



Avg. Days to Hire ²



98 Separations



- 37 Accept Another Job
- 5 At Will
- 6 Attend School
- 3 Death
- 10 End Temp. Assignment
- 4 Health Reasons
- 2 Moved out of Town
- 6 No Notice or Reason
- 16 Personal Reasons
- 9 Retirement

Net Gain/Loss: **-25 staff**

Systems & Data



No additional features activated in ADP.

Open Enrollment is active: Nov. 1– 30

Compensation & Benefits



77.5% of Benefit Eligible Staff are enrolled in Medical benefits



80.1% of Benefit Eligible Staff are enrolled in Dental benefits

National enrollment average of benefit eligible employees is **78%**

Employee Relations & Engagement



37 staff terminated within first year of employment

Turnover Tracker	
Year	Fresno EOC
Q3–2020	4.33%
Q3–2021	9.39%

New Hire Survey Highlights

18 Respondents

Did New Hire Orientation meet your expectations?
Yes—100%

Is your supervisor available to answer your questions in a timely manner? Yes—100%

Do you feel you were provided sufficient training to successfully perform your job duties and responsibilities? Yes—94.4%

Safety & Worker's Compensation



Injuries requiring Medical Treatment:

- 3 Improper Lifting



Preventable Injuries - Type:

- 3 Sprain/Strain

Training & Development



20 Trainings conducted
350 Total participants
775 Training hours earned



Most Popular:
Professionalism & Boundaries

Average Training Rating: 4.5/5.0



Poverty Fighters Podcast Episodes
August—Aaron Foster (Advance Peace)
September—Shawn Riggins (LCC)

¹ Time to fill—posting date to hire date

² Time to hire—date applied to hire date

BOARD OF COMMISSIONERS MEETING

Date: December 15, 2021	Program: Human Resources
Agenda Item #: 10A3	Director: N/A
Subject: Workers Compensation Renewal	Officer: Michael Garcia

Background

The following information has been prepared for the Human Resources Committee to provide an overview of the status of annual Workers Compensation Renewal process.

- Marketing research and bid preparation
- Time line

BOARD OF COMMISSIONERS MEETING

Date: December 15, 2021	Program: Human Resources
Agenda Item #: 10A4	Director: N/A
Subject: Union Negotiations	Officer: Michael Garcia

Background

The following information has been prepared for the Human Resources Committee to provide an overview of the status of union negotiations.

- Amalgamated Transit Union (ATU)
- Stationary Local 39

BOARD OF COMMISSIONERS MEETING

Date: December 15, 2021	Program: Human Resources
Agenda Item #: 10A5	Director: N/A
Subject: 2021 Q3 Legal Summary	Officer: Michael Garcia

Background

The following information has been prepared for the Human Resources Committee to provide an overview of litigated cases through quarter 3 2021.

The information is broken down into two categories:

- Open/potential litigated cases (DFEH, EEOC, Other)
- Workers Compensation litigated cases

PENSION COMMITTEE MEETING
Thursday, September 2, 2021
5:00 p.m.

MINUTES

1. CALL TO ORDER

Charles Garabedian, Chair, called the meeting to order at 5:07PM.

2. ROLL CALL

Committee Members:	Present	<u>Presenters and Others:</u>
Lisa Nichols, Chair	✓	<u>Guest Presenter(s):</u>
LeRoy Candler	✓	Fred Hamsayeh - RBG
Felipe De Jesus Perez		Lloyd Engleman - RBG
Brian King	✓	
Ruben Zarate	✓	
Trustees:		Staff Presenters:
Emilia Reyes		Steve Warnes
Jim Rodriguez	✓	Mike Garcia
Employee Representatives:		Lucy Yang
Baldev Birk	✓	Elionora Vivanco

3. APPROVAL OF MINUTES

A. May 20, 2021 Pension Committee Minutes

Public comment: None heard.

Motion/Second: Candler/Rodriguez to approve the May 2, 2021 meeting minutes.

Ayes: Nichols, Candler, Zarate, Birk, King, Rodriguez

Nays: None.

4. 403(B) PLAN AMENDMENTS

A. 403(B) plan Amendments

Steve Warnes present the 403(B) plan amendments. The first amendment is, before a hardship loans withdrawal, employees is required to take a loan if the loans is available to them. Secondly if they we're to take the hardship withdrawals, they will not be able to make contribution to their 403(B) plans for 6 months. These are the regulation, but they wanted to remove these restrictions that was place so that employees that are allow to take a hardship loans do not have to take additional loans and they can continue making payment to their 403(B) plans.\

Secondly, there will be an amendment that will be effects on January 1, 2022 regarding auto enroll feature. Only 35% of the employees that were eligible are make contribution to the 403(B) plans. But for 2022 it will be auto enrolling, and information will be sent out before November meeting to be effects starting January 2022. Jim Rodriguez added that, their will be an opt out option for staff. Brian King ask, what is a Hardship withdraws? Steve Warnes respond, hardship withdraws is for employees who is currently employ taking withdraw. This allows employee who is still working to make a withdraw. Hardship is usually for natural disaster and if it's a hardship withdrawal they can exams from the penalties.

Public comment: None heard.

Motion/Second: King/ Birk to accept the 403(b) Plan Amendments reports presented.

Ayes: Nichols, Candler, Zarate, Birk, King, Rodriguez

Nayes: None.

5. 401(A) PLAN RESTATEMENT
A. **401(A) Plan Restatement**

Steve Warnes present the 401(a) plans restatement. He mentions that the plan needs a restatement every 6 years. TransAmerica takes all the changes and create new plans. The only change that is putting forward is, changing the words Pension to Retirement. This has been talked about for a few years. It will be less confusing of what type of plan is offer. Lisa Nichols asks about the fee of \$3,500 if the employees is paying the fee? Steve answer that the fee is being deducted from prorata from the employee balances.

Public comment: None heard

Motion/Second: King/ Candler to accept the 401(a) plan reports presented.

Ayes: Nichols, Candler, King, Zarate, Birk, Rodriguez

Nayes: None.

6. PLAN FINANCIALS AND INVESTMENT REPORT
1. **Plan Financials and Investment Report**

Jim Rodriguez presented the quarterly activity reconciliation, annual activity reconciliation and plan diversification report from April 1, 2021- June 30,2021. The beginning balance is \$48,166,504 and ending balance in June 30, 2021 is \$51,059,962. This is an increase of 6% overall. The plan balance by source for 401(a) IS \$42,786,290 and 403(b) is \$7,384,260 and 457(b) is \$889,413. The annual activity reconciliation from July 1, 2020- June 30. 2021 is \$51,059,962. This is a 25% growth from \$40,930,499 overall. 401(a) is a \$7.4 million increase of 21%, 403(b) is at \$2.6 million increase about 57%, and 457(b) increase about \$37,000. He showed a chart of retirement plan report of funds and raking. Baldev asked about the Realpath Blend Income Institutional of 27.41% if this is a bond fund or what fund is this? Fred Hamsayeh answer, is a bond fund a person who is retired.

Public Comment: None heard

Motion/Second:Candler/ King to accept the Plan Financials and Investment reports presented.

Ayes: Nichols, Candler, King, Zarate, Birk, Rodriguez

Nayes: None heard

No action required.

7. Retirement Plan Demographics

A. Retirement Plan Demographics

Jim Rodriguez show, a chart of participant count report on June 30, 2021 of 1,074 participants on 401(a) and 403(b) is 428 participants and 457(b) is 6 participants. 401(a) pension has a decrease of 6 participant and 403(b) decreased by 1 from March 31, 2021. Rodriguez presented a chart of participants by age and the most participant by age group that is 45-55 on Pension plan. He mentions that with the auto enrollment, 403(b) will increase and we will have more participants in the plan. He moves on to show a chart of Participants by account balance that 401(a) participants have less than \$20,000 seems to have the highest bar graph. Also, he shows a chart of 403(b) plans saving rated, of 6.3% of \$170 pay period.

Public comment: None heard

No action required.

8. INVESTMENT PERFORMANCE SUMMARY

A. Investment performance Summary

Fred presented a chart of performance summary. He mentions the investment has been going up and lot of the investment are making money. He talks about the target date 2030 is at 6.1 last quarter at the top 3 percentage and 5 years is at 11.32. Jim Rodriguez mention about how there is no red to keep and eye on in term of performance. Fred said, there is no red because the investment is doing well. He also said there is not score on certain target because, there is not a lot of activity on them yet.

Candler ask a question about a college fund for children to help with college, if there is a plan for college fun. Jim answered that it is 529 plan. Fred said, there is a plan of 529 plan of free cost for college fund for children.

9. Other Business

Next meeting will be at November 18,2021 @ 5:00pm

10. Public Comments

Public comment: None heard

No action required.

11. Adjournment

Meeting Adjourned at 5:53pm

Respectfully submitted,

Lisa Nichols, Chair



BOARD OF COMMISSIONERS MEETING

Date: December 15, 2021	Program: Retirement Benefits
Agenda Item #: 10B2	Trustee/ Officer: Jim Rodriguez
Subject: Plan Financials and Investment Report	Trustee/ Officer: Emilia Reyes

Recommended Action

The Pension Committee recommend acceptance for full Board consideration of the retirement plan financial and investment reports for the period ending September 30, 2021.

Background

In accordance with the Agency’s bylaws, the Pension Committee will review and approve quarterly financial reports and investment performance reports of the retirement plans. Additionally, the Committee is to provide employees with a diversified slate of investment options and make changes to the funds offered as needed. As such, the below financial reports pertaining to the retirement plans are presented for acceptance.

Fiscal Impact

The following reports are compiled from information made available by Transamerica and RBG:

- A. Quarterly Activity Reconciliation
- B. Annual Activity Reconciliation
- C. Plan Diversification Report

Note: The interest rate for deposits received between 10/01/2021 and 12/31/2021 is 2.20% on an annualized basis for Standard Stable Asset Fund II, which is unchanged from the prior quarter.

Conclusion

The Pension Committee’s reviewed the financial reports and Investment summary and the Committee members will continue to review and approve prior to full Board consideration.

Fresno EOC
Retirement Plan Employer Report -- Quarterly Activity Reconciliation
as of September 30, 2021

Category	401(a)	403(b)	457(b)	All Plans
BEGINNING BALANCE July 1, 2021	\$42,733,799	\$7,384,260	\$889,413	\$51,007,472
CONTRIBUTION	316,469	237,537	4,385	558,391
CHANGE IN VALUE	(234,913)	(28,766)	(1,447)	(265,127)
WITHDRAWAL	(1,953,667)	(470,450)	(13,816)	(2,437,933)
DISTRIBUTION FEES	(1,240)	(799)		(2,039)
HARDSHIP WITHDRAWAL FEE				-
LOAN SETUP & MAINTENANCE FEE		(244)		(244)
LOAN PRINCIPAL		1,368		1,368
LOAN INTEREST PAID		108		108
LOAN ISSUED		(13,000)		(13,000)
RBG FEES				-
ADMINISTRATIVE FEES		(12,779)	(5,073)	(17,852)
CONVERSION ASSETS				-
MANAGED ADVICE FEE	(1,723)	(642)		(2,365)
EMPLOYER ADVANCED				\$0
ENDING BALANCE September 30, 2021	\$40,858,725	\$7,096,592	\$873,462	\$48,828,779
# Distributions within Quarter	92	69	7	168

Plan Balance by Source:

Employee After-Tax/Roth Contribution	\$ 2,001,663	\$ 808,678	\$ -	\$ 2,810,341
Employee Pre-Tax Contribution / Deferred	-	5,674,803	696,285	6,371,088
Employer Contributions	38,857,062	-	177,177	39,034,239
Rollover	-	613,112	-	613,112
Total	\$40,858,725	\$7,096,592	\$873,462	\$48,828,779

Fresno EOC
Retirement Plan Employer Report – Annual Activity Reconciliation
as of September 30, 2021

Category	401(a)	403(b)	457(b)	All Plans
BEGINNING BALANCE October 1, 2020	\$ 36,877,786	\$ 5,283,861	\$ 892,331	\$ 43,053,978
CONTRIBUTION	1,866,932	1,395,518	18,269	3,280,719
CHANGE IN VALUE	6,785,689	1,110,214	86,011	7,981,913
WITHDRAWAL	(4,539,138)	(639,025)	(114,985)	(5,293,149)
DISTRIBUTION FEES	(3,090)	(1,314)	-	(4,404)
LOAN SETUP & MAINTENANCE FEE	-	(500)	-	(500)
LOAN PRINCIPAL	-	9,844	-	9,844
LOAN INTEREST PAID	-	662	-	662
LOAN ISSUED	-	(17,671)	-	(17,671)
ADMINISTRATIVE FEES	(168,318)	(42,703)	(8,163)	(219,185)
CONVERSION ASSETS	45,267	-	-	45,267
MANAGED ADVICE FEE	(6,403)	(2,294)	-	(8,697)
ENDING BALANCE September 30, 2021	\$ 40,858,725	\$ 7,096,592	\$ 873,462	\$ 48,828,779

Fresno EOC
Retirement Plan Summary Report
as of September 30, 2021

Fund Name	Ticker Symbol	401(a) Plan			403(b) Plan			457(b) Plan			Ranking (12 pt max)
		Fund Amount	Percentage	Participant Count	Fund Amount	Percentage	Participant Count	Fund Amount	Percentage	Participant Count	
State Street Instl US Govt Money Market Premier	GVMXX	\$55	0.0%	0	\$5	0.0%	0	\$0	0.0%	0	--
Standard Stable Asset Fund II		\$586,794	1.4%	66	\$597,776	8.4%	37	\$131,236	15.1%	1	--
Fidelity Total Bond	FTBFX	\$438,295	1.1%	61	\$164,600	2.3%	65	\$0	0.0%	0	11
PIMCO Income Instl	PIMIX	\$33,462	0.1%	30	\$31,509	0.4%	33	\$98,868	11.3%	2	9
Eaton Vance High Income Opportunities I	EIHIX	\$3,779	0.0%	2	\$3,726	0.1%	9	\$0	0.0%	0	9
PIMCO International Bond (USD Hedged) Instl	PFORX	\$47,924	0.1%	39	\$19,924	0.3%	31	\$0	0.0%	0	9
American Funds American Balanced R6	RLBGX	\$165,153	0.4%	39	\$52,531	0.7%	31	\$0	0.0%	0	11
Vanguard Equity-Income Adm	VEIRX	\$284,649	0.7%	55	\$147,323	2.1%	63	\$0	0.0%	0	11
Calvert US Large Cap Core Rspnb Idx I	CISIX	\$19,770	0.0%	3	\$33,823	0.5%	12	\$0	0.0%	0	11
Vanguard 500 Index Admiral	VFIAX	\$364,134	0.9%	64	\$273,185	3.8%	70	\$0	0.0%	0	8
Vanguard Growth Index Adm	VIGAX	\$111,338	0.3%	6	\$127,933	1.8%	17	\$0	0.0%	0	10
Vanguard Mid-Cap Value Index Admiral	VMVAX	\$252,576	0.6%	59	\$92,185	1.3%	64	\$0	0.0%	0	10
Vanguard Strategic Equity Inv	VSEQX	\$14,730	0.0%	21	\$13,086	0.2%	31	\$0	0.0%	0	8
JPMorgan Mid Cap Growth R6	JMGMX	\$204,923	0.5%	57	\$107,248	1.5%	66	\$99,269	11.4%	1	22
Vanguard Small Cap Value Index Admiral	VSIAX	\$58,646	0.1%	51	\$42,563	0.6%	62	\$0	0.0%	0	9
Calvert Small Cap I	CSVIX	\$331	0.0%	1	\$6,650	0.1%	10	\$0	0.0%	0	9
PIMCO StocksPLUS Small Institutional	PSCSX	\$96,746	0.2%	56	\$35,121	0.5%	61	\$0	0.0%	0	10
T. Rowe Price QM U.S. Smll-Cap Grth Eqty	PRDSX	\$78,990	0.2%	33	\$32,674	0.5%	34	\$0	0.0%	0	9
American Beacon Intl Equity R5	AAIEX	\$111,584	0.3%	53	\$71,946	1.0%	63	\$0	0.0%	0	10
American Funds New Perspective R6	RNPGX	\$402,440	1.0%	59	\$187,422	2.6%	64	\$0	0.0%	0	10

Fresno EOC
Retirement Plan Summary Report
as of September 30, 2021

Fund Name	Ticker Symbol	401(a) Plan			403(b) Plan			457(b) Plan			Ranking (12 pt max)
		Fund Amount	Percentage	Participant Count	Fund Amount	Percentage	Participant Count	Fund Amount	Percentage	Participant Count	
Pax World Global Envrnmntl Markets Instl	PGINX	\$34,377	0.1%	45	\$30,161	0.4%	60	\$0	0.0%	0	11
Vanguard Total Intl Stock Index Admiral	VTIAX	\$381,196	0.9%	57	\$169,337	2.4%	63	\$0	0.0%	0	11
Goldman Sachs Intl Sm Cap Insights Insl	GICIX	\$577	0.0%	1	\$10,566	0.1%	8	\$0	0.0%	0	6
American Funds New World R6	RNWX	\$861	0.0%	1	\$12,929	0.2%	8	\$0	0.0%	0	12
PIMCO RealPath Blend 2025 Institutional	PPZR	\$5,430,504	13.3%	107	\$551,876	7.8%	35	\$0	0.0%	0	11
PIMCO RealPath Blend 2030 Institutional	PBPN	\$5,882,480	14.4%	123	\$774,122	10.9%	46	\$0	0.0%	0	11
PIMCO RealPath Blend 2035 Institutional	PDGZ	\$5,582,186	13.7%	133	\$766,723	10.8%	52	\$0	0.0%	0	8
PIMCO RealPath Blend 2040 Institutional	PVPN	\$4,623,517	11.3%	126	\$877,826	12.4%	45	\$35,363	4.0%	1	8
PIMCO RealPath Blend 2045 Institutional	PVQN	\$2,654,932	6.5%	122	\$379,996	5.4%	44	\$0	0.0%	0	8
PIMCO RealPath Blend 2050 Institutional	PPQZ	\$1,094,852	2.7%	93	\$277,685	3.9%	39	\$0	0.0%	0	8
PIMCO RealPath Blend 2055 Institutional	PRQZ	\$440,613	1.1%	75	\$150,175	2.1%	29	\$0	0.0%	0	8
PIMCO RealPath Blend 2060 Institutional	PRBM	\$76,707	0.2%	29	\$0	0.0%	0	\$0	0.0%	0	--
PIMCO RealPath Blend Income Institutional	PBRN	\$11,260,275	27.6%	130	\$1,020,632	14.4%	39	\$497,609	57.0%	3	9
T. Rowe Price Spectrum Moderate Gr Allocation	TRSG	\$56	0.0%	1	\$171	0.0%	2	\$0	0.0%	0	12
Vanguard LifeStrategy Cnsvr Gr Inv	VSCG	\$119,328	0.3%	3	\$33,167	0.5%	3	\$11,118	1.3%	1	8
TOTAL		\$40,858,780	100.0%		\$7,096,597	100.0%		\$873,462	100.0%		



BOARD OF COMMISSIONERS MEETING

Date: December 15, 2021	Program: Retirement Benefits
Agenda Item #: 10B3	Trustee/ Officer: Jim Rodriguez
Subject: Retirement Plan Demographics	Trustee/ Officer: Emilia Reyes

Background

The information presented below is intended to keep the Board apprised on the demographics of the participants within the various retirement plans as of the quarter ending September 30, 2021.

The following reports are compiled and generated from information made available by Transamerica and by RBG:

- A. Participant Information Report – Quarterly Comparison
- B. Graph of Participants by Age
- C. Graph of Participants by Account Balance
- D. 403(b) Savings Rate chart and graph

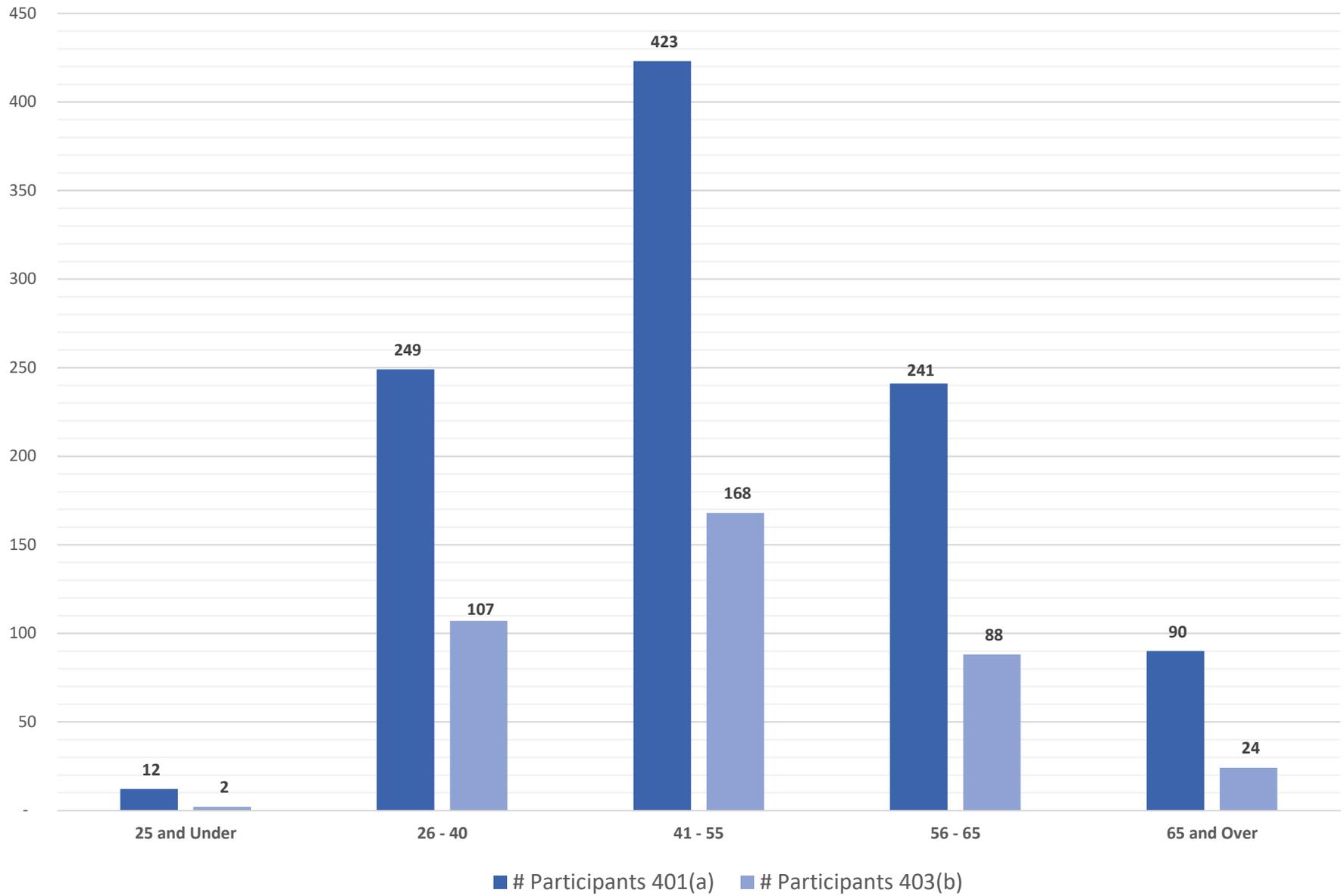
Fresno EOC
Retirement Plan Employer Report – Participant Information
as of September 30, 2021

Participant Count Report @ 9/30/2021	401(a) Pension	403(b)	457(b)
Participants With Balance	1,015	389	6
Non-Terminated Participants With Balance	746	327	1
Terminated Participants With Balance	269	62	5
Terminated Participants With Balance < \$5000	46	12	-
Auto Increase	n/a	52	-
# Employees with Active Loans	n/a	6	n/a
Managed Advice	52	52	-

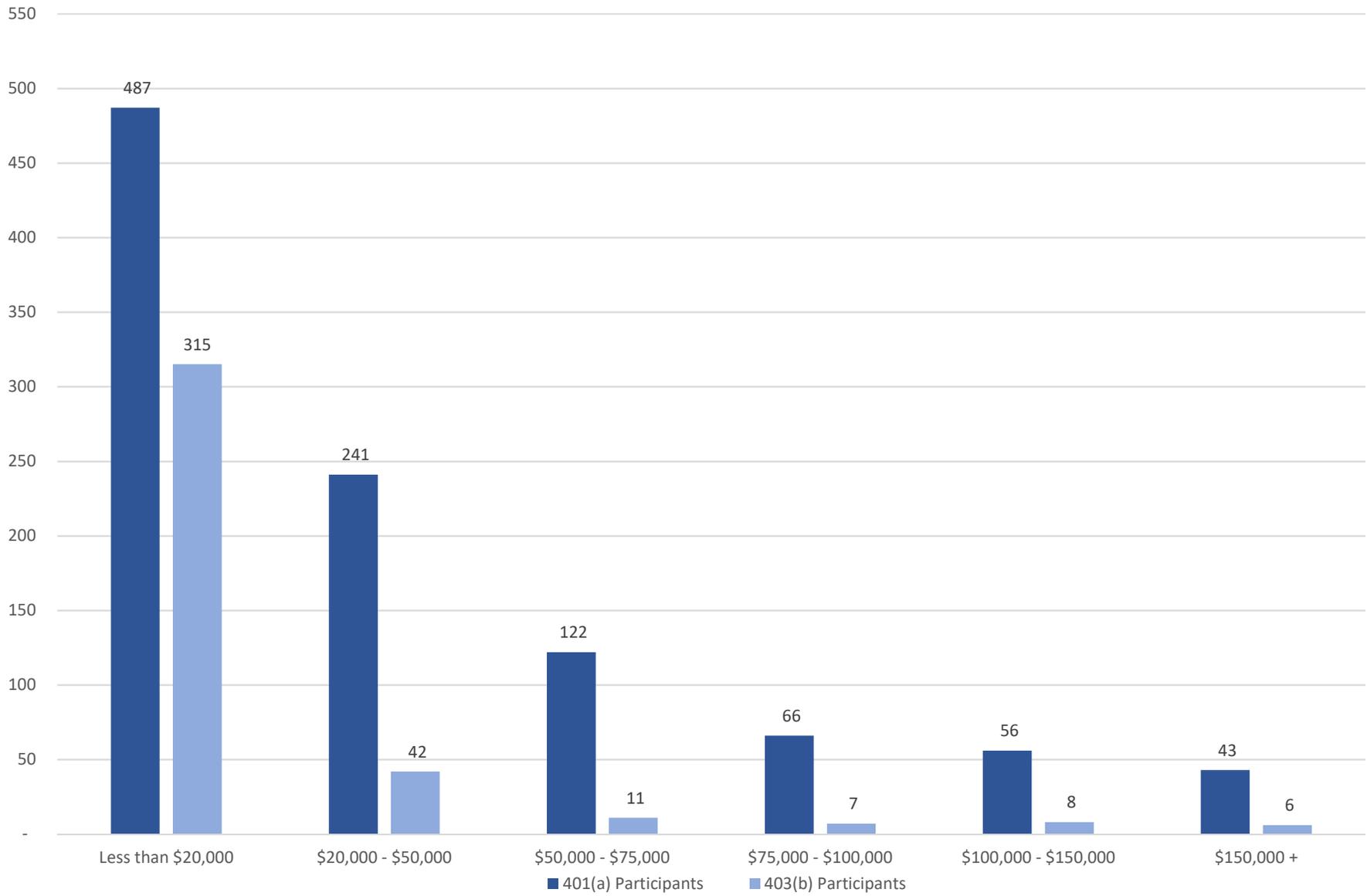
Participant Count Report @ 6/30/2021	401(a) Pension	403(b)	457(b)
Participants With Balance	1,074	428	6
Non-Terminated Participants With Balance	775	345	2
Terminated Participants With Balance	299	83	4
Terminated Participants With Balance < \$5000	72	33	-
Auto Increase	n/a	59	-
# Employees with Active Loans	n/a	4	n/a
Managed Advice	51	51	-

Change in Participant Count from Prior Quarter	401(a) Pension	403(b)	457(b)
Participants With Balance	(59)	(39)	-
Non-Terminated Participants With Balance	(29)	(18)	(1)
Terminated Participants With Balance	(30)	(21)	1
Terminated Participants With Balance < \$5000	(26)	(21)	-

Fresno EOC Plan Participants by Age as of 9/30/21



Fresno EOC Plan Participants by Account Balance
as of 9/30/21



Fresno EOC
403(b) Plan Saving Rates
For the Quarter Ending September 30, 2021

	2020 Q4	2021 Q1	2021 Q2	2021 Q3
Average Deferral				
% of pay	5.9%	6.0%	6.3%	6.5%
by amount	\$ 142	\$ 158	\$ 170	\$ 185

Participation by Deferral Rate

Under 5%	33%	34%	32%	30%
At 5%	23%	23%	21%	22%
Over 5%	44%	43%	47%	48%



BOARD OF COMMISSIONERS MEETING

Date: December 15, 2021	Program: Retirement Benefits
Agenda Item #: 10B4	Trustee/ Officer: Jim Rodriguez
Subject: Investment Performance Summary	Trustee/ Officer: Emilia Reyes

Background

The information presented below is intended to keep the Board apprised on the investment performance summary for the investment funds within the retirement plans and to receive an update of the current investment market, in accordance with the Committee's responsibilities as outlined in the Agency's bylaws.

The Performance Summary report is made available by RBG as an excerpt from their full quarterly review report on the plans, investments, regulations, and economic environment. This detailed report provides information on the ranking of each fund against its peer group, on historic performance, on expense ratios, on rankings, and on the amount of funds being held.

Representatives from RBG / LPL will be available to response to any questions, to highlight any significant items, and to provide an update of the current investment market.

Fresno EOC 401(a) Plan Performance Summary



INVESTMENT	ASSETS	LAST QTR	YTD	1 YR	3 YR	5 YR	10 YR	SI	INCEPTION DATE	GROSS EXP	NET EXP	SCORE
Large Value												
Vanguard Equity-Income Adm	\$284,649	-0.25 (30)	15.58 (57)	30.77 (69)	10.64 (29)	11.85 (33)	13.74 (21)	8.52	8/13/2001	0.19	0.19	11
Russell 1000 Value TR USD		-0.78	16.14	35.01	10.07	10.94	13.51	-	-	-	-	-
Peer Group Median (50th Percentile)		-0.74	16.14	34.62	9.50	11.12	12.81	-	-	0.96	0.88	-
Large Blend												
Calvert US Large Cap Core Rspnb Idx I	\$19,770	0.59 (21)	14.45 (68)	30.07 (40)	18.25 (5)	18.20 (5)	17.48 (2)	6.68	6/30/2000	0.35	0.24	11
Vanguard 500 Index Admiral	\$364,134	0.57 (22)	15.90 (31)	29.98 (42)	15.96 (24)	16.86 (18)	16.60 (12)	7.77	11/13/2000	0.04	0.04	8
S&P 500 TR USD		0.58	15.92	30.00	15.99	16.90	16.63	-	-	-	-	-
Peer Group Median (50th Percentile)		0.14	15.28	29.64	14.69	15.64	15.59	-	-	0.90	0.80	-
Large Growth												
Vanguard Growth Index Admiral	\$111,338	1.38 (17)	14.92 (24)	28.07 (32)	22.77 (21)	22.15 (34)	19.32 (28)	8.70	11/13/2000	0.05	0.05	10
Russell 1000 Growth TR USD		1.16	14.30	27.32	22.00	22.84	19.68	-	-	-	-	-
Peer Group Median (50th Percentile)		0.32	12.92	26.49	20.10	20.93	18.26	-	-	0.98	0.90	-
Mid-Cap Value												
Vanguard Mid-Cap Value Index Admiral**	\$252,576	-0.19 (11)	18.98 (44)	40.57 (74)	9.88 (37)	10.82 (37)	14.15 (10)	13.67	9/27/2011	0.07	0.07	10
Russell Mid Cap Value TR USD		-1.01	18.24	42.40	10.28	10.59	13.93	-	-	-	-	-
Peer Group Median (50th Percentile)		-1.25	18.51	44.70	9.14	10.13	12.92	-	-	1.06	0.98	-

Fund Color: A = To Be Added P = Proposed R = To Be Replaced W = On Watch List



Fresno EOC 401(a) Plan Performance Summary



INVESTMENT	ASSETS	LAST QTR	YTD	1 YR	3 YR	5 YR	10 YR	SI	INCEPTION DATE	GROSS EXP	NET EXP	SCORE
Mid-Cap Blend												
Vanguard Strategic Equity Inv	\$14,730	-0.79 (36)	21.64 (2)	47.98 (8)	10.99 (49)	13.34 (28)	15.73 (7)	11.01	8/14/1995	0.17	0.17	8
Russell Mid Cap TR USD		-0.93	15.17	38.11	14.22	14.39	15.52	-	-	-	-	-
Peer Group Median (50th Percentile)		-1.55	15.15	40.77	10.93	12.35	13.89	-	-	1.04	0.93	-
Mid-Cap Growth												
JPMorgan Mid Cap Growth R6**	\$204,923	-1.50 (72)	7.07 (72)	29.03 (65)	22.71 (17)	22.16 (19)	19.29 (8)	18.11	11/1/2011	0.75	0.74	11
Russell Mid Cap Growth TR USD		-0.76	9.60	30.45	19.14	19.27	17.54	-	-	-	-	-
Peer Group Median (50th Percentile)		0.00	9.23	30.49	18.66	18.97	16.87	-	-	1.10	1.04	-
Small Value												
Vanguard Small Cap Value Index Admiral**	\$58,646	-2.20 (60)	20.42 (71)	55.74 (73)	8.89 (38)	11.05 (31)	14.21 (15)	13.67	9/27/2011	0.07	0.07	9
Russell 2000 Value TR USD		-2.98	22.92	63.92	8.58	11.03	13.22	-	-	-	-	-
Peer Group Median (50th Percentile)		-1.93	23.56	62.11	8.18	10.21	12.64	-	-	1.23	1.12	-
Small Blend												
Calvert Small-Cap I	\$331	-1.48 (33)	11.59 (89)	38.73 (94)	10.31 (33)	13.94 (16)	15.14 (17)	9.51	4/29/2005	0.97	0.96	9
PIMCO StocksPLUS® Small Institutional	\$96,746	-4.38 (82)	12.53 (77)	49.49 (44)	10.35 (32)	14.29 (11)	16.30 (2)	11.52	3/31/2006	0.70	0.70	10
Russell 2000 TR USD		-4.36	12.41	47.68	10.54	13.45	14.63	-	-	-	-	-
Peer Group Median (50th Percentile)		-2.57	16.39	48.80	9.39	12.26	13.91	-	-	1.11	1.00	-

Fund Color: **A = To Be Added** **P = Proposed** **R = To Be Replaced** **W = On Watch List**



Fresno EOC 401(a) Plan Performance Summary



INVESTMENT	ASSETS	LAST QTR	YTD	1 YR	3 YR	5 YR	10 YR	SI	INCEPTION DATE	GROSS EXP	NET EXP	SCORE
Small Growth												
T. Rowe Price QM US Small-Cap Gr Eq	\$78,990	0.29 (20)	7.12 (58)	31.14 (77)	12.42 (75)	15.76 (73)	16.67 (49)	8.91	6/30/1997	0.78	0.78	9
Russell 2000 Growth TR USD		-5.65	2.82	33.27	11.70	15.34	15.74	-	-	-	-	-
Peer Group Median (50th Percentile)		-2.03	7.70	36.35	15.38	18.02	16.61	-	-	1.22	1.12	-
Allocation - 30 to 50% Equity												
Vanguard LifeStrategy Cnsvr Gr Inv	\$119,328	-0.46 (55)	3.51 (91)	10.28 (85)	8.47 (32)	7.31 (39)	7.33 (41)	7.04	9/30/1994	0.12	0.12	8
Morningstar Moderately Cons Target Risk		-0.42	3.97	11.38	8.73	7.46	7.03	-	-	-	-	-
Peer Group Median (50th Percentile)		-0.42	5.19	12.76	7.79	6.99	7.09	-	-	0.96	0.88	-
Allocation - 50 to 70% Equity												
American Funds American Balanced R6**	\$165,153	-0.51 (51)	8.98 (26)	17.40 (62)	10.64 (31)	10.77 (21)	11.62 (9)	11.79	5/1/2009	0.26	0.26	11
Morningstar Moderate Target Risk		-0.67	6.53	17.44	10.06	9.42	8.99	-	-	-	-	-
Peer Group Median (50th Percentile)		-0.50	8.13	18.25	9.87	9.54	9.70	-	-	0.98	0.92	-
Allocation - 70 to 85% Equity												
T. Rowe Price Spectrum Mod Gr Allc	\$56	-0.60 (31)	10.05 (38)	24.14 (38)	12.59 (10)	12.73 (7)	12.67 (5)	9.65	7/29/1994	0.89	0.78	12
Morningstar Aggressive Target Risk		-1.05	11.36	28.92	11.79	12.68	12.28	-	-	-	-	-
Peer Group Median (50th Percentile)		-0.83	9.71	23.27	10.55	10.90	10.60	-	-	1.03	0.98	-

Fund Color: A = To Be Added P = Proposed R = To Be Replaced W = On Watch List



Fresno EOC 401(a) Plan Performance Summary



INVESTMENT	ASSETS	LAST QTR	YTD	1 YR	3 YR	5 YR	10 YR	SI	INCEPTION DATE	GROSS EXP	NET EXP	SCORE
Foreign Large Value												
American Beacon International Eq R5	\$111,584	-1.10 (29)	8.23 (55)	30.69 (41)	3.93 (69)	6.29 (51)	7.14 (34)	6.91	8/7/1991	0.72	0.72	10
MSCI EAFE Value NR USD		-0.97	9.61	30.66	3.04	5.96	5.97	-	-	-	-	-
Peer Group Median (50th Percentile)		-2.24	8.61	29.22	4.66	6.34	6.62	-	-	1.14	1.00	-
Foreign Large Blend												
Vanguard Total Intl Stock Index Admiral**	\$381,196	-3.00 (75)	6.38 (62)	24.36 (53)	8.31 (39)	9.01 (34)	7.89 (55)	5.99	11/29/2010	0.11	0.11	11
MSCI EAFE NR USD		-0.45	8.35	25.73	7.62	8.81	8.10	-	-	-	-	-
Peer Group Median (50th Percentile)		-1.70	7.35	24.55	7.64	8.49	7.99	-	-	1.05	0.92	-
Foreign Small/Mid Blend												
Goldman Sachs Intl Sm Cp Insghts Instl	\$577	-0.98 (69)	11.87 (52)	25.62 (86)	6.87 (77)	8.92 (54)	10.47 (22)	5.92	9/28/2007	0.93	0.87	6
MSCI EAFE Small Cap NR USD		0.90	10.02	29.02	9.05	10.38	10.73	-	-	-	-	-
Peer Group Median (50th Percentile)		-0.34	11.91	31.42	8.56	8.94	9.72	-	-	1.33	1.15	-
Diversified Emerging Markets												
American Funds New World R6**	\$861	-4.79 (18)	4.95 (17)	25.28 (18)	15.66 (12)	13.54 (7)	10.07 (2)	10.77	5/1/2009	0.59	0.59	12
MSCI EM NR USD		-8.09	-1.25	18.20	8.58	9.23	6.09	-	-	-	-	-
Peer Group Median (50th Percentile)		-7.75	-0.73	18.83	9.58	8.85	6.39	-	-	1.44	1.22	-

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Fresno EOC 401(a) Plan Performance Summary



INVESTMENT	ASSETS	LAST QTR	YTD	1 YR	3 YR	5 YR	10 YR	SI	INCEPTION DATE	GROSS EXP	NET EXP	SCORE
World Large-Stock Blend												
Pax Global Environmental Markets Instl	\$34,377	0.68 (5)	12.51 (23)	28.47 (25)	16.22 (2)	14.13 (11)	13.77 (2)	8.37	3/27/2008	0.95	0.95	11
MSCI ACWI NR USD		-1.05	11.12	27.44	12.58	13.20	11.90	-	-	-	-	-
Peer Group Median (50th Percentile)		-1.17	10.35	25.28	11.64	12.05	11.67	-	-	1.20	0.95	-
World Large-Stock Growth												
American Funds New Perspective R6**	\$402,440	-0.09 (34)	10.66 (39)	29.71 (17)	18.83 (26)	18.28 (26)	15.77 (23)	15.13	5/1/2009	0.42	0.42	10
MSCI ACWI NR USD		-1.05	11.12	27.44	12.58	13.20	11.90	-	-	-	-	-
Peer Group Median (50th Percentile)		-0.58	9.76	26.23	16.84	17.21	14.62	-	-	1.21	1.05	-
Money Market/Stable Value												
State Street Instl US Govt MMkt Premier	\$55	0.01 (4)	0.02 (9)	0.03 (9)	1.03 (12)	1.03 (13)	0.53 (15)	0.62	10/25/2007	0.12	0.12	-
ICE BofA US 3M Trsy Bill TR USD		0.01	0.04	0.07	1.18	1.16	0.63	-	-	-	-	-
Peer Group Median (50th Percentile)		-0.01	0.00	0.00	0.88	0.83	0.41	-	-	0.45	0.38	-

FUND NAME	QTRLY RETURN	YTD RETURN	1 YR RETURN	3 YR RETURN	5 YR RETURN	10 YR RETURN	SINCE INCEPTION	DURATION (MATURITY)	AVERAGE CREDIT QUALITY	FUND SIZE	INCEPTION DATE
Stable Value - Hueler											
Standard Stable Asset Fund II	0.58	1.14	2.25	2.34	2.50	2.97	3.36	n/a	n/a	0	n/a
Hueler Index	n/a	n/a	n/a	n/a	n/a	n/a	-	n/a	n/a	0	-
Peer Group Median (50th Percentile)	n/a	n/a	n/a	n/a	n/a	n/a	-	n/a	n/a	0	-

Fund Color: A = To Be Added P = Proposed R = To Be Replaced W = On Watch List



Fresno EOC 401(a) Plan Performance Summary



INVESTMENT	ASSETS	LAST QTR	YTD	1 YR	3 YR	5 YR	10 YR	SI	INCEPTION DATE	GROSS EXP	NET EXP	SCORE
Intermediate Core-Plus Bond												
Fidelity® Total Bond Fund	\$438,295	0.24 (20)	-0.24 (30)	1.72 (36)	6.34 (23)	3.95 (25)	4.01 (30)	4.92	10/15/2002	0.45	0.45	11
Bloomberg US Universal TR USD		0.07	-1.07	0.20	5.57	3.30	3.46	-	-	-	-	-
Peer Group Median (50th Percentile)		0.08	-0.72	1.25	5.81	3.52	3.71	-	-	0.77	0.69	-
High Yield Bond												
Eaton Vance High Income Opportunities I**	\$3,779	1.74 (1)	6.57 (11)	13.50 (16)	6.68 (22)	5.99 (33)	7.37 (11)	7.93	10/1/2009	0.68	0.68	9
ICE BofA US High Yield TR USD		0.94	4.67	11.46	6.62	6.35	7.30	-	-	-	-	-
Peer Group Median (50th Percentile)		0.69	4.29	10.57	5.96	5.63	6.51	-	-	1.00	0.85	-
Multisector Bond												
PIMCO Income Instl	\$33,462	0.58 (26)	2.43 (44)	7.00 (46)	5.66 (45)	5.33 (15)	7.08 (3)	7.81	3/30/2007	0.62	0.62	9
Bloomberg US Agg Bond TR USD		0.05	-1.55	-0.90	5.36	2.94	3.01	-	-	-	-	-
Peer Group Median (50th Percentile)		0.33	2.20	6.77	5.51	4.37	4.94	-	-	1.02	0.90	-
World Bond-USD Hedged												
PIMCO International Bond (USD-Hdg) Instl	\$47,924	-0.11 (61)	-1.33 (47)	0.75 (52)	4.22 (63)	3.44 (18)	5.06 (14)	6.85	12/2/1992	0.52	0.52	9
Bloomberg Global Aggregate TR Hdg USD		0.09	-1.43	-0.56	4.64	2.89	3.57	-	-	-	-	-
Peer Group Median (50th Percentile)		-0.01	-1.40	0.92	4.57	2.83	3.56	-	-	0.85	0.71	-

Fund Color: A = To Be Added P = Proposed R = To Be Replaced W = On Watch List



Fresno EOC 401(a) Plan Performance Summary



INVESTMENT	ASSETS	LAST QTR	YTD	1 YR	3 YR	5 YR	10 YR	SI	INCEPTION DATE	GROSS EXP	NET EXP	SCORE
Target Date 2025												
PIMCO RealPath Blend 2025 Institutional	\$5,430,504	-0.36 (23)	6.35 (39)	16.23 (39)	10.85 (5)	9.54 (30)	n/a (na)	7.95	12/31/2014	0.37	0.36	11
S&P Target Date 2025 TR USD		-0.33	6.57	16.17	8.95	9.01	9.42	-	-	-	-	-
Peer Group Median (50th Percentile)		-0.58	6.06	15.29	9.31	8.99	9.45	-	-	0.79	0.62	-
Target Date 2030												
PIMCO RealPath Blend 2030 Institutional	\$5,882,480	-0.57 (28)	7.58 (37)	18.74 (43)	11.12 (18)	10.33 (39)	n/a (na)	8.53	12/31/2014	0.31	0.30	11
S&P Target Date 2030 TR USD		-0.46	7.82	19.16	9.64	9.93	10.25	-	-	-	-	-
Peer Group Median (50th Percentile)		-0.75	7.32	18.37	10.05	10.07	10.21	-	-	0.81	0.63	-
Target Date 2035												
PIMCO RealPath Blend 2035 Institutional	\$5,582,186	-0.69 (28)	8.93 (39)	21.39 (58)	11.39 (31)	10.92 (52)	n/a (na)	8.87	12/31/2014	0.27	0.26	8
S&P Target Date 2035 TR USD		-0.61	9.24	22.56	10.43	10.88	11.01	-	-	-	-	-
Peer Group Median (50th Percentile)		-0.95	8.61	21.83	10.79	10.96	10.91	-	-	0.85	0.65	-
Target Date 2040												
PIMCO RealPath Blend 2040 Institutional	\$4,623,517	-0.80 (25)	9.95 (42)	23.51 (64)	11.72 (43)	11.40 (58)	n/a (na)	9.23	12/31/2014	0.23	0.22	8
S&P Target Date 2040 TR USD		-0.70	10.23	24.96	10.98	11.54	11.55	-	-	-	-	-
Peer Group Median (50th Percentile)		-1.07	9.73	24.25	11.45	11.59	11.44	-	-	0.87	0.65	-

Fund Color: A = To Be Added P = Proposed R = To Be Replaced W = On Watch List



Fresno EOC 401(a) Plan Performance Summary



INVESTMENT	ASSETS	LAST QTR	YTD	1 YR	3 YR	5 YR	10 YR	SI	INCEPTION DATE	GROSS EXP	NET EXP	SCORE
Target Date 2045												
PIMCO RealPath Blend 2045 Institutional	\$2,654,932	-0.82 (21)	10.65 (41)	25.24 (65)	11.99 (44)	11.77 (62)	n/a (na)	9.41	12/31/2014	0.19	0.18	8
S&P Target Date 2045 TR USD		-0.75	10.82	26.36	11.29	11.93	11.90	-	-	-	-	-
Peer Group Median (50th Percentile)		-1.17	10.41	26.01	11.81	12.10	11.73	-	-	0.90	0.65	-
Target Date 2050												
PIMCO RealPath Blend 2050 Institutional	\$1,094,852	-0.88 (21)	11.13 (25)	26.04 (66)	12.09 (45)	11.92 (61)	n/a (na)	9.56	12/31/2014	0.16	0.15	8
S&P Target Date 2050 TR USD		-0.80	11.10	27.11	11.43	12.19	12.16	-	-	-	-	-
Peer Group Median (50th Percentile)		-1.20	10.63	26.83	11.94	12.24	12.01	-	-	0.92	0.65	-
Target Date 2055												
PIMCO RealPath Blend 2055 Institutional	\$440,613	-0.83 (16)	11.40 (22)	26.41 (67)	12.06 (45)	11.85 (67)	n/a (na)	9.49	12/31/2014	0.16	0.15	8
S&P Target Date 2055 TR USD		-0.80	11.27	27.47	11.50	12.33	12.33	-	-	-	-	-
Peer Group Median (50th Percentile)		-1.25	10.73	27.33	11.94	12.33	12.17	-	-	1.01	0.65	-
Target-Date 2060												
PIMCO RealPath Blend 2060 Institutional	\$76,707	-0.84 (15)	11.32 (28)	26.35 (72)	n/a (na)	n/a (na)	n/a (na)	14.26	12/31/2019	0.15	0.15	-
DJ Target 2060 TR USD		-1.06	11.24	29.23	11.80	12.48	12.10	-	-	-	-	-
Peer Group Median (50th Percentile)		-1.24	10.78	27.54	12.04	12.56	n/a	-	-	1.13	0.65	-

Fund Color: **A = To Be Added** **P = Proposed** **R = To Be Replaced** **W = On Watch List**



Fresno EOC 401(a) Plan Performance Summary



INVESTMENT	ASSETS	LAST QTR	YTD	1 YR	3 YR	5 YR	10 YR	SI	INCEPTION DATE	GROSS EXP	NET EXP	SCORE
Target Date Retirement												
PIMCO RealPath Blend Income Instl	\$11,260,275	-0.19 (47)	5.34 (9)	13.85 (1)	10.07 (1)	8.47 (1)	n/a (na)	7.23	12/31/2014	0.42	0.41	9
S&P Target Date Retirement Income TR USD		-0.03	3.06	8.14	6.88	5.94	5.80	-	-	-	-	-
Peer Group Median (50th Percentile)		-0.21	3.38	9.34	7.01	5.90	5.75	-	-	0.83	0.61	-

Fund Color: A = To Be Added P = Proposed R = To Be Replaced W = On Watch List



EXECUTIVE COMMITTEE MEETING
Monday, February 22, 2021
5:00 p.m.

MINUTES

1. CALL TO ORDER

Linda Hayes, Chair, called the meeting to order at 5:07 PM.

2. ROLL CALL

Present: Linda Hayes, Charles Garabedian, Barigye McCoy, Daniel Martinez, Lisa Nichols, Catherine Robles

Absent: Jerome Countee, Maiyer Vang, Andrea Reyes

3. APPROVAL OF NOVEMBER 12, 2020 MINUTES

November 12, 2020 Executive Committee Meeting Minutes

Public Comment: None heard.

Motion by: McCoy **Second by:** Robles

Ayes: Linda Hayes, Charles Garabedian, Barigye McCoy, Daniel Martinez, Lisa Nichols, Catherine Robles

Nays: None heard.

4. PUBLIC COMMENTS

None Heard.

No action required.

5. ACCOUNTING POLICIES AND PROCEDURES

Jim Rodriguez, Chief Financial Officer, provide an overview of the updates made to the agency accounting policies and procedures to be in compliance with the Office of Head Start.

Public Comment: None heard.

Motion by: Garabedian **Second by:** Robles

Ayes: Linda Hayes, Charles Garabedian, Daniel Martinez, Lisa Nichols, Catherine Robles

Nays: None heard.

6. CLOSED SESSION

Ken Price, Legal Counsel, had no action to report out of closed session at this time.

7. ADJOURNMENT



SPECIAL EXECUTIVE COMMITTEE MEETING
Wednesday, May 19, 2021
5:00 p.m.

MINUTES

1. **CALL TO ORDER**

Linda Hayes, Chair, called the meeting to order at 5:07 PM.

2. **ROLL CALL**

Present: Linda Hayes, Charles Garabedian, Maiyer Vang, Andrea Reyes, and Daniel Martinez.

Absent: Barigye McCoy, Jerome Countee, Lisa Nichols, and Catherine Robles.

3. **CLOSED SESSION**

Ken Price, Legal Counsel, had no action to report out of closed session.

4. **PUBLIC COMMENTS**

None Heard.

No action required.

5. **ADJOURNMENT**

SPECIAL EXECUTIVE COMMITTEE MEETING
Thursday, September 16, 2021
12:00 p.m.

MINUTES

1. CALL TO ORDER

Linda Hayes, Chair, called the meeting to order at 12:05 PM.

2. ROLL CALL

Present: Linda Hayes, Charles Garabedian, Barigye McCoy, Andrea Reyes, Daniel Martinez and Lisa Nichols.

Absent: Jerome Countee, and Lisa Nichols.

3. COVID-19 EMPLOYEE VACCINATION

Emilia Reyes, Chief Executive Officer, shared President Biden announcement where all Head Start teachers and program staff will be required to be vaccinated, beginning January 2022.

Commissioners and staff engage in a discussion for the possibility to mandate all Fresno EOC employees to be vaccinated, to help ensure the health and safety of our employees, families, and the community. Upon further discussion, the Committee decided to schedule a Special Board Meeting for further discussion on the adoption of a draft policy.

No action required.

4. PUBLIC COMMENTS

None Heard.

No action required.

5. ADJOURNMENT



BOARD OF COMMISSIONERS MEETING

Date: December 15, 2021	Program: N/A
Agenda Item #: 10C4	Director: N/A
Subject: 2022 Board Meeting Schedule	Officer: Emilia Reyes

Recommended Action

The Executive Committee recommends review and approval of the regular Commission Meeting Schedule for calendar year 2022.

Background

As stated in the agency’s Bylaws, the regular meetings of the Board shall be shall not exceed six (6) times per year, generally on the fourth Wednesday of the month.

Attached is a tentative schedule chart dates for the Board, Committees and Advisory Board Meetings. The newly appointed Chair for each Committee and Advisory Board will have the ability to modify the meeting schedule to fit his/her schedule.

All meetings will be held through zoom unless otherwise noted on the agenda.

Fiscal Impact

None.

Conclusion

If the Board approves, the Board Meeting schedule will be effective January 1, 2022.



Board of Commissioners 2022 Meeting Schedule

Month	Audit	Board	Bylaws	Finance	HR/Pension	P&E	HeadStart	Foster Grandparent	LCC	Sanctuary	SOUL	Access Plus
Time	12:00	6:00	5:00	12:00	5:00	5:00	6:30	10:00	12:00	12:00	8:30	12:00
January		26					11					20
February			2	9	22	10	1		16		8	17
March	2	23		9		10	1			10	8	17
April				13		14	5	29			5	21
May		25	4	11	16	12	3		18		10	19
June	1			8		9	7			9		16
July				13		14	5					21
August		24	3	10	15	11	TBD		17			18
September				14		8	TBD	30		8	*13	15
October		26		12		13	TBD				11	20
November	2		3	9	21	10	TBD		16			17
December	7	14		6		8	TBD			8	13	15

Meeting Locations

All meetins will be held through Zoom until further notice.

*SOUL Governing Council Meeting on Tuesday, September 13th from 10:30 a.m. - 12:00 p.m.

Frequency of Meetings:

Audit: Quarterly

Board: Every other month - typically on the 4th Wednesday of the month

Bylaws: Quarterly

Finance: 2nd Wednesday of the month

HR/Pension: Quarterly

P&E: 2nd Thursday of the month

Access Plus Capital: 3rd Thursday of the month

FINANCE COMMITTEE MEETING
Wednesday, November 10, 2021
12:00 p.m.

MINUTES

1. CALL TO ORDER

Charles Garabedian, Chair, called the meeting to order at 12:05 PM.

2. ROLL CALL

Roll was called and a quorum was established.

COMMITTEE MEMBERS	PRESENT	STAFF		
Charles Garabedian (chair)		Jim Rodriguez	Karina Perez	
Alysia Bonner	✓	Steve Warnes	Chris Erwin	
James Martinez	✓	Lucy Yang	Thomas Dulin	
Itzi Robles	✓	Thelma Harrison	Cesar Lucio	
		Jon Escobar		

3. APPROVAL OF MINUTES

A. October 13, 2021 Finance Committee Minutes

Public comment: None heard.

Motion by: Bonner **Second by:** Robles to approve the October 13 ,2021 meeting minutes.

Ayes: Martinez, Robles, Robles

Abstain: None.

Nays: None heard

4. FINANCIAL REPORTS: September 2021

A. Agency Financial Statements

Jim Rodriguez, Chief Financial Officer, presented statement of activities through September 2021. The agency had preliminary revenue of \$95,824,365 million including \$25 million in-kin contributions with a net gain of \$348,943. Compare to last year this is higher this month.

Jim Rodriguez, show a chart with statement of activities for nine-month period year to date, total revenue and support of \$95,824,365. This is a little more than \$ 2million last year. In the expense side, there are a few lines that are higher than usual. the first one is Office expense and the second is Interest expense. As mention in pervious Finance

Committee Meeting, there are several software programs that was purchase through the year. In addition to the software, there is a big investment to mobile hot spot this year as well. Interest Expense is higher than usual, due to Access Plus Capital Loans that are on the books incurring interest expense. The net surplus is at \$348,943.

He also presented a statement of Financial Position, there are increases in the cash investment and accounts receivable up by \$8million. This does show programs growth is doing better however, we still need to do a better at collecting. Jim stated he will look at his closer. There is an increase of Total Liabilities of \$33,672,478. Accrued Payroll Liabilities when down compare to last year but there should be some changes after the holidays in November and December. The total of Fund Balance is \$30,643,741, a little over 1million higher than last year.

B. Head Start Financial status report:

Head Start Financial Status Report as of September 30, 2021 total Federal Expenditures is \$46,667,799 and year-to-date expense is \$23,681,160 which is about 51% of the usage for the last nine months. There are still some personal vacancies that has not been fill the last 8-9 months. Credit card expenses are on mostly staff training and program supplies.

Duration project are fund that will be expire by the end of this year by December 31,2021 and there are plans in place. Jim stated he just discuss this with facilities and director of Head Start, in utilizing the remaining of \$1.7 million on equipment for some centers and for the units on Clinton and Blyth. These fund needs to be obligate before the year ends. Jim plan to utilize that, even though it only shows 12% of usage.

Early Head start 0-3, total Federal Expenditures is \$7,816,487 and 40% is used. Training and tactical assistance, only 6% has been use for 9 months. Credit card expenses is mostly for staff training and program supplies.

Public comment: None heard.

Motion by: Robles **Second by:** Bonner to accept the Agency and Head Start financial reports presented.

Ayes: Robles, Bonner, Martinez

Nayes: None heard

Non-Competitive Procurement

A. Non- Competitive Procurement

5. Jim Rodriguez stated that, this is shared to the Finance Committee every month rather we have any non-competitive procurement or not. There is one to share this month but Jim will like the share a request made by Garabedian the last Committee Meeting, on agency guideline of Non-Competitive Procurement that the agency follow listed below on the staff report. He presented a trainer speaker for Head Start training. The gentleman is Galen Emanuele provide and inspirational talk on October 8. Where there

is an in-service held at that time. Galen Emanuele was selected because his topic is unique to the trainer.

Public comment: none

Motion by: Robles **Second by:** Martinez to accept the Enterprise Vehicle Lease.

Ayes: Bonner, Martinez, Robles

Nayes: None heard

6. Health Insurance Report

A. Health Insurance Report

Steve Warnes presented the health insurance information through September 30,2021. The health balance has been increased by \$931,091. Expenses are about \$300,000 lower than last year. Total Claims are about \$200,000 higher compare to last year. Stop loss claims are recovery that we receive from the Stop Loss Claims policy at \$411,155. This is higher than last year. The enrollment number in September is at 754 employees and their families enroll in the plans. The number has been decreasing throughout the course of this year. Last year enrollment was about 900 employees and families enroll in the plans. It looks that I have been level off in August -September.

Public comment: None heard

No action required.

7. Investment Report

A. Investment Report

Steve Warnes shows a report balance in the account as of September 30,2021 with a total balance of \$4,128,763. There has not been any additional deposit or withdraw from this account. The account has an increase of 78,000 from last year September. Total annual interest earned on these fixed income investments is \$65,422 providing an average rate of 2.40%. The Certificated of Deposit are schedule to mature in 2023 and 2024. There will be some need of changes from now to then in the fund, to provide a rate of return without exposing the investment account to market loss. Steve state that there is a \$1.3 million of Cash and Cash Equivalents. This number has been reduced for investing some of these money to short term CD and treasury bonds. In 3-6 months, there will be a review of policy statements and will require some changes. Bonner asked, about the Citibank and Wells Fargo pledge amount, on establishing a relationship with Citibank? Steve answer, this is a CDFI loans. There was a loan make from Citibank to CDFI. The funds are currently still being use to make loans. In order to secure the loans, it requires to post certificate deposit in an investment ink Citibank. Wells Fargo did not require the same however, the investment account is also being use for the line of credit.

Public comment: None heard

No action required

8. Variance Report

A. Transit

Jim, present Transit report from through July which is covert to 58% of the year. Throughout the 58%, 37% funding has been used. There is a plan in place to fully use the funds in the coming months. It will be use for ATU Union wage increases, additional drivers, support staff, and lease new fleet vehicles from Enterprise Fleet Management about 8-10 new vehicles. Even though there are some saving in the budget, that is due to some of the cost are yet to accrue or spend. The fund will be use by June 30,2022.

Bonner ask about not utilizing the fund and if it will affect not using the funding to 100%? Jim answer, stating that there are some carry over funding in Transit as an example in Operating Revenue there is about \$1.7 million. We have the ability to carry the funding over if we do not use it. As it is shown, it has been carried over for the last two years. If the fund is under spend, then the fund can be kept moving forward. If programs over spend, it can be drawdown as well.

Public comment: None heard

No action required.

9. Other Business

- Next meeting: Wednesday, December 8, 2021 @ 12:00pm

10. ADJOURNMENT

Garabedian adjourned meeting at 12:33PM.

Respectfully submitted,

Charles Garabedian, Chair



BOARD OF COMMISSIONERS MEETING

Date: December 15, 2021	Program: Finance
Agenda Item #: 10D2	Director: N/A
Subject: Financial Reports	Officer: Jim Rodriguez

Recommended Action

The Finance Committee recommends approval for full Board consideration of the interim consolidated financial statements as of Year-to-Date October 2021 as well as approval of the financial status report for the Head Start 0-5 program as of Year-to-Date October 2021.

Background

In accordance with the Agency’s bylaws, the Finance Committee shall advise in the preparation and administration of the operating budget and oversee the administration, collection, and disbursement of the financial resources of the organization. Additionally, the Treasurer is to ensure the commissioners understand the financial situation of the organization, which includes ensuring that financial statements for each month are available for each meeting of the Board of Commissioners. Consolidated monthly financials for Fresno EOC and for Head Start are provided for review and acceptance.

Fiscal Impact

(A) Agency Statement of Activities and Statement of Financial Position:

As of October 30, 2021, the Agency had preliminary revenue of \$105,751,611 million, including \$26 million of in-kind contributions, and net operating gain of \$837,217. In comparison, the Agency had revenue of \$104,922,033 million including in-kind of \$27 million as of the corresponding period of the preceding year.

(B) Head Start 0-5 Financial Status Report as of Year-to-Date October 30, 2021. Months January 2021 to June 2021 budget and actuals from the previous contract are combined with July 2021 to October 2021 from the new Head Start contract actuals and budget to provide a nine-month financial report of program operations. This also represented in the following percentages.

(C)

Program Area	% of budget	Notes
Head Start – Basic	56%	Personnel is underspent due to unfilled positions and a workforce re-organization beginning in July.
Head Start – Training & Technical Assistance (T&TA)	39%	COVID-19 impacted planned training.

Program Area	% of budget	Notes
Duration	12%	Funds are underspent due to due to the delay of the project approval from HHS. These funds are earmarked for the Clinton/Blythe modular building project. The funding is planned to be contractually obligate by the end of December 2021.
Early Head Start – Basic	44%	Personnel is underspent due to unfilled positions and a workforce re-organization beginning in July.
Early Head Start – T&TA	8%	COVID-19 impacted planned training.

Conclusion

Acceptance of these financials by the Board documents the Board’s oversight over the financial operations of Fresno EOC. This is part of the Board’s fiduciary duty.

FRESNO ECONOMIC OPPORTUNITIES COMMISSION
STATEMENT OF ACTIVITIES
For The Tenth Month Period Ended October 31, 2021 and 2020

	A	B	A - B	C	D	B - D
	BUDGET JAN - DEC 2020	ACTUAL OCTOBER 2021	BUDGET BALANCE REMAINING	ACTUAL JAN - DEC 2020	ACTUAL OCTOBER 2020	ACTUAL 2021 vs 2020 Differences
REVENUES AND SUPPORT						
GRANT REVENUE	\$ 82,029,680	\$ 59,362,398 72%	\$ 22,667,282	73,880,314	\$ 58,417,831	944,567
GRANT REVENUE - LENDING CAPITAL	-	-	-	438,674	-	-
CHARGES FOR SERVICES	16,426,275	16,147,904 98%	278,371	17,473,531	13,970,268	2,177,636
OTHER PROGRAM REVENUE	3,536,400	2,227,927 63%	1,308,473	3,147,836	2,609,205	(381,277)
CONTRIBUTIONS	69,685	276,114 396%	(206,429)	187,423	148,485	127,629
MISCELLANEOUS INCOME	219,265	169,215 77%	50,050	319,067	81,573	87,642
INTEREST & INVESTMENT INCOME	96,000	102,882 107%	(6,882)	138,432	105,553	(2,671)
AFFILIATE INTEREST INCOME	977,720	920,029 94%	57,691	938,448	793,500	126,529
RENTAL INCOME	1,256,595	304,599 24%	951,996	1,284,203	1,069,205	(764,607)
TOTAL CASH REVENUE	\$ 104,611,620	\$ 79,511,068 76%	\$ 25,100,552	\$ 97,807,928	\$ 77,195,619	2,315,448
IN KIND REVENUE	\$ 32,991,055	\$ 26,240,543 80%	\$ 6,750,512	22,057,737	\$ 27,726,414	(1,485,870)
TOTAL REVENUE & SUPPORT	137,602,675	105,751,611 77%	31,851,064	119,865,666	104,922,033	829,578
EXPENDITURES						
PERSONNEL COSTS	\$ 66,198,180	\$ 49,872,161 75%	\$16,326,019	59,374,528	\$ 49,697,017	175,144
ADMIN SERVICES	5,810,400	4,263,891 73%	1,546,509	4,977,874	3,944,870	319,022
PROFESSIONAL SERVICES - AUDIT	103,915	62,095 60%	41,820	83,844	64,819	(2,724)
CONTRACT SERVICES	11,712,675	6,561,813 56%	5,150,862	6,078,354	5,987,156	574,656
FACILITY COSTS	5,345,730	4,499,545 84%	846,185	5,646,226	4,785,586	(286,040)
TRAVEL, MILEAGE, VEHICLE COSTS	2,691,175	1,607,117 60%	1,084,058	1,550,013	1,367,889	239,228
EQUIPMENT COSTS	1,717,700	1,445,955 84%	271,745	1,163,027	1,066,384	379,571
DEPRECIATION - AGENCY FUNDED	345,000	217,349 63%	127,651	361,861	301,965	(84,616)
OFFICE EXPENSE	1,717,700	2,310,916 135%	(593,217)	3,551,960	2,189,693	121,224
INSURANCE	804,060	635,950 79%	168,110	736,437	616,651	19,299
PROGRAM SUPPLIES & CLIENT COSTS	7,625,880	6,768,437 89%	857,443	8,310,778	5,987,935	780,502
INTEREST EXPENSE	145,275	209,305 144%	(64,030)	209,247	174,805	34,500
OTHER COSTS	234,030	219,316 94%	14,714	438,275	69,553	149,763
TOTAL CASH EXPENDITURES	\$ 104,451,720	\$ 78,673,851 75%	\$ 25,777,869	92,482,424	\$ 76,254,322	2,419,528
IN KIND EXPENSES	\$ 32,991,055	\$ 26,240,543 80%	\$ 6,750,512	\$ 22,057,737	\$ 27,726,414	(1,485,870)
TOTAL EXPENDITURES	137,442,775	104,914,394 76%	32,528,381	114,540,161	103,980,736	933,658
OPERATING SURPLUS (DEFICIT)	\$ 159,901	\$ 837,217	\$ (677,317)	\$ 5,325,505	\$ 941,297	(104,080)
OTHER INCOME / EXPENSE						
TRANSIT GRANT ASSET DEPRECIATION		219,218	(219,218)	366,531	314,718	(95,500)
NET SURPLUS (DEFICIT)	\$ 159,901	\$617,999	(458,098)	\$ 4,958,974	\$ 626,579	(8,580)

FRESNO ECONOMIC OPPORTUNITIES COMMISSION
STATEMENT OF FINANCIAL POSITION
As of October 31, 2021

	2021	2020	Differences
ASSETS			
CASH & INVESTMENTS	\$ 18,063,218	\$ 14,293,723	\$ 3,769,496
ACCOUNTS RECEIVABLE	16,775,784	10,650,278	6,125,506
PREPAIDS/DEPOSITS	362,462	311,328	51,134
INVENTORIES	159,966	196,866	(36,899)
PROPERTY, PLANT & EQUIPMENT	13,008,396	13,980,108	(971,712)
NOTES RECEIVABLE (net)	15,829,988	14,741,216	1,088,772
TOTAL ASSETS	\$ 64,199,815	\$ 54,173,519	\$ 10,026,296
LIABILITIES			
ACCOUNTS PAYABLE	\$ 5,135,794	\$ 2,658,320	\$ 2,477,475
ACCRUED PAYROLL LIABILITIES	2,757,751	2,691,982	65,769
DEFERRED REVENUE	2,622,968	1,022,548	1,600,419
NOTES PAYABLE	14,384,107	12,670,752	1,713,355
HEALTH INSURANCE RESERVE	4,726,322	3,587,636	1,138,686
OTHER LIABILITIES	3,735,805	2,295,127	1,440,678
TOTAL LIABILITIES	\$ 33,362,747	\$ 24,926,365	\$ 8,436,382
FUND BALANCE			
CURRENT OPERATING EARNINGS (YTD)	\$ 837,217	\$ 941,297	\$ (104,080)
UNRESTRICTED NET ASSETS	13,425,283	15,050,061	(1,624,778)
REVOLVING LOAN FUND	6,971,390	2,788,197	4,183,193
INVESTMENT IN GENERAL FIXED ASSETS	9,603,179	10,467,599	(864,420)
TOTAL FUND BALANCE	\$ 30,837,069	\$ 29,247,154	\$ 1,589,915
TOTAL LIABILITIES AND FUND BALANCE	\$ 64,199,815	\$ 54,173,519	\$ 10,026,296

Fresno Economic Opportunities Commission
Head Start/Early Head Start Financial Status
Monthly Report
October 31, 2021

Description	Head Start - Basic				Head Start - T & TA			
	Annual Budget	Current Expenses	YTD Expenses	Balance Remaining	Annual Budget	Current Expenses	YTD Expenses	Balance Remaining
Personnel	\$24,831,181	\$1,155,569	\$13,192,337	\$11,638,844				
Fringe Benefits	9,952,722	516,046	6,016,378	3,936,344				
Total Personnel	34,783,903	\$1,671,615	19,208,715	15,575,188				
Travel	8,233	-	-	8,233				
Equipment*	-	-	-	-				
Supplies	1,365,864	102,545	343,326	1,022,538	43,156	-	70,580	(27,424)
Contractual	1,829,846	180,946	1,192,854	636,992	468	-	-	468
Facilities /Construction								
Other:								
Food Cost	1,187,287	\$46,143	\$570,613	616,674				
Transportation	692,199	71,579	647,995	44,204				
Staff Mileage	214,831	11,181	116,888	97,942				
Field Trips, including Transportation	27,689	365	562	27,126				
Space	735,927	46,071	438,498	297,429				
Utilities / Telephone / Internet	676,423	77,903	675,361	1,061				
Publication/Advertising/Printing	56,057	-	7,585	48,472				
Repair/Maintenance Building	672,893	13,708	405,640	267,252				
Repair/Maintenance Equipment	78,225	6,054	143,404	(65,179)				
Property & Liability Insurance	169,843	12,415	127,610	42,233				
Parent Involvement / CWPC	84,788	44	4,019	80,769				
Other Costs*	114,600	12,540	95,875	18,725				
Staff & Parent Training					360,961	17,457	83,714	277,247
Total Direct Charges	42,698,605	\$2,253,109	23,978,944	18,719,661	\$404,585	17,457	154,294	\$250,291
Total Indirect Charges	\$3,969,194	\$202,780	\$2,158,105	\$1,811,089	\$27,228	\$1,571	\$13,886	\$13,342
Total Federal Expenditures	\$46,667,799	\$2,455,889	26,137,049	\$20,530,750	\$431,813	19,028	168,180	\$263,633
% of Annual Budget Expended to Date			56%				39%	
Non-Federal Share	\$11,176,017	\$615,750	\$3,836,785	\$7,339,232	\$107,953	\$4,757	\$42,045	\$65,908

Credit Card Expenses: Credit card statement dated 10/1/2021 - 10/31/2021
October 2021 expenses

Program Supplies-Kitchen	\$	173	Home Depot - Adjustable Hand Trolley for kitchen
Field Trips	\$	259	Trader Joes - Pumpkins for Franklin HS
Program Supplies-Classroom & Luncheon	\$	292	Target - Diapers, Wipes, Gift Cards, Baby Wipes
Dues - Organizations	\$	123	CACFP Roundtable - CACFP Membership
Contract Services-Facility repair	\$	254	Azuga Fleet, Cubicle Keys, Vehicle Tracking for Support Srvs; Keys Support Srvs
	\$	1,100	

Fresno Economic Opportunities Commission
Head Start/Early Head Start Financial Status
Monthly Report
October 31, 2021

Description	Head Start - Duration Start-Up/Operations			
	Annual Budget	Current Expenses	YTD Expenses	Balance Remaining
Personnel	\$0	-	-	\$0
Fringe Benefits	-	-	-	-
Total Personnel	\$0	\$0	\$0	\$0
Travel	-	-	-	-
Equipment*	94,000	-	-	94,000
Supplies	366,376	-	4,380	361,996
Contractual	429,400	70	220,344	209,056
Facilities /Construction	1,057,160	-	-	1,057,160
Other:				
Food Cost	-	-	-	-
Transportation	-	-	-	-
Staff Mileage	-	-	-	-
Field Trips, including Transportation	-	-	-	-
Space	-	-	-	-
Utilities / Telephone / Internet	-	-	-	-
Publication/Advertising/Printing	-	-	-	-
Repair/Maintenance Building	-	-	-	-
Repair/Maintenance Equipment	-	-	-	-
Property & Liability Insurance	-	-	-	-
Parent Involvement / CWPC	-	-	-	-
Other Costs*	54,700	1,505	24,579	30,121
Staff & Parent Training	-	-	-	-
Total Direct Charges	2,001,636	\$1,575	\$249,304	\$1,752,332
Total Indirect Charges	\$0	\$0	\$0	\$0
Total Federal Expenditures	\$2,001,636	\$1,575	\$249,304	\$1,752,332
% of Annual Budget Expended to Date			12%	
Non-Federal Share	-	-	-	-

Fresno Economic Opportunities Commission
Head Start/Early Head Start Financial Status
Monthly Report
October 31, 2021

Description	Early Head Start - Basic				Early Head Start - T & TA			
	Annual Budget	Current Expenses	YTD Expenses	Balance Remaining	Annual Budget	Current Expenses	YTD Expenses	Balance Remaining
Personnel	\$4,218,984	\$153,767	\$2,024,822	\$2,194,162	\$22,357	\$0	\$24	\$22,333
Fringe Benefits	1,149,877	57,907	711,359	438,519	5,804	-	3	5,801
Total Personnel	5,368,861	211,674	2,736,181	2,632,680	28,161	-	27	28,134
Travel	-	-	-	-	8,449	-	-	8,449
Equipment*	-	-	-	-	-	-	-	-
Supplies	322,870	6,458	54,797	268,073	10,337	-	-	10,337
Contractual	602,898	7,557	103,587	499,311	18,827	-	7	18,820
Facilities /Construction	308,000	-	-	308,000				
Other:								
Food Cost	69,097	1,344	18,945	50,152				
Transportation	7,297	184	5,152	2,145				
Staff Mileage	53,840	2,438	13,431	40,409				
Field Trips, including Transportation	865	-	-	865				
Space	197,501	5,266	52,289	145,212				
Utilities / Telephone / Internet	109,859	5,313	86,311	23,549				
Publication/Advertising/Printing	15,320	-	29	15,292				
Repair/Maintenance Building	129,258	896	12,442	116,816				
Repair/Maintenance Equipment	10,475	-	4,784	5,691				
Property & Liability Insurance	34,107	1,965	18,865	15,242				
Parent Involvement / CWPC	7,327	-	1,192	6,135				
Other Costs*	51,737	862	15,704	36,033				
Staff & Parent Training					91,326	2,777	12,581	78,745
Total Direct Charges	\$7,289,310	243,956	3,123,708	\$4,165,602	157,100	\$2,777	12,615	\$144,485
Total Indirect Charges	\$527,177	\$21,956	\$281,134	\$246,043	\$9,778	\$250	\$1,135	\$8,643
Total Federal Expenditures	\$7,816,487	265,912	\$3,404,842	\$4,411,645	\$166,878	\$3,027	\$13,750	\$153,128
% of Annual Budget Expended to Date			44%				8%	
Non-Federal Share	\$1,954,122	\$559,301	\$1,456,350	\$497,772	\$41,719	\$757	\$3,438	\$38,282

Credit Card Expenses: Credit card statement dated 10/1/2021 - 10/31/2021
October 2021 expenses

Office Supplies	\$	133	Amazon - Calculators, Pendaflex Folders
Program Supplies - Classroom	\$	562	Target/Amazon - Baby Wipes, Blankets, Diapers, Crayons, Watercolor, Toys
Program Supplies - Disposables	\$	73	Target - Laundry Detergents
Contract Services-Facility repair	\$	23	Azuga Fleet - Vehicle Tracking for Support Srvs Vehicles
Dues - Organizations	\$	27	CACFP Roundtable - CACFP Membership
	\$	817	

BOARD OF COMMISSIONERS MEETING

Date: December 15, 2021	Program: Finance
Agenda Item #: 10D3	Director: N/A
Subject: Workers' Compensation Insurance Renewal	Officer: Jim Rodriguez

Recommended Action

The Finance Committee recommends approval for full Board consideration to retain Church Mutual as our workers' compensation carrier for 2021 at a total premium of \$1,075,454, including estimated premium discounts, terrorism fees, and state fees.

Background

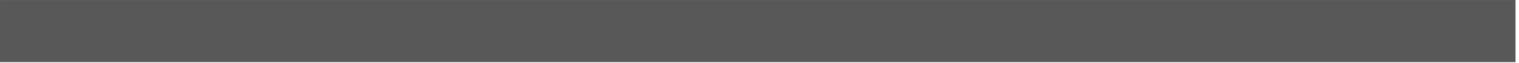
The Agency is required by state law and by our contracts to have workers' compensation coverage. Coverage is obtained annually for the period of January to December. Renewal quotes for policies effective January 1st are not issued by insurance carriers until after the Workers Compensation Insurance Rating Bureau (WCIRB) releases their industry wide ratings. The insurance carriers must then obtain approval from the State of California for their published rates and experience modifications.

Fiscal Impact

The Agency's risk management consultant, Heffernan Insurance Brokers, has obtained quotes for the 2022 workers' compensation renewal. The experience modification for 2022 is 162% which is a decrease from prior year's experience modification of 197%. Factors increasing the premium quotations are fewer claims, 11 in the current year, compared to 43 claims in 2020. Also, the actual primary losses dropped by \$387,483 from the previous year.

In the attached executive summary and proposal from Heffernan Insurance Brokers, Church Mutual is the recommended carrier. The 2022 premium carries a savings of 10% of net premium costs which includes a 5% increase in payroll. The following premium quotations, including State surcharges, were obtained as compared to the expiring 2021 premium:

2021 Church Mutual		2022 Church Mutual	2022 BHHC
\$1,203,806		\$1,075,454	\$1,115,895


Conclusion

The deadline to bind coverage for Workers' Compensation is on December 31, 2021. Board approval is necessary to renew this policy and avoid a lapse in coverage. With approval from the Finance Committee, this item will move forward for full Board consideration at the December 15, 2021 Board of Commissioners Meeting.

PROPOSAL OF INSURANCE

PREPARED FOR
FRESNO ECONOMIC OPPORTUNITIES COMMISSION
WORKER'S COMPENSATION RENEWAL
RENEWAL DATE: JANUARY 1, 2022



Because You're Different

PRESENTED BY

Brian O'Callaghan
Senior Vice President
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ADDRESS

Heffernan Insurance Brokers
1350 Carlback Avenue
Walnut Creek, CA 94596

INFORMATION

WWW.HEFFINS.COM
LICENSE # 0564249
(925) 934-8500
(925) 934-8278

DATE PREPARED

12/3/2021

AUTHORIZATION TO BIND COVERAGE

ATTENTION

This resume of coverage is NOT intended to replace or supersede your present insurance policies. For a complete description of coverages, conditions, limitations, warranties, exclusions, etc., please read the actual policy(ies). This is a quotation only, and coverage is not bound, nor does this document represent a Binder of Insurance.

On behalf of Fresno Economic Opportunities Commission, as an authorized representative:
I hereby authorize Heffernan Insurance Brokers to bind coverage(s) as stated in this proposal as follows:

_____ No Changes

_____ Changes:

I consent to electronic delivery of insurance policies, disclosures.

PLEASE NOTE:

- Higher limits of insurance and different types of coverage may be available, please contact us.
- Your coverages will not be bound unless and until the indicated binding requirements are met.

Acknowledged and Agreed:

NAME

SIGNATURE

TITLE

DATE SIGNED

EMAIL ADDRESS

NAMED INSURED

NAMED INSURED

Fresno County Economic Opportunities Commission

MAILING ADDRESS

1920 Mariposa Mall Suite 330, Fresno, CA 93721

WORKERS COMPENSATION COVERAGE – QUOTE #1

Issuing Company: Church Mutual Insurance Company
 Policy Term: 1/1/2022 to 1/1/2023
 AM Best's Rating: AXI

3. A. COVERED STATES - CA

3. B. LIABILITY LIMITS

COVERAGE DESCRIPTION	LIMITS
EMPLOYERS LIABILITY – BODILY INJURY BY ACCIDENT - EACH ACCIDENT	\$1,000,000
EMPLOYERS LIABILITY – BODILY INJURY BY DISEASE - POLICY LIMIT	\$1,000,000
EMPLOYERS LIABILITY – BODILY INJURY BY DISEASE - EACH EMPLOYEE	\$1,000,000

Class Code	Classification Description	Estimated Annual Payroll	Base Rate	Base Premium	Net Rate
0042-1	Landscape Gardening	\$425,200	9.00	\$38,268	11.896
7382-1	Bus or Limo Operations	\$1,407,700	12.23	\$172,162	16.166
8017-1	Stores - Retail - N.O.C.	\$49,500	3.80	\$1,881	5.023
8742-1	Salesperson - Outside	\$7,668,300	0.50	\$38,342	0.661
8810-1	Clerical Office Employees	\$18,598,000	0.43	\$79,971	0.568
8834-1	Physicians - All Employees	\$1,615,800	0.96	\$15,512	1.269
8847-1	Beverage Container Collect	\$58,900	13.47	\$7,934	17.805
8875-1	Public Colleges/Schools	\$943,400	1.44	\$13,585	1.903
9015-1	Building Operations - N.O.C.	\$595,900	5.88	\$35,039	7.772
9059-1	Day Care Centers - Child	\$9,503,400	3.16	\$300,307	4.177
9079-1	Restaurants or Taverns	\$1,601,200	3.90	\$62,447	5.155
9410-1	Municipal/State Employees	\$387,500	1.99	\$7,711	2.630
9420-1	Other Municipal Employees	\$248,400	16.19	\$40,216	21.400
Base Premium				\$813,374	
Waiver of Subrogation Endorsement Charge				\$244	
Experience Modification Factor				\$504,443	
Modified Premium				\$1,318,062	
Scheduled Mod .82				-\$237,251	
Premium Discount Factor .00592				-\$63,984	
Terrorism .04 on Total Payroll				\$17,672	
Premium Before State Fees				\$1,034,499	
State Fees				\$40,955	
Net Premium				\$1,075,454	

WORKERS COMPENSATION COVERAGE – QUOTE #1

IMPORTANT INFORMATION

- This policy is subject to audit at expiration to verify your actual payroll(s). An additional or return premium may result from this audit.
- If an individual, partner, owner or officer is not eligible to be covered or wants to be excluded from Workers' Compensation and Employer's Liability coverage, we suggest that they purchase life, health and disability insurance. Your personal health insurance MAY not pay for any WORK RELATED injury or disease. Please consider this before choosing to be excluded from coverage on your Workers' Compensation policy.
- Five States and the Commonwealth of Puerto Rico provide or require employers to provide short term disability insurance benefits. California, New Jersey and Rhode Island are paid thru payroll taxes which provide a State Disability Program. Hawaii and New York all require the employers to purchase a separate disability insurance policy. Heffernan Insurance Brokers sells disability insurance therefore if you have employees living/working in these States and would like a quote, please contact us. If you have employees who travel to New York or Hawaii please contact us as you may need to obtain coverage for their travel to these States.
- If you enter into a contract for an OCIP/CIP (Owner Controlled or Contractor Controlled Insurance Program) during the course of your policy term, please notify Heffernan Insurance Brokers immediately so that your insurance carrier(s) can be notified and your policy endorsed accordingly, if required.

WORKERS COMPENSATION COVERAGE – QUOTE #2

Issuing Company: Cypress Insurance Company (BHHC)
 Policy Term: 1/1/2022 to 1/1/2023
 AM Best's Rating: A++XV

3. A. COVERED STATES - CA

3. B. LIABILITY LIMITS

COVERAGE DESCRIPTION	LIMITS
EMPLOYERS LIABILITY – BODILY INJURY BY ACCIDENT - EACH ACCIDENT	\$1,000,000
EMPLOYERS LIABILITY – BODILY INJURY BY DISEASE - POLICY LIMIT	\$1,000,000
EMPLOYERS LIABILITY – BODILY INJURY BY DISEASE - EACH EMPLOYEE	\$1,000,000

Class Code	Classification Description	Estimated Annual Payroll	Base Rate	Base Premium	Net Rate
0042-1	Landscape Gardening	\$425,200	8.94	\$38,013	10.532
7382-1	Bus or Limo Operations	\$1,407,700	12.13	\$170,754	14.290
8017-1	Stores - Retail - N.O.C.	\$49,500	4.89	\$2,421	5.761
8742-1	Salesperson - Outside	\$7,668,300	0.65	\$49,844	0.766
8810-1	Clerical Office Employees	\$18,598,000	0.42	\$78,112	0.495
8834-1	Physicians - All Employees	\$1,615,800	1.24	\$20,036	1.461
8847-1	Beverage Container Collect	\$58,900	13.39	\$7,887	15.775
8875-1	Public Colleges/Schools	\$943,400	1.42	\$13,396	1.673
9015-1	Building Operations - N.O.C.	\$595,900	8.87	\$52,856	10.450
9059-1	Day Care Centers - Child	\$9,503,400	4.06	\$385,838	4.783
9079-1	Restaurants or Taverns	\$1,601,200	5.02	\$80,380	5.914
9410-1	Municipal/State Employees	\$387,500	1.97	\$7,634	2.321
9420-1	Other Municipal Employees	\$248,400	16.12	\$40,042	18.991
Base Premium				\$947,212	
Experience Modification Factor				\$587,272	
Risk Adjustment Factor .26789527				-\$411,081	
Premium Discount Factor .0446				-\$50,104	
Expense Constant Flat Charge				\$100	
Premium Before State Fees				\$1,073,399	
State Fees				\$42,496	
Net Premium				\$1,115,895	

WORKERS COMPENSATION COVERAGE – QUOTE #2

IMPORTANT INFORMATION

- This policy is subject to audit at expiration to verify your actual payroll(s). An additional or return premium may result from this audit.
- If an individual, partner, owner or officer is not eligible to be covered or wants to be excluded from Workers' Compensation and Employer's Liability coverage, we suggest that they purchase life, health and disability insurance. Your personal health insurance MAY not pay for any WORK RELATED injury or disease. Please consider this before choosing to be excluded from coverage on your Workers' Compensation policy.
- Five States and the Commonwealth of Puerto Rico provide or require employers to provide short term disability insurance benefits. California, New Jersey and Rhode Island are paid thru payroll taxes which provide a State Disability Program. Hawaii and New York all require the employers to purchase a separate disability insurance policy. Heffernan Insurance Brokers sells disability insurance therefore if you have employees living/working in these States and would like a quote, please contact us. If you have employees who travel to New York or Hawaii please contact us as you may need to obtain coverage for their travel to these States.
- If you enter into a contract for an OCIP/CIP (Owner Controlled or Contractor Controlled Insurance Program) during the course of your policy term, please notify Heffernan Insurance Brokers immediately so that your insurance carrier(s) can be notified and your policy endorsed accordingly, if required.

PREMIUM RECAP

COVERAGE/ CARRIER	POLICY TERM	AM BEST RATING	BILLING	PREMIUM
WORKER'S COMPENSATION/ CHURCH MUTUAL INS. CO.	1/1/2022 - 1/1/2023	AXI	Direct Bill by CM 8.3% due 1/1/2022 with 11 monthly installments	\$1,034,499 Premium \$40,955 Fees
				\$1,075,454 Total Due

COVERAGE/ CARRIER	POLICY TERM	AM BEST RATING	BILLING	PREMIUM
WORKER'S COMPENSATION/ CYPRESS INS. CO. (BHHC)	1/1/2022 - 1/1/2023	A++XV	Direct Bill by BHHC \$203,503.60 due 1/1/2022 with 9 monthly installments	\$1,073,399 Premium \$42,493 Fees
				\$1,115,895 Total Due

QUOTE CONDITIONS

Required copy of this proposal with coverage options, changes and deletions shown on the proposal along with the Signed Authorization to Bind Coverage is required prior to binding coverage.

IMPORTANT INFORMATION

This policy includes (monthly) (quarterly) (semi-annual) (annual) payroll reporting. Failure to report your payrolls on time will result in a notice of cancellation to be sent by the insurance carrier. All open items including payroll reports, overdue premiums will need to be satisfied **prior to the** CANCELLATION DATE in order for the insurance company to reinstate the policy. MOST insurance carriers now only send out one notice of cancellation and if all items are not met, no further notice is sent to you AND your policy will have cancelled.

Should you (the insured) elect to cancel your policy mid-term, you may be charged a short-rate cancellation penalty as determined by the insurance carrier regardless of the reasons to cancel. Please read your policy and endorsements for cancellation provisions.

Please refer to the policy for a complete list of exclusions, warranties, endorsements and limitations.

We recommend that you keep a copy of your policy (ies) and endorsements. Heffernan Insurance Brokers' retention policy is five (5) years from the expiration date of the policy as required by The Department of Insurance.

PREMIUM RECAP

IMPORTANT INFORMATION	
	Insurance carriers are rated by AM Best for financial Solvency. AM Best ratings are included in the above as of December 2, 2021. For the most current insurance company rating information , please go to www.ambest.com
	It is the policy of the Heffernan Insurance Brokers to discourage the use of carriers whose Best Rating is less than B+. If you are offered a quote with a carrier who is rated lower than B+, it is typically the only viable option we could obtain. If you are offered a quote for less than B+ rated then you will be required to sign an authorization to bind with a carrier less than B+ rated except for California State Compensation Insurance Fund for Workers Compensation as they withdrew from AM Best Rating

Please be advised that this quote will expire on the expiration date of your current coverage.

COMPARISONS AND MARKETING ANALYSIS

		2021	2022	
0042-1	Landscape Gardening	\$282,400	\$425,200	51%
7382-1	Bus or Limo Operations	\$1,874,200	\$1,407,700	-25%
8017-1	Stores - Retail - N.O.C.	\$77,400	\$49,500	-36%
8742-1	Salesperson - Outside	\$7,052,200	\$7,668,300	9%
8810-1	Clerical Office Employees	\$17,328,200	\$18,598,000	7%
8834-1	Physicians - All Employees	\$1,740,600	\$1,615,800	-7%
8847-1	Beverage Container Collect	\$142,500	\$58,900	-59%
8875-1	Public Colleges/Schools	\$663,900	\$943,400	42%
9015-1	Building Operations - N.O.C.	\$528,900	\$595,900	13%
9059-1	Day Care Centers - Child	\$8,875,200	\$9,503,400	7%
9079-1	Restaurants or Taverns	\$1,495,700	\$1,601,200	7%
9410-1	Municipal/State Employees	\$412,300	\$387,500	-6%
9420-1	Other Municipal Employees	\$600,700	\$248,400	-59%
	Payroll	\$41,074,200	\$43,103,200	5%
	Experience Mod	197%	162%	-18%
	Premium	\$1,197,593	\$1,075,454	-10%

Market	Response
Church Mutual	\$1,075,454
BHHC	\$1,115,895
Care West	Declined due to transportation Operations
Everest	Could not provide a competitive quotation
GuideOne	Could not provide a competitive quotation
ICW	Declined due to 9410 & 9420
State Fund	Indication of \$1,595,547
Tangram	Declined due to losses

LOSS SUMMARY

LOSS INFORMATION VALUED AS OF 10/2021

		Indemnity				Medical			Grand Totals			
Carrier	Total # of Claims	Paid	Outstanding	Total Incurred	Paid	Outstanding	Total Incurred	Expenses	Paid	Outstanding	Included Including Exps	
2021	Church Mutual	11	\$22,264	\$2,821	\$25,085	\$43,653	\$10,894	\$54,548	\$0	\$65,917	\$13,715	\$79,632
2020	BHHC	43	\$8,891	\$33,868	\$42,759	\$34,455.00	\$81,434	\$115,889.00	\$24,789	\$43,346	\$115,302	\$183,437
2019	BHHC	98	\$150,354	\$102,737	\$253,091	\$196,887	\$161,260	\$358,147	\$97,628	\$347,241	\$263,997	\$708,866
2018	BHHC	68	\$260,637	\$83,818	\$344,455	\$452,066	\$188,097	\$640,163	\$168,966	\$712,703	\$271,915	\$1,153,584
2017	BHHC	50	\$390,405	\$74,414	\$464,819	\$343,106	\$110,643	\$453,749	\$138,176	\$733,511	\$185,057	\$1,056,744

CLAIMS REPORTING INFORMATION

Failure to provide notice of a Claim or an Incident to your insurance carrier can result in denial of coverage for both expiring and renewal policies.

IMPORTANT FACTS TO KNOW

Every insurance policy is written differently. To ensure you receive the full benefits of the insurance policy you have purchased it is vitally important that you read and understand your policy including incident/claim reporting, definition of claim/incident, conditions of reporting etc. The below definitions of incidents or claims are only examples and are not intended to be inclusive of every matter that could rise to an incident/claim. **If in doubt as to whether a situation should be reported, contact us or your insurance carrier.**

The policy contract is between you and your insurance company, so while we can assist you in reporting your claims you should always seek the advice of your attorney.

The definition of an **incident or claim** may include (refer to your policy):

- Any knowledge by anyone in your company of a claim **or** any incident that may result in a claim;
- Demand for monetary or non-monetary relief;
- Notice that a non-employee, such as a customer or client, intends to hold you responsible for Third Party Discrimination;
- Civil, criminal, administrative, regulatory or mediation/arbitration proceedings, etc.
- Workers Compensation:
- Lawsuits filed by an injured worker, or their family, against our client alleging negligence or discrimination
- Penalty Petitions, under a State's Workers' Compensation Statute or Federal Statute, alleging the employer's unsafe actions knowingly caused an injury to occur or that they discriminated against an employee for filing a workers' compensation claim (For example a 132A or Serious & Willful under California's workers' compensation Statute
- Any lawsuits related to a Workers Compensation claim or claimant, and/or when a Workers Compensation claim includes allegations of wrongful termination, discrimination, sexual harassment, a written demand for modified or alternative work, or any such employment related allegations.

There are some other types of governmental or regulatory matters that may qualify as a **Claim or Notice of Incident** depending upon the terms of the policy, especially:

- Formal investigations;
- Any communication received from the EEOC, DFEH or ANY State Regulatory Agency or similar Federal, State or local administrative proceeding.
- Often these communications may simply state that they are investigating a matter and no action is required on your part. This is notice of an incident and **MUST** be reported to your carrier.

CLAIMS REPORTING INFORMATION

Be sure you Read and Understand all of your policies' definitions of claim or incident and their reporting requirements:

- Any situation meeting your policy's definition of a claim or incident during the policy period should be reported to the carrier immediately.
- You should make certain that those individuals in your company who are responsible for receiving notification of Claims are aware of the procedures in the event of a Claim, those procedures are set forth in detail in the notice provisions of your policy.
- If a claim or incident is presented to you after the policy has expired there may be specific provisions that permit noticing the claim after expiration.

Be sure that you communicate to Heffernan Insurance Brokers and state on all applications all incidents, claims or potential claims.

Be aware of policy quote conditions that require all incidents be reported prior to binding coverage. If you report it after the policy is bound, the insurance carrier may void the binder or change their terms and conditions of the policy. In addition the claim may not be covered under expiring policy or the renewal policy.

During Renewal Process, be sure that you report all claims, all incidents and all potential claims within the policy period to your carrier as there will be no coverage if the claim is submitted in the subsequent (renewal) policy period if you knew about it during the expiring policy term.

VERY IMPORTANT TO REMEMBER

- **Do not appoint defense counsel or incur any legal costs without consent from your insurance carrier.** Pursuant to the terms of the policy, carrier may have the right to either appoint counsel or in some instances, approve your choice of counsel. Most carriers will not pay for attorneys' fees incurred prior to giving the carrier notice of the claim.
- **Do not enter into settlement negotiations without consent from your insurance carrier.**

WHEN TO NOTIFY HEFFERNAN INSURANCE BROKERS

It is important that you notify us of any occurrences that could result in a claim and/or any change to your operation, which impacts your insurance program. Please notify us immediately when:

- You/any employee are made aware of any incident, event or occurrence that could result in a claim. See next page.
- You are contemplating a change of ownership, officers/directors, new operations, new ventures, partnerships, LLCs or change in the structure of your operations.
- Your address has changed or you are adding another location to your operations.
- You assume new liabilities by signing leases, contracts or rental agreements.
- Circumstances which may require and increase limit of insurance coverage:
 - Significant changes in payroll,
 - Significant changes in sales, or
 - Significant changes in subcontracting costs
- Changes in security procedures or protection systems (alarms, sprinkler systems, back-up procedures). Your policy may contain a warranty that systems are up and running and if not will void your insurance coverage.
- Vacancy or un-occupancy of any building that will last for more than thirty days.
- Change of personnel who manage your insurance, accounting or safety programs.
- Personnel who travel out of the state or country.
- Any use of watercraft or aircraft or use/ownership of drones.
- Significant changes in ERISA or Retirement Plans assets. You may need to increase your ERISA Bond limit to be in compliance with Federal Laws.
- Addition of new drivers.
- If you are leasing Automobiles, Equipment or both, please contact your Account Manager to verify that you have the proper insurance coverage in place and also prior to requesting proof of insurance for the Rental Agency.

If you are not sure, PLEASE CALL US.

HEFFERNAN INSURANCE BROKERS COMPENSATION DISCLOSURES

Commissions. The insurer that underwrites your policy generally pays our firm a sales commission. For our efforts, we are compensated primarily by standard commissions. Standard Commissions are based on the commission schedules developed by each insurance company and calculated as a percentage of the premium. This commission percentage is set by the insurance company, not by us, and is included as part of the insurance premium you pay.

Commissions and Incentive Compensation from Insurance Companies. We may also receive compensation through incentive or profit-sharing arrangements with insurance companies with which we place business. Eligibility for and the amount of contingency compensation is based on pre-established thresholds that consider the overall profitability of the business we place with insurers and other factors. This incentive compensation is never tied to any individual policyholder, and there is no meaningful method to determine in advance the impact that any particular policy has on these payments. If in a given year our firm does not meet the profitability thresholds outlined above, we are not eligible for any incentive compensation.

Additional Services Fees. Heffernan Insurance Brokers may charge fees for additional services in addition to the compensation & commissions described above, for our additional services. Additional Services Fees charged to YOU, if any, have been disclosed to YOU in this proposal, and you will acknowledge by signing our Additional Services Agreement included in this proposal.

HEFFERNAN INSURANCE BROKERS

DATA COLLECTION & DATA DISCLOSURE

INFORMATION

This notice describes our policy on collection and disclosure of your information.

Categories of Information Collected and May Be Disclosed:

We obtain most of the information directly from you. We may collect and disclose the following non-public personal information about you for the purpose of obtaining insurance products and services on your behalf:

- Your business dealings with us and other companies;
- Information about your transactions with us, our affiliates or others such as your policy coverage, premiums and payment history;
- Information you provide us on applications or other forms such as your name, address, Federal ID Number or Social Security number, assets, drivers' license numbers and drivers' Motor Vehicle Records.

To Whom Information is Disclosed:

We disclose your information to other parties in order to help us fulfill our obligations to you; this includes disclosure to:

- Insurance carriers, wholesalers, MGAs for the purpose of obtaining insurance for you;
- A third party partner to assist in administrative tasks and projects on behalf of you and Heffernan;
- A risk and insurance benchmarking organization that aggregates information in their database to give us access to resources so we can better serve you and to fulfill our contractual obligation.
- *Opt Out: If you do not want us to disclose any of your information to the benchmarking company, this can be stated on the Authorization to Bind document.*

INFORMATION REGARDING CONTRACTS & CERTIFICATES OF INSURANCE

Insurance is one of the available resources which may help in balancing your company's risk. You review, evaluate and sign contracts based on your evaluation of how much RISK your company can sustain. Insurance policies may defend and cover some of the items you have assumed in a contract but insurance will never cover everything you have agreed to in a contract.

We recommend that you and your legal counsel review all contracts prior to signing.

Additional Insured, Primary and/or Waiver of Subrogation Requests:

If your contract requires you to provide a Certificate of Insurance evidencing your insurance coverages, you may also be required to assume obligations and/or liability for others by naming your client or customer on your policy as an Additional Insured, your policy is primary and/or include a Waiver of Subrogation. This is possible only with permission of the insurance company, the endorsements must be approved by the insurance company and, in some cases, there may be an additional premium. Please forward the contract to us, along with the insurance requirements, and we will work with your insurance company to see if they can provide the coverages required in the contract. Please be aware that there may be other consequences to your policy, including but not limited to:

- Your policy limits are now shared with other entities: their claims involvement may reduce or exhaust your full policy's aggregate limits.
- Your policy may provide higher limits than required by contract; your full limits can be exposed to the Additional Insured.
- There may be conflicts in defense when your insurer has to defend both you and the Additional Insured.
- Additional Insured or Primary may only have coverage if the claim is also against you.
- Additional Insured endorsement may cover on-going operations and your contract states on-going and completed operations.
- If other party is at fault and you waive your rights for your insurance company to subrogate against their insurance company, your policy limits will be affected. This may also result in your future insurance rates increasing or ability to purchase insurance.
- Contracts you sign may include that you protect them for other items that are not covered by your insurance policy. Be sure that you read and understand your policy forms, exclusions, limitations, terms, warranties and conditions.
- 2013 ISO General Liability policy form restricts your insurance company payments to limits listed in the contracts. This may be contrary to what you or they believe you have or agreed upon. Currently there is no way to change the 2013 ISO policy forms.
- We cannot add any cancellation wording to a certificate of insurance. Only the first named insured (you) will receive notice of cancellation or non-renewal from the insurance company. The insurance company is under no obligation to provide notice of cancellation, reduction, change or non-renewal of coverage. Some insurance carriers will provide this endorsement but it is generally less than what the contract requires.

Please refer to this proposal and attachments for copies of the Additional Insured, Primary and Waiver of Subrogation endorsements that the company has added to your policy and authorized us to use. Since we can only issue these endorsements, be sure to update your contracts to reflect these forms. We cannot issue forms you agree to in a contract if not authorized by the insurance carrier.

ON-LINE ACCESS TO HIB 24/7 & RISK MANAGEMENT CENTER

HIB 24/7 – POWERED BY APPLIED SYSTEMS CSR24:

Heffernan Insurance Brokers has an online portal that is available to all our commercial insurance client users. The portal is available any time of the day or evening and is accessible not only from your desktop, but also from your mobile devices.

THROUGH THE HIB 24/7 PORTAL, YOU WILL NOW HAVE THE ABILITY TO:

- View documents
- View policy information
- Request changes on locations, vehicles, and drivers
- Request a certificate to be issued
- Reprint auto ID cards
- Report Claims
- . . . and more!

HEFFERNAN RISK MANAGEMENT CENTER POWERED BY KPA:

Heffernan has access to KPA's Risk Management Center, a client portal which allows clients to create and manage their own risk management, safety and HR programs. The portal includes several facets and has been heavily utilized by our clients focusing on increasing their risk management capabilities. Please note, there is a fee associated with this offering.

- Safety Program Resource and Administration
- Bilingual Library of safety training and sample safety programs
- Automated MSDS storage system
- Training tracking
- Job hazard analysis developer – helpful for mitigating Workers' Compensation claims and early return to work program
- Safety posters
- Online training programs & training tracking – This feature allows clients to monitor and track safety training via email, sending program to train and reminders to complete training
- Ability to upload own training documents for training purposes
- Online claim reporting
- OSHA reporting

HR RESOURCES

- Document Library
- Legislative Updates

ACCESSIBILITY AND SECURITY

- The HRMC portal is available 24 hours a day, 7 days a week. The portal access is



NATIONWIDE PRESENCE

Walnut Creek, San Francisco, Petaluma, Menlo Park, Napa, Bakersfield, Truckee, Irvine, Los Angeles, and Woodland Hills, CA; Phoenix, AZ; Portland, OR; Seattle and Olympia, WA; St. Louis, MO; Philadelphia, PA; and London, UK.

heffins.com
 (800) 234-6787
 License #0564249



- granted via logon and password.

FOR MORE INFORMATION, CONTACT YOUR HEFFERNAN SERVICE TEAM.

**Fresno Economic Opportunities Commission
2022 Workers Compensation Executive Summary**

Over the past few months, Heffernan Insurance Brokers has conducted a thorough Workers Compensation market analysis for Fresno Economic Opportunities Commission (Fresno EOC). We negotiated renewal terms with your incumbent carrier, Church Mutual, but also approached other markets, obtaining quotes & indications from two other carriers. This summary encompasses an analysis of your renewal options, claim performance, changes in the marketplace and our quote commentary for the 2022 policy year.

State of the Workers Compensation Industry:

2021 began with many of the same uncertainties as we experienced in 2020. However with the lifting of shelter-in-place orders and the vaccine rollouts, many of us saw something resembling normal. COVID-19's ultimate impact on the California workers compensation system is still undetermined. The California Workers Compensation Insurance Rating Bureau (WCIRB) projects the COVID-19 related costs from 2020 & 2021 to eclipse \$1 Billion. In addition to these claims, declining premiums and increased expenses have driven the state's combined loss & expense ratio above 100% for the first time in nearly a decade. While carriers are holding firm on their rates as we move into 2022, we do anticipate workers compensation rates to increase in the near future.

Nearly every year, the WCIRB tinkers with the experience modification (ex-mod) calculation. This year, the Expected Loss Rates (ELR) decreased slightly, which means employers were "allowed" less claims dollars in their calculations. COVID-19 claims do not count against an employer's experience and with many employees working remotely during 2020 and much of 2021, non-COVID workers comp claims fell 20% from beginning of 2020 to mid-July, which is likely responsible for the reduction in ELRs. As more of the state's workers come back to their physical offices, we may see additional ELR changes from the WCIRB in future years.

Fresno EOC's Performance:

For 2021, Fresno EOC has only 11 workers compensation claims. While remote work undoubtedly had an impact on the low claims count, we are thrilled with the low number. To put in perspective, 2020, the other COVID-impacted year, saw 43 claims filed by the organization. As of October, the total incurred claims amount is \$79,632 (including expenses). Although these losses are considered undeveloped the incurred dollar amount very small considering Fresno EOC's size, resulting in a 7% loss ratio. Fresno EOC's experience mod for 2022 has been published at 162%, which is about an 18% reduction from the 2021 ex-mod (197%). The following factors contributed to the decreased experience mod:

- Actual Primary Losses dropped \$387,483 in this experience period
- Payroll grew by \$1.2 Million

Although the Expected Losses used in the calculation dropped by about 8%, the large decrease in losses along with the payroll growth made a larger impact, resulting in the experience mod reduction. We will continue to monitor the claims throughout the year and communicate with the adjusters and Fresno EOC to make sure the claims are progressing as quickly and efficiently as possible. We will continue our

goal of closing these claims and keeping the incurred costs low. With continued work, we can look to extend Fresno EOC's downward experience mod trend.

Workers Compensation Program Renewal:

This year, we were able to obtain two firm quotes. The first is from your incumbent carrier, Church Mutual and the other is from Berkshire Hathaway (BHHC). The expiring premium with Church Mutual was \$1,179,593, inclusive of states taxes & fees. Church Mutual's renewal quote is \$1,075,454 with state taxes & fees or roughly 10% lower than expiring while BHHC's quote is \$1,115,895 with state taxes and fees. The difference between the two quotes is \$40,441. Fresno EOC is in a great position of having competitive options from two top carriers.

Fresno EOC's ex-mod dropped 18% this year, as previously discussed, and payroll grew by 5%. In this current market, we have been seeing carriers provide modest increases in base rates while slightly reducing credits as there is still uncertainty of COVID's impact. Despite the marketplace shifting upwards, we are pleased to present a reduction.

Market Analysis:

Heffernan Insurance Brokers contacted several insurance carriers for this year's renewal. We obtained firm quotes from two carriers: the incumbent, Church Mutual, as well as BHHC. An indication from one other carrier was obtained, however not competitive enough to present. We have provided the full results in the marketing analysis portion of the proposal.

Heffernan Insurance Brokers Commentary:

Fresno EOC is in an exciting position again this year by having two strong carriers providing competitive quotes. There is history with both carriers and each wants to be a long-term partner with Fresno EOC. There is a premium savings should you remain with Church Mutual. Typically when two quotes come in so close, the choice comes down to ease and/or preference. Even if a carrier is familiar, there are some administrative steps when switching. Some decide to stay with the incumbent to cut down on additional work. Others choose the carrier they feel fits their needs best, despite any pricing differences.

We anticipate the workers compensation marketplace to trend upward in the next year or so. When those increases start, you want a carrier partner who will help effectively manage claims and provide loss control services to help you keep your experience mod down. Both carriers will help you achieve this goal. We are very fortunate to have two amazing options this year. Either carrier is a great choice.

Sincerely,

Brian O'Callaghan
Senior Vice President
Heffernan Insurance Brokers

Jordann Coleman
Vice President
Heffernan Insurance Brokers

Stacey Okimoto
Executive Account Manager
Heffernan Insurance Brokers

BOARD OF COMMISSIONERS MEETING

Date: December 15, 2021	Program: Finance
Agenda Item #: 10D4	Director: N/A
Subject: Non-Competitive Procurements	Officer: Jim Rodriguez

Background

The information presented below is intended to keep the Committee apprised on any procurements made through a non-competitive procurement process.

In accordance with the Accounting Policies and Procedures Manual, Noncompetitive Procurements are “special purchasing circumstances, in which competitive bids are not obtained. Noncompetitive procurement (purchases and contracts) are only permissible in the following circumstances (2 CFR 200.320 [f]):

- An emergency exists that does not permit delay,
- Only one source of supply is available,
- If the awarding agency expressly authorizes noncompetitive proposals in response to a written request from the Agency,
- Or after solicitation of a number of sources, competition is determined to be inadequate.

The key requirement for the use of noncompetitive procurement is that the other methods of procurement are not feasible and one of the above circumstances exists.” A report on the non-competitive procurement awards is to be made to the Board of Commissioners.

The agency also follows the following guidelines:

- Purchases from \$10,000 to \$150,000 require three written quotes and may be approved by the CEO.
- Purchases greater than \$150,000 require formal bid procedures and require approval from the Board.
- Purchases greater than \$10,000 without the required quotes or bids must be disclosed to the Board.

Vendor	Purpose	Amount	Justification
The Restoration Company	Head Start (Madison) - restoration demo due to water flooding inside the building. To extract water and remove saturated drywall, flooring, and cabinets in the kitchen, classrooms, bathroom, closets, and 2 offices.	\$53,042.73	Emergency action needed due to the flooding in the building. The Restoration Company was the only vendor that responded for the emergency timeline needed due to standing water. They have experience in water/material removal.
Laborers Community Service & Training Foundation	LCC - for instructional training courses for the Youth Build participants/corps members. Courses include Safety Certification - OSHA, First Aid/CPR, Traffic Control, and Confined Space, Solar Orientation, Advanced Solar Photovoltaics installation, as other educational and career development services.	\$5,500 per course	Vendor had been approved as one of the sub-contractors for the Youth Build project for Union related training by the Youth Build Department of Labor. They are the only vendor that can provide training and certification for the Union related courses.



BOARD OF COMMISSIONERS MEETING

Date: December 15, 2021	Program: Finance
Agenda Item #: 10D5	Director: N/A
Subject: Health Insurance Report	Officer: Jim Rodriguez

Background

The information presented below is intended to keep the Committee apprised on the financial status of the Agency’s self-funded health insurance plan.

As of October 31, 2021, the health insurance reserve is at \$4.7 million, which covers approximately 5.5 months of average expenditures. To date, contributions from programs and employees for 2021 total \$9,597,410 while the Fund paid out \$8,862,542 in expenses. COVID-related claims costs funded by our CSBG CARES grant, total \$116,291. A budget amendment is being prepared which would increase the funds available for this area.

Changes to the health insurance plan in 2020 through 2022 include:

- Effective January 2020: 4% overall increase in Employer premiums and 22% overall increase in Employee premiums. Wellness plan now has the same annual deductible but will have a 25% discounted employee premium. The employee + child and employee + children tiers were consolidated.
- Effective January 2021: 6% increase in Employer premiums and an average 16% increase to Employee premiums.
- Effective January 2022: Add tele-health service and 1% increase in Employer premiums and an average 8% increase to Employee premiums.

This table presents a sample of the monthly health insurance premium rates for 2021. Rates vary depending on the type of coverage tier selected.

	Agency	Employee (Wellness Incentive)	Total Premium
Employee(EE) Only	\$ 594	\$ 108	\$ 702
EE +Child(ren)	\$ 1,074	\$ 192	\$ 1,266
EE + Family	\$ 1,428	\$ 258	\$ 1,686
EE + Spouse	\$ 1,194	\$ 210	\$ 1,404

FRESNO EOC
HEALTH INSURANCE FUND REPORT
 THROUGH OCTOBER 31, 2021

	2021												2020				
	January	February	March	April	May	June	July	August	September	October	November	December	YTD totals	Mo. Avg.	YTD totals	Annual	Annual Mo.
	3,991,455	4,258,187	4,659,793	4,938,789	4,828,849	4,834,256	4,819,502	4,615,550	4,827,231	4,918,525	4,726,322	4,726,322	Jan - Oct	Prev 12 mos	Jan - Oct	Jan - Dec	Jan - Dec
Beginning Fund Balance																	
Income																	
Agency Contributions	868,403	858,194	852,325	847,093	842,960	870,509	611,667	755,946	686,195	752,967			7,946,259	804,412	8,353,248	10,059,937	838,328
Additional Agency Contr.	51,529	64,762	-	-	-	-	-	-	-	-			116,291	15,105	49,039	65,197	5,433
Employee Contributions	283,963	176,373	181,307	94,977	187,274	98,212	131,833	129,029	163,122	88,770			1,534,860	154,957	1,433,689	1,755,815	146,318
Total Income	1,203,895	1,099,329	1,033,632	942,070	1,030,234	968,721	743,500	884,975	849,317	841,737	0	0	9,597,410	974,475	9,835,976	11,880,949	990,079
Expenses																	
Health Claims Paid	500,161	302,551	362,387	686,188	616,263	920,707	578,700	415,044	416,235	914,344			5,712,580	538,996	5,013,522	6,164,003	513,667
Dental Claims Paid	65,934	67,225	51,751	50,080	72,754	52,746	57,765	70,902	40,219	52,798			582,174	56,523	443,165	546,628	45,552
Prescriptions Paid	210,323	158,769	169,885	143,418	169,456	114,954	154,172	160,965	141,169	160,081			1,583,192	144,933	1,809,223	1,982,823	165,235
Vision Claims Paid	12,742	9,468	7,580	14,869	10,131	9,665	8,010	9,670	7,843	6,742			96,720	9,681	79,564	97,955	8,163
Stop Loss Premiums	89,987	101,367	106,729	103,446	101,789	103,240	95,787	97,630	107,965	101,400			1,009,340	103,749	1,135,455	1,362,007	113,501
Stop Loss Claims	0	0	0	0	0	(271,090)	(3,119)	(130,662)	(6,284)	(250,673)			(661,828)	(44,606)	(102,915)	(193,741)	(16,145)
Life Insurance Premiums	14,000	13,799	13,676	13,548	13,654	13,056	12,346	12,064	12,047	12,010			130,200	13,350	145,555	173,408	14,451
Pinnacle	14,462	14,514	14,393	14,410	14,324	14,306	13,579	13,198	13,059	13,008			139,253	14,094	147,920	176,507	14,709
Blue Cross	14,970	14,933	14,822	14,840	14,747	14,728	13,984	13,555	13,388	13,351			143,318	14,587	154,219	184,255	15,355
Benefits Consultant	6,917	6,917	6,916	6,917	6,917	6,916	6,917	6,916	6,916	6,916			69,166	7,130	77,442	92,979	7,748
Employee Assist. Program	1,877	1,876	1,877	1,876	1,877	1,876	1,877	1,876	1,877	1,876			18,765	1,877	18,766	22,518	1,877
Preferred Chiropractors	1,005	1,003	995	996	990	989	939	910	898	896			9,621	916	7,789	9,299	775
Other Expenses	4,785	5,300	3,625	1,422	1,925	1,382	1,276	1,225	2,691	1,191			24,822	2,320	17,263	19,976	1,665
ACA Fees	0	0	0	0	0	0	5,219	0	0	0			5,219	435	5,220	5,220	435
Total Expenses	937,163	697,722	754,636	1,052,010	1,024,827	983,475	947,452	673,294	758,023	1,033,940	0	0	8,862,542	863,984	8,952,188	10,643,836	886,986
Current Fund Activity (net)	266,732	401,607	278,996	(109,940)	5,407	(14,754)	(203,952)	211,681	91,294	(192,203)	0	0	734,868	110,491	883,788	1,237,113	103,093
Ending Fund Balance	4,258,187	4,659,793	4,938,789	4,828,849	4,834,256	4,819,502	4,615,550	4,827,231	4,918,525	4,726,322	4,726,322	4,726,322	4,726,322				
Enrollment																	
Employee only-Traditional	294	287	288	290	293	293	280	271	267	265				283		330	
High-Deduct	57	56	57	58	57	52	50	51	50	49				54		41	
Family coverage-Traditional	416	421	414	413	408	412	390	377	373	373				400		463	
High-Deduct	37	37	36	35	33	33	30	28	28	29				33		28	
Dental coverage only	31	36	35	35	35	35	33	34	35	34				34		36	
Temp/On Call Plan	0	1	1	1	1	1	1	1	1	1				1		0	
Total employees enrolled	835	838	831	832	827	826	784	762	754	751	0	0	804		898		
Total dependants covered																	
Average contributions per employee	1,442	1,312	1,244	1,132	1,246	1,173	948	1,161	1,126	1,121				1,212		1,103	
Average expenses per employee	1,122	833	908	1,264	1,239	1,191	1,208	884	1,005	1,377				1,075		988	

Estimated # months funded: 5.5

BOARD OF COMMISSIONERS MEETING

Date: December 15, 2021	Program: N/A
Agenda Item #: 10D6	Director: Jeff Davis
Subject: Variance Report	Officer: Jim Rodriguez

The information presented below is intended to keep the Board apprised on the fiscal status of selected program(s) within the Agency that are routinely shared with Program Directors and Executive staff.

The following prepared Variance Report will be presented:

Food Services

- Through 75% of the contract period, approximately 93% of budgeted revenues have been received. Through 75% of the contract period, approximately 87% of budgeted expenses have been used.
- Although the revenue and expenses are projected to surpass what they were previously budgeted, the revenue and expenses are keeping in line with each other.

Workforce Connection – In School

Funding Period: July 1, 2021 – June 30, 2022

Revenue: Budgeted revenue is \$204,013.

Expenses: YTD expenses are \$47,751 or 23% of budget. The project period is 33% complete.

OBSERVATIONS: Overall, this program is operating slightly below the budget due to salary savings associated with Staff resignations. A budget modification will be completed and submitted to ensure complete expenditure of funds by the end of the contract period.

Workforce Connection – Out of School

Funding Period: July 1, 2021 – June 30, 2022

Revenue: Budgeted revenue is \$816,051.

Expenses: Expenses are \$232,876, or 28% of budget. The project period is 33% complete.

OBSERVATIONS: Overall, this program is operating slightly below the budget due to salary savings associated with Staff resignations. A budget modification will be completed and submitted to ensure complete expenditure of funds by the end of the contract period.

CAL-OES

Funding Period: April 1, 2021 – March 31, 2022

Revenue: Budgeted revenue is \$50,000.

Expenses: YTD expenses are \$19,675, or 39% of budget. The project period is 50% complete.

OBSERVATIONS: This program is currently operating under budget due to COVID-19 Shelter in Place requirements during contract period. As of July 1, 2021, staff have returned to work on site and fully expect to expend all funds by March 31, 2022.

Wells Fargo Internships Funding:

Funding Period: January 1, 2021 – June 30, 2022

Revenue: Budgeted revenue is \$35,000.

Expenses: Expenses are \$11,931, or 34% of budget. The project period is 56% complete.

OBSERVATIONS: Overall, this program is operating below the budget. The additional development of paid internships will continue until all funds budgeted have been expended.

Valley Apprenticeship Connection – State Center Community College District:

Funding Period: January 1, 2021 – April 30, 2022

Revenue: Budgeted revenue is \$332,985.

Expenses: YTD expenses are \$136,362.

OBSERVATIONS: The program has not submitted all reimbursement invoices at this time. Additional invoices will be submitted within the next quarter which will facilitate being on track to fully expend all funding budgeted.

Valley Apprenticeship Connection – Employment Development Corporation/Department (EDC) of Social Services (DSS)

Funding Period: January 1, 2021 – December 31, 2026

Revenue: Budgeted revenue is \$225,000. Revenue Earned \$105,000.

Expenses: YTD expenses are \$122,109.

OBSERVATIONS: Overall, this program is operating over the revenue received. This is a revenue generating contract. Revenue is billed based on referrals received from DSS and referrals during the current period have been limited. This is a five-year contract and it is anticipated that referrals will be substantially increased which will provide significant revenue allowing the correction of budget deficiency.

Valley Apprenticeship Connection – Fresno Co. Probation

Funding Period: May 1, 2021 – April 30, 2022

Revenue: Budgeted revenue is \$264,000.

Expenses: YTD expenses are \$113,552, or 43% of budget.

OBSERVATIONS: Overall, this program is operating below the budget. The program has not submitted all reimbursement invoices at this time. Additional invoices will be submitted within the next quarter which will facilitate being on track to fully expend all funding budgeted.

Valley Apprenticeship Connection – Building Trades

Funding Period: October 1, 2020 – October 31, 2021

Revenue: Budgeted revenue is \$25,000.

Expenses: YTD expenses are \$24,952, or 99.81% of budget. The project period is 100% complete.

OBSERVATIONS:

Valley Apprenticeship Connection – Mayor Lee Brand Funding

Funding Period: January 1, 2021 – December 31, 2021

Revenue: Budgeted revenue is \$25,000

Expenses: YTD expenses are \$256 or 1% of total budget. Project period is 83% complete.

OBSERVATIONS: This funding is unrestricted and does not have an expiration date for expenditure. Funding will be used to off-set and potential future program funding deficits.

Foster Grandparents U.S. Department of Labor (Carry Over Funding)

Funding Period: July 1, 2020 – December 31, 2021

Revenue: Budgeted revenue is \$449,339.

Expenses: YTD expenses are \$421,964 or 94% of budget. Project period is 89% complete.

OBSERVATIONS: This grant is operating above budget and is expected to be fully utilized.

Foster Grandparents U.S. Department of Labor

Funding Period: July 1, 2021 – June 30, 2022

Revenue: Budgeted revenue is \$386,408.

Expenses: YTD expenses are \$72,533 or 19% of budget. Project period is 33% complete.

OBSERVATIONS: This grant is operating below budget and is expected to be fully utilized.

**Fresno Economic Opportunities Commission
2021 FOOD SERVICES VARIANCE REPORT**

Jan - Sept 2021 Variance Report 75%	2021 Budget	Jan - Sept Actuals	Remaining Budget	Percentage Used 90%
REVENUES AND SUPPORT				
FMAAA Revenue	1,780,000	681,466.06	1,098,533.94	38.28%
Summer Food Revenue	630,935	769,326.58	(138,391.64)	121.93%
USDA	73,403	30,637.22	42,765.33	41.74%
Billing Income Third Party	3,200,000	4,662,050.84	(1,462,050.84)	145.69%
Billing Income Other Revenue	22,884	136,316.89	(113,432.84)	595.69%
Home Bound Meal Delivery	36,354	13,595.00	22,759.22	37.40%
Catering Events Internal or Related	300,000	94,637.74	205,362.26	31.55%
Head Start Meals	1,708,334	934,427.83	773,906.27	54.70%
EOC Café Sales	100,000	-	100,000.00	0.00%
Sanctuary Meals	22,172	15,282.12	6,890.07	68.92%
SOUL Meals	13,605	4,007.52	9,597.05	29.46%
TOTAL REVENUES AND SUPPORT	7,887,687	7,341,747.80	545,938.81	93.08%
EXPENSES				
Personnel Costs	2,632,340	1,867,018.60	765,321.40	70.93%
Admin Services	602,069	213,695.95	388,373.22	35.49%
Professional Services - Audit	5,000	856.75	4,143.25	17.14%
Contract Services	587,400	858,178.17	(270,778.17)	146.10%
Facility Costs	127,588	97,109.46	30,478.09	76.11%
Out-of-County/Out-of-State Travel	1,300	-	1,300.00	0.00%
Travel, Mileage	2,349	3,883.68	(1,535.15)	165.37%
Equipment Costs	61,144	117,066.29	(55,922.04)	191.46%
Office Expense	50,679	65,337.19	(14,657.89)	128.92%
Insurance Expense	16,077	13,732.47	2,344.49	85.42%
Program Supplies & Client Costs	3,801,741	3,669,397.21	132,343.92	96.52%
TOTAL EXPENSES	7,887,687	6,906,275.77	981,411.14	87.56%
NET SURPLUS/(DEFICIT)	(0)	435,472.03	(435,472.32)	90.32%

Workforce Connection Young Adult Services - In School
Monthly Progress Report
As of
October 31, 2021

Program Period: July 1, 2020 - June 30, 2021
Project ID # 57101 , 57105
CONTRACT TIME LAPSED:
33.33%

	ANNUAL BUDGET	Y-T-D ACTUAL	BALANCE	Y-T-D % USED
REVENUE:				
Fresno Regional Workforce Investment Board	204,013	47,751	156,262	23.41%
TOTAL REVENUE	204,013	47,751	156,262	23.41%
Expenditures:				
Salaries	123,930	29,757	94,173	24.01%
Taxes	11,638	2,684	8,954	23.06%
Benefits	31,125	6,972	24,153	22.40%
TOTAL PERSONNEL	166,693	39,413	127,280	23.64%
OTHER OPERATING EXPENSES				
Mileage	265	14	251	5.47%
Building Rent	15,218	3,027	12,190	19.89%
Equipment Rent - Copy Machine	1,800	470	1,330	26.12%
Equipment Rent - Water Cooler	102	12	91	11.27%
Postage	20	0	20	0.00%
Audit Service	245	17	228	6.96%
Telephone	1,100	366	734	33.25%
Insurance	1,445	213	1,232	14.73%
Office Supplies	300	212	88	70.74%
Staff Training	0	0	0	0.00%
Advertisement	0	0	0	0.00%
Indirect	16,826	4,006	12,819	23.81%
Total Non-Personnel	37,320	8,337	28,983	22.34%
Total Expenditures	204,013	47,751	156,263	23.41%
Net Income (Loss)	(0)	0		

Note:

Workforce Connection Young Adult Services - Out of School
Monthly Progress Report
As of
October 31, 2021

Program Period: July 1, 2020 - June 30, 2021
Project ID # 57103 , 57107
CONTRACT TIME LAPSED:
33.33%

	ANNUAL BUDGET	Y-T-D ACTUAL	BALANCE	Y-T-D % USED
REVENUE:				
Fresno Regional Workforce Investment Board	816,051	232,876	583,175	28.54%
TOTAL REVENUE	816,051	232,876	583,175	28.54%
Expenditures:				
Salaries	495,726	148,407	347,319	29.94%
Taxes	46,550	13,570	32,980	29.15%
Benefits	124,498	34,115	90,383	27.40%
TOTAL PERSONNEL	666,774	196,092	470,682	29.41%
OTHER OPERATING EXPENSES				
Mileage	1,060	58	1,002	5.46%
Building Rent	60,870	12,059	48,811	19.81%
Equipment Rent - Copy Machine	7,200	2,222	4,978	30.86%
Equipment Rent - Water Cooler	410	46	363	11.28%
Postage	80	0	80	0.00%
Audit Service	979	155	824	15.84%
Telephone	4,400	1,380	3,020	31.37%
Insurance	5,779	851	4,928	14.73%
Office Supplies	1,200	951	249	79.24%
Staff Training	0	0	0	
Advertisement		0	0	
Indirect	67,299	19,061	48,238	28.32%
Total Non-Personnel	149,277	36,785	112,493	24.64%
Total Expenditures	816,051	232,876	583,175	28.54%
Net Income (Loss)	(0)	0		

Note:

Cal-OES
 Monthly Progress Report
 As of
 October 31, 2021

Year 5
 Program Period: April 1, 2021 - March 31, 2022
 Project ID # 50310
 CONTRACT TIME LAPSED:
 50.00%

	ANNUAL BUDGET	Y-T-D ACTUAL	BALANCE	Y-T-D % USED
REVENUE:				
State of California	50,000	19,675	30,325	39.35%
TOTAL REVENUE	50,000	19,675	30,325	39.35%
Expenditures:				
Salaries	33,906	13,796	20,110	40.69%
Fringe Benefits	12,263	4,473	7,790	36.47%
TOTAL PERSONNEL	46,169	18,268	27,901	39.57%
OTHER OPERATING EXPENSES				
Rent	1,800	1,229	571	68.25%
Mileage	750	0	750	0.00%
Office Supplies	600	0	600	0.00%
Communication	681	179	502	26.22%
Total Non-Personnel	3,831	1,407	2,424	36.73%
Total Expenditures	50,000	19,675	30,325	39.35%
Net Income (Loss)	0	(0)		

Note:

Wells Fargo-Summer Internship Program
Monthly Progress Report
As of
JANUARY 1, 2020 - JUNE 30, 2022

Program Period: JAN-DEC
Project ID # 57803, 57813
CONTRACT TIME LAPSED:
55.56%

	ANNUAL BUDGET	Y-T-D ACTUAL	BALANCE	Y-T-D % USED
REVENUE:				
Wells Fargo	35,000	35,000	0	100.00%
TOTAL REVENUE	35,000	35,000	0	100.00%
Expenditures:				
Salaries	4,500	1,984	2,516	44.08%
Fringe	1,620	91	1,529	5.61%
TOTAL PERSONNEL	6,120	2,075	0	33.90%
OTHER OPERATING EXPENSES				
Staff Mileage	100	28	72	27.64%
Communication Cost	100	26	74	26.38%
Program Supplies & Participant Cost	3,325	472	2,853	14.19%
Other Costs-Summer Internships/Youth Program	25,355	9,331	16,024	36.80%
TOTAL OTHER OPERATING EXPENSES	28,880	9,857	19,023	34.13%
Total Expenditures	35,000	11,931	23,069	34.09%
Net Income (Loss)	0	23,069		

Note:

Valley Apprenticeship Connections (VAC)

Program Period: 1/1/21-4/30/21

Project # 51006 (SCCCD) State Center Community College District

50.00% % of year completed

	Budget 5/1/21-4/30/22	Actual 5/1/21-10/31/21	Balance	% of budget spent to date
Revenues and Support				
SCCCD FY 21-22	260,000	74,456	185,544	28.64%
SCCCD CARRY FORWARD FY 20-21	72,985	72,985	-	100.00%
Total Revenues and Support	\$332,985	\$147,441	\$185,544	44.28%
Personnel Costs:				
SALARIES	\$140,000	\$56,218	\$38,560	40.16%
FRINGE	\$38,253	\$16,566	\$12,109	43.31%
Total Personal Costs	\$178,253	\$72,784	\$50,669	40.83%
Expenses				
Other Expenses				
FACILITY COSTS	11,887	7,596	4,291	63.90%
OFFICE SUPPLIES/EXPENSES	15,000	5,187	9,813	34.58%
MILEAGE/TRAVEL	3,500	549	2,951	15.69%
INSURANCE COSTS	700	218	482	31.10%
COPIERS LEASE, REPAIRS & MAINTENANCE	9,730	2,960	6,770	30.42%
Total Other Expenses	40,817	16,510	12,764	40.45%
Program Supplies & Client Costs				
DUES-ORGANIZATIONS	9,220	4,998	4,222	54.21%
OUTREACH	1,000	943	57	94.27%
WORKSHOP SUPPLIES	5,000	1,414	3,586	28.27%
SUPPORTIVE SERVICES	20,951	6,015	14,936	28.71%
TRAINING/INSTRUCTION	50,000	22,439	27,561	44.88%
			-	
Total Program Supplies & Client Costs	86,171	35,809	50,362	41.56%
Indirect				
ADMIN SERVICES	27,352	11,259	16,093	41.16%
PROFESSIONAL SERVICES - AUDIT	392	-	392	0.00%
Total Indirect	27,744	11,259	16,485	40.58%
Total Expenses	332,985	136,362	130,280	40.95%
NET SURPLUS/(DEFICIT)	\$ (0)	\$ 11,079		

Valley Apprenticeship Connections (VAC)

Program Period: January 1, 2021 - December 31, 2021 (12 months)

Project # 51002 Fresno County EDC

83.33% % of year completed

	Budget 1/1/21-12/31/21	Actual 10/31/21	Balance	% of budget spent to date
Revenues and Support				
Fresno County EDC (\$7,500 x 30)	225,000	105,000	120,000	46.67%
CVTC MISC. INCOME	1,040	1,040	-	100.00%
Total Revenues and Support	226,040	\$106,040	\$120,000	46.91%
Expenses				
Personnel Costs				
SALARIES	113,787	68,065	45,722	59.82%
FRINGE	40,963	22,992	17,971	56.13%
Total Personnel Costs	154,750	91,057	63,693	58.84%
Facility Costs				
RENT	19,894	13,843	6,051	69.58%
Total Facility Costs	19,894	13,843	6,051	69.58%
Travel & Training				
MILEAGE/TRAVEL	2,000	601	1,399	30.06%
Total Travel & Training	2,000	601	1,399	30.06%
Office Expense				
COMPUTER EQUIPMENT	-	-	-	0.00%
COPIERS LEASE, REPAIRS & MAINTENANCE	1,000	3	997	0.32%
PRINTING	500	-	500	0.00%
OFFICE SUPPLIES	2,000	-	2,000	0.00%
TELEPHONE	1,000	556	444	55.65%
Total Office Expense	4,500	560	3,940	12.44%
Insurance Expense				
INSURANCE	624	638	(14)	102.28%
Total Insurance Expense	624	638	(14)	102.28%
Program Supplies & Client Costs				
FINGERPRINTING	1,200	327	873	27.25%
WORKSHOP/CLASSROOM SUPPLIES	500	0	500	0.08%
TRAINING/INSTRUCTION	10,000	4,998	5,002	49.98%
SUPPORTIVE SERVICES	11,040	-	11,040	0.00%
OUTREACH	2,000	2	1,998	0.10%
PROGRAM INCENTIVES	686	-	686	0.00%
Total Program Supplies & Client Costs	25,426	5,327	20,099	20.95%
Indirect				
ADMIN SERVICES	18,577	10,082	8,495	54.27%
PROFESSIONAL SERVICES - AUDIT	269	-	269	0.00%
Total Expenses	\$226,040	122,109	\$103,931	54.02%
NET SURPLUS/(DEFICIT)	\$ (0)	\$ (16,069)		

Valley Apprenticeship Connections (VAC)
 Program Period: May 1, 2021 - April 30, 2022
 Project # 51005 Fresno County Probation
 50.00% % of year completed

	Budget 5/21-4/22	Actual 10/31/21	Balance	% of budget spent to date
Revenues and Support				
County Probation	264,000	113,552	150,448	43.01%
Total Revenues and Support	\$264,000	\$113,552	\$150,448	43.01%
Expenses				
Personnel Costs				
SALARIES	136,355	64,619	71,736	47.39%
FRINGE	63,271	19,347	43,924	30.58%
Total Personnel Costs	199,626	83,966	115,660	42.06%
Office Expense				
COMPUTER EQUIPMENT	-	-	-	0.00%
EQUIPMENT MAINTENANCE	-	-	-	0.00%
PRINTING	-	-	-	0.00%
OFFICE EXPENSE	1,600	141	1,459	8.78%
Total Office Expense	1,600	141	1,459	8.78%
TELEPHONE	600	259	341	43.18%
INSURANCE	936	244	692	26.03%
RENT	16,224	10,996	5,228	67.78%
MILEAGE/TRAVEL	400	683	(283)	170.75%
Other Expenses				
WORKSHOP/CLASSROOM SUPPLIES	500	-	500	0.00%
TRAINING/INSTRUCTION	14,100	4,165	9,935	29.54%
PROGRAM INCENTIVES	2,309	-	2,309	0.00%
Total Program Supplies & Client Costs	16,909	16,347	20,182	96.68%
Indirect				
ADMIN SERVICES	21,687	9,376	12,311	43.23%
PROFESSIONAL SERVICES - AUDIT	316	-	316	0.00%
Total Indirect	22,003	9,376	12,627	42.61%
SUPPORTIVE SERVICES	5,702	3,723.34	1,979	65.30%
Total Expenses	\$264,000	\$113,552	\$150,448	43.01%
NET SURPLUS/(DEFICIT)	\$ -	\$ -		

Valley Apprenticeship Connections (VAC)
Program Period: October 1, 2020 - October 31, 2021 (13 months)
Project # 51025 Building Trades
 92.31% % of year completed

	Budget 10/1/20-10/31/21	Actual 9/30/21	Balance	% of budget spent to date
Revenues and Support				
Building Trades	25,000	24,952	48	99.81%
Total Revenues and Support	25,000	\$24,952	\$48	99.81%
Expenses				
Personnel Costs				
SALARIES	17,339	17,301	38	99.78%
FRINGE	7,661	7,651	10	99.87%
Total Personnel Costs	25,000	24,952	48	99.81%
Total Expenses	\$25,000	\$24,952	\$48	99.81%
NET SURPLUS/(DEFICIT)				
	\$ -	\$ -		

Please Note:

Valley Apprenticeship Connections (VAC)
 Program Period: January 1, 2021 - October 31, 2021 (12 months)
 Project # 51007 MAYOR LEE BRAND FUND
 83.33% % of year completed

	Budget 1/21-12/21	Actual 10/31/21	Balance	% of budget spent to date
Revenues and Support				
MAYOR LEE BRAND FUND	25,000	25,000	-	100.00%
Total Revenues and Support	25,000	\$25,000	\$0	100.00%
Expenses				
Personnel Costs				
OFFICE EXPENSE	5,000	256	4,744	5.11%
PARTICIPANT EXPENSE	20,000	-	20,000	0.00%
Total Personnel Costs	25,000	256	24,744	1.02%
Total Expenses	\$25,000	\$256	\$24,744	1.02%
NET SURPLUS/(DEFICIT)				
	\$ -	\$ 24,744		

Please Note:

**FOSTER GRANDPARENTS
Monthly Progress Report
October 31, 2021**

Program Period: July 1, 2020 - June 30, 2021
Project ID #: 55102 - 55105

	91.00%	93.91%	0.00%	0.00%	#DIV/0!										
Percentage of Time Lapsed															
CATEGORY	Total Budget	CNCS (55103)	Actual YTD Expenses	% of Total	Remaining Balance	EOC (In-kind)	Actual YTD	% of Total	Bal	Excess (Federal)	Actual YTD	% of Total	Balance	TOTAL Actual YTD	% of CNCS
REVENUE															
CNCS	386,408	386,408	375,618		10,790									375,618	
CNCS Carry Forward from FY 19-20	47,931	47,931	31,346		16,585									31,346	
CNCS Augmentation Funds	15,000	15,000	15,000		-										
Agency Support	-				-										
Agency Support - CSBG	46,024				-	46,024	-		46,024	-	-				
Non-Federal & Donations	-				-		-			-					
Meal Cost Reimbursements	-				-		-			-					
Head Start	-				-		-			-					
DOL	-				-		-			-					
In-kind	27,771				-					27,771	-		27,771		
Total Revenue	523,134	449,339	421,964		27,375	46,024	-		46,024	27,771	-		27,771	421,964	
SALARIES & BENEFITS															
Salaries	88,800	87,310	80,256		7,054					1,490			1,490	80,256	
Benefits/Taxes	39,977	39,323	25,216		14,107					654			654	25,216	
Total Salaries & Benefits	128,777	126,633	105,472	25%	21,161			0%		2,144			2,144	105,472	25%
SERVICES & SUPPLIES															
Project Staff Travel															
Travel (Local)	1,590	1,590	328		1,262									328	
Long Distance Travel	1,000	1,000			1,000										
Supplies															
Office Expense (Inc. Carry Forward \$47,931)	45,173	45,173	42,026		3,147									42,026	
Leased Copiers	576	576	570		6									570	
In-Kind Supplies															
Technology Supplies															
Contracts															
Audit 0.12%	151	151	188		(37)									188	
In-kind Professional Services															
In-kind Labor															
In-Kind Training															
Other Volunteer Support Costs															
Program - Misc. Background Checks	3,080	3,080	73		3,008									73	
Office Rental	4,990	4,990	5,072		(82)									5,072	
Organizational Dues	100	100	150		(50)									150	
Communications	1,020	1,020	1,379		(359)									1,379	
Cell Phone															
Insurance	420	420	378		42									378	
In-kind Meeting Contributions	1,500					1,500	-		1,500						
Recruitment	300	300			300										
In-kind Misc.															
Indirect Costs															
Administration 7.5% July-Dec 2020 9% Jan-Ju	9,413	9,413	13,466		(4,053)									13,466	
Total Support Expenses	69,313	67,813	63,629	15%	4,184	1,500		0%	1,500					63,629	15%
VOLUNTEER EXPENSES															
Stipends															
Foster Grandparents Stipends	212,976	212,976	243,758		(30,782)									243,758	
Stipends															
Meals	38,167					12,540			12,540	25,627			25,627		
Insurance (CIMA)	392	392			392										
Recognition: Food Commodities to Volunteers	25,200					25,200			25,200						
Recognition	21,230	14,446	7,777		6,669	6,784			6,784					7,777	
Uniform	2,720		1,116		1,604									1,116	
Volunteer Travel	23,059	23,059	212		22,847									212	
Volunteer Physical Exams	1,300	1,300			1,300										
Total Volunteer Exp (80%)	325,044	254,893	252,863	60%	2,030	44,524		0%	44,524	25,627			25,627	252,863	60%
TOTAL EXPENSES	523,134	449,339	421,964		27,375	46,024			46,024	27,771			27,771	421,964	
Prior year carryover															
Surplus/Deficit			0											0	

Notes:	93.9%		Volunteer Expense Ratio		Percentage	
	Actual Cumulative Hours	81,253	Minimum Support Requirement (MSR)	48,208		>80% of
	Total hours per VSY	79,999				

YTD Loss is a result of expenses after report was submitted. Since the project continues thru 12/31/21 they will be captured on the July 2021 reimbursement request.

		Actual Support	-
Total VSYS	1.02		
Average VSYS	0.15		

CNCS	EOC and In-kind	TOTAL	
252,863	-	252,863	449,339 56%

GOAL	ACTUAL	Shortfall
347,471	252,863	(94,608)

Actual VSYS hours per June 2021 report 66,786

**FOSTER GRANDPARENTS
Monthly Progress Report
October 31, 2021**

Program Period: July 1, 2021 - June 30, 2022
Project ID #: 55102 - 55105
Percentage of Time Lapsed 0.33%

CATEGORY	Total Budget	18.77%			0.00%			0.00%			#DIV/0!				
		CNCs (55103)	Actual YTD Expenses	% of Total	Remaining Balance	EOC (In-kind)	Actual YTD	% of Total	Bal	Excess (Federal)		Actual YTD	% of Total	Balance	TOTAL Actual YTD
REVENUE															
CNCs	386,408	386,408	72,533		313,875									72,533	
Agency Support	-	-	-		-									-	
Agency Support - CSBG	-	-	-		-									-	
Non-Federal & Donations	-	-	-		-									-	
Meal Cost Reimbursements	-	-	-		-									-	
Head Start	-	-	-		-									-	
DOL	-	-	-		-									-	
In-kind	65,327	-	-		-									-	
Total Revenue	451,735	386,408	72,533		313,875									72,533	
SALARIES & BENEFITS															
Salaries	79,817	79,817	29,870		49,947									29,870	
Benefits/Taxes	34,570	34,570	8,069		26,501									8,069	
Total Salaries & Benefits	114,387	114,387	37,939	52%	76,448			0%						37,939	52%
SERVICES & SUPPLIES															
Project Staff Travel															
Travel (Local)	1,590	1,590	-		1,590									-	
Long Distance Travel	1,000	1,000	-		1,000									-	
Supplies															
Office Expense	792	792	656		136									656	
Leased Copiers	624	624	208		416									208	
In-Kind Supplies	-	-	-		-									-	
Technology Supplies	-	-	-		-									-	
Contracts															
Audit 0.12%	163	163	-		163									-	
In-kind Professional Services	-	-	-		-									-	
In-kind Labor	-	-	-		-									-	
In-kind Training	-	-	-		-									-	
Other Volunteer Support Costs															
Program - Misc. Background Checks	740	740	35		705									35	
Office Rental	4,990	4,990	1,663		3,327									1,663	
Organizational Dues	250	250	-		250									-	
Communications	492	492	-		492									-	
Cell Phone	1,200	1,200	442		758									442	
Insurance	420	420	250		170									250	
In-kind Meeting Contributions	1,500	-	-		-									-	
Recruitment	300	300	-		300									-	
Volunteer Internet Connection	9,000	9,000	2,469		6,531									2,469	
Recruitment	-	-	-		-									-	
In-kind Misc. Amazon	1,500	-	-		-									-	
In-kind Misc. Hygiene	1,000	-	-		-									-	
Indirect Costs															
Administration 9.0%	10,184	10,184	4,117		6,067									4,117	
Total Support Expenses	35,745	31,745	9,840	14%	21,905			0%	4,000					9,840	14%
VOLUNTEER EXPENSES															
Stipends															
Foster Grandparents Stipends	212,976	212,976	22,088		190,888									22,088	
Stipends	-	-	-		-									-	
Meals	25,627	-	-		-									-	
Insurance (CIMA)	640	640	-		640									-	
Recognition: Food Commodities to Volunteers	35,700	-	-		-									-	
Recognition	9,219	9,219	2,370		6,849									2,370	
Uniform	-	-	-		-									-	
Volunteer Travel	17,441	17,441	295		17,146									295	
Volunteer Physical Exams															
Total Volunteer Exp (80%)	301,603	240,276	24,753	34%	215,523			0%	35,700					24,753	34%
TOTAL EXPENSES	451,735	386,408	72,533		313,875				39,700					72,533	
Prior year carryover	-	-	-		-				-					-	
Surplus/Deficit	-	-	(0)		-				-					(0)	

18.8%

Notes:

Actual Cumulative Hours	7,363
Total hours per VSY	6,904
Total VSYS	1.07
Average VSY	0.15

Minimum Support Requirement (MSR)	48,208
Actual Support	-

Volunteer Expense Ratio			Percentage
CNCS	EOC and In-kind	TOTAL	>80% of 386,408
24,753	-	24,753	6%

GOAL	ACTUAL	Shortfall
347,471	24,753	(322,718)



**Fresno EOC/Local Conservation Corps
Advisory Board
August 18, 2021**

James Hackett, Chairperson	P	Lisa Nichols	A
Ed Avila	P	Itzi Robles	P
David Clark	A	Carmen Romero	A
Francisco Del Rincon	P	Sharon Weaver	P
Brian King	A	LCC/YouthBuild Senate Council President Or Representative	P
Daniel Martinez	A		

Staff:

Shawn Riggins, LCC Director
Michelle L. Tutunjian, Chief Operating Officer
Jeff Davis, Training & Employment Division Director
Elisa Sgambellone, Senior Services Manager
Caroline Garcia, YouthBuild Program Manager
Lee Xiong, CalCRG Specialist

Corpsmembers/Students: Adrian Trujillo, Matthew Price

I. WELCOME AND CALL TO ORDER

James Hackett called the meeting to order at 12:00 p.m.

II. ROLL CALL

Roll call was called. The meeting was held via ZOOM.

III. APPROVAL OF MINUTES

The February and May minutes were approved. M/S/C Avila/Del Rincon.

IV. CORPSMEMBER AGE ELIBILITY

Shawn Riggins stated that the California Conservation Corps (CCC), the certifying agency for local corps throughout the state, notified local corps that the Corpsmember age eligibility was increased from 18-25 to 18-26, this went into effect immediately.

V. YOUTHBUILD CHARTER SCHOOL OF CALIFORNIA (YCSC)

Ken McCoy announced that YCSC students returned to in-person instruction for their first day of class on August 16, 2021. Students and teachers had been conducting and attending classes virtually via Zoom since March 2020. Adrian Trujillo, an LCC Corpsmember and YCSC student, expressed his feelings about a return to in-person instruction. He stated that the return to campus has been a more positive experience because it provides more structured setting and an opportunity to be more hands on as he is a visual and hands on learner.

Matthew Price, a classroom based YCSC student, echoed the sentiments shared by Adrian Trujillo and stated that the transition back to class full time has been better because being on Zoom was difficult at times due to the technical issues and challenges that it may present. The in-person instruction allows for the one-to-one connection that may only be made through face-to-face instruction, and the ability to interact with fellow students.

YCSC's Fresno site is one of two YCSC sites that have returned to school at this time. All students have their temperature checked daily and sign the COVID-19 questionnaire. Per the California Department of Public Health, all students are required to wear a mask when on campus. Technology will continue to play a significant role with students and teachers as students are assigned a Chromebook and submit their schoolwork online through Schoology to reduce the amount of paperwork exchanged between teachers and students.

Due to the continued presence of COVID-19, YCSC will continue to offer a distance learning option to students who are not feeling well so they may keep up with their class assignments. There are also a limited number of Independent Studies slots for those students who may choose to remain on distance learning.

VI. LCC UPDATES

a. Work Training Projects

A detailed list of work training projects was distributed at the meeting along with the Advisory Board agenda packet. Several projects were highlighted. Shawn Riggins provided a brief update on LCC's activities/events since the last Advisory Committee meeting, as follows:

- Shawn Riggins stated that LCC was awarded the Fresno County Fatherhood Initiative grant. The grant will be presented at the County Board of Supervisor's meeting on September 25th. Grant amount is \$852,000 for three years. The goal of the project is to serve fathers and partners of African American mothers.
- A grant application for a second fatherhood project was submitted to the California Board of State and Community Corrections in July, serving 50 fathers per year, grant amount is \$100,000/year.
- Recently, two EOC programs have moved to the LCC site, Foster Grandparents and LIHEAP.
- Evaluation from Fresno Regional Workforce Development Board (FRWDB) was received. Three cohorts have completed the forestry training; the fourth cohort is scheduled to begin in September. FRWDB submitted two applications for forestry conferences that will be held in September. Reedley will be participating in one of them and LCC will be presenting at the Calforests conference in Sacramento.
- LCC submitted an application to the Families and Workers Fund to provide stipends to individuals participating in the Central Valley Forestry Corps program.
- Caroline Garcia, YouthBuild Program Manager, provided an update on the YouthBuild (YB) program. Two YouthBuild AmeriCorps grants are active, recently closed the 2019-2020 grant year, the 2020-2021 slots have been filled. Grant year 2021-2022 was received providing 31 half time slots 675 hour slots, two 900 hour slots and two full time AmeriCorps positions. Continues to fill corpsmember positions for the YouthBuild DOL/ETA. Corpsmembers are building homes with Self Help Enterprises and participating in community activities with Bringing Broken Neighborhoods Back to Life and Southwest Police Department, such as the "Good Times are Back", a series of block parties for the community held at one of the local parks. Staff continues to ensure students are certified in HBI Pact, First Aid/CPR and Forklift.

- Shawn Riggins, provided an update on LCC’s recycling program. With the state’s re-opening in June there has been an increase of material collection at bars and restaurants. Staff re-started school routes, and continue with mattress collection. LCC has been receiving requests from local municipalities and other groups to participate in tire amnesty and e-waste events. Fresno State’s first football game is scheduled for Saturday, August 28th.
- Daniel Palomera, Solar Program Manager, provided an update on the TCC Solar Project. Twenty-one solar projects have been completed, one is in progress. Recently re-started the weatherization measures, following COVID19 protocols with the homeowners. Benito Cortez, LCC Corpsmember, has recently obtained employment in the solar industry.
- Elisa provided an update on the YouthBuild Charter School (YCSC), end of year activities. In person graduation ceremony was held June 25th, with one student traveling from Georgia. Seventeen students completed with sixteen participating in the graduation ceremony.
- Summer education took place the month of July for all corpsmembers. Topics included life skills, communication, e-mail, first aid/CPR, forklift training, job search, resume writing, and healthy lifestyle.
- Lee Xiong, Cal CRG Specialist, provided an update on the Cal CRG program. Lee stated that LCC received a six-month extension. LCC staff participated in the Trauma Informed Approach to Mental Health and LGBTQ+ training, the next training will be on mental health first aid. Continues to work with corpsmembers and contractors in person following COVID19 restrictions.

b. Corpsmember/Student Update
Item was not covered.

VII. OTHER BUSINESS

Next meeting November 17, 2021

VIII. PUBLIC COMMENT

None at this time

IX. ADJOURNMENT

The meeting was adjourned at 12:56 p.m.

Respectfully Submitted,
Shawn Riggins, LCC Director
Fresno EOC Local Conservation Corps

**COUNTY-WIDE POLICY COUNCIL
MINUTES**

November 2, 2021

CALL TO ORDER	The meeting was called to order at 6:04 p.m. by Ashleigh Rocker Greene, CWPC Chairperson via ZOOM call.
ROLL CALL	<p>Roll Call was called by Ashleigh Rocker Greene, CWPC Chairperson. The following Representatives were present: Anna Fernandez, Alma Martinez Guillen, Miroslava Woodward, Erica Cortez, Maria Moreno, Laura Barnes, Youa Xiong, Stephanie Salazar, Stephanny Vasquez, Ovelia Viramontez, Arianna Chavez, Maria Barajas, Cesia Munoz, Vianey Contreras, Amber Daniels, Haydee Garcia, Blanca Lopez, Senovia Murillo, Cythnia Rivera, Lisett Rodriguez, Ashleigh Rocker Greene, Christina Marquez, Nicole Flores, Karla Zavala, Angela Diaz, Fawnda Cole, Ashley Alatorre, Anna Thomas, Pedro Uresti, Maria Castellanos, Natisha Goins, La Vera Smith, Zina Brown-Jenkins and Jimi Rodgers. A quorum was not present.</p> <p>Ashleigh Rocker Greene, CWPC Chairperson, informed Representatives that at this time a quorum was not present. Tonight's meeting will continue with Community Representative Reports, Fresno EOC Commissioners' Report and Informational Items.</p>
COMMUNITY REPRESENTATIVE REPORTS	No Community Representatives Reports were given at tonight's meeting.
FRESNO EOC COMMISSIONERS' REPORT	<p>Zina Brown-Jenkins, Fresno EOC Commissioner, shared a brief report with the Representatives at tonight's meeting.</p> <ul style="list-style-type: none">• Strategic Planning Training will continue with the CWPC Executive Board this month. The time and date of training is pending.• Food Distributions will be held on November 5, November 19 and December 3 from 9:00 a.m. to 10:00 a.m. at 1100 East Parlier Avenue, Parlier CA.
PERSONNEL COMMITTEE REPORT	<p>Ashleigh Rocker Greene, CWPC Chairperson, informed Representatives of the Personnel Committee Report, which is presented monthly to CWPC. This information was sent to Representatives prior to tonight's meeting.</p> <p>Ms. Rocker Greene reported the hiring/separation/job descriptions, personnel actions of Early Head Start and Head Start staff, as well as eligibility lists created for November 2, 2021.</p>
EARLY HEAD START/ HEAD START MONTHLY PROGRAM UPDATE REPORT (PUR) FOR THE MONTH OF SEPTEMBER 2021	<p>Rosa M. Pineda, Early Care & Education Director, informed Representatives of the Early Head Start/Head Start Monthly Program Update Report (PUR) for the month of September 2021. This information was sent to Representatives prior to tonight's meeting.</p> <p>As mandated by the Office of Head Start, all Early Head Start and Head Start Programs are to comply with a Monthly Program Information Report to the CWPC.</p> <p>The monthly report covers the following areas: Program Information Summary, Communication and Guidance from the HHS Secretary, Wait List Totals, and Meals/Snacks Totals for Children, for the Early Head Start and Head Start program.</p>

ANNOUNCEMENTS

Fawnda Cole, CWPC Vice-Chairperson, made the following Announcements:

- A. November 11, 2021 –Veteran's Day Holiday – No School
- B. November 16, 2021 – Next CWPC Executive Board Meeting 6:00 p.m. via ZOOM
- C. November 16-19, 2021 - Self-Assessment via ZOOM
- D. November 22-26, 2021 – Thanksgiving Break – Head Start – No School
- E. December 7, 2021 – CWPC Meeting at 6:00 p.m. via ZOOM
- F. December 20, 2021 to January 2, 2022 – Winter Break – No School

At this time, Ashleigh Rocker Greene, CWPC Chairperson, informed Representatives that a full quorum was not met at tonight's meeting.

All Action Items requiring approval at tonight's meeting will be presented at the next CWPC meeting scheduled for Tuesday, December 7, 2021.

ADJOURNMENT

There being no further business to discuss the meeting adjourned at 6:41 p.m.

Submitted By:

Esther Lepe
Recording Secretary



Dec. 15, 2021

CEO REPORT

Background

The information presented below is intended to inform the reader about the Chief Executive Officer, the Agency, and the staff's involvement in serving our community.

FRESNO EOC AGENCY WIDE EFFORTS

Strategic Planning – Mission, Vision and Values

As you know, this month we will wrap up our Mission, Vision, Values sessions. During our December 9 meeting, we discussed our vision for the future. It has taken long hours, deep discussions, and careful consideration to help guide our agency into its next chapter and I want to thank you for your input. I look forward to finalizing our work and seeing how our contributions shape the future of the agency.

FRESNO EOC COMMUNITY EFFORTS

Fiesta Fundraiser – Nov 27

The League of Mexican American Women (LMAW) invited me to take part in the [46th Annual Fiesta Navideña](#) fundraiser. The event raises money for scholarships and included a brunch, fashion show, and silent auction. Several area leaders joined me on the fashion show runway, including Congressman Jim Costa, Fresno State President Saúl Jiménez-Sandoval, Assemblymember Joaquín Arámbula.

CalCAPA Meeting - December 8th

Linda Hayes and I attended the Association of Community Action Agencies (CalCAPA) Leadership Convening. We attended great sessions designed to demonstrate how Community Action Agencies are aligning. CEOs and board chairs met to discuss priorities and how can advocate with state and local officials. It was a wonderful experience to see all of the Community Action leaders of California under one roof.

Juvenile Justice Coordinating Council Meeting – Dec. 15

Fresno County Probation Chief Kirk Haynes will discuss juvenile justice realignment with the Coordinating Council, of which I am a member. California will be closing state juvenile facilities and realigning juvenile justice responsibilities to the jurisdiction of the counties after the passing of Senate Bill 823 in 2020. As one of the largest agencies serving at-risk youth in Fresno County, Fresno EOC is at the table to learn how this will unfold and contribute to the realignment plan.

Fresno Mayor's office meeting - Dec. 13 & 17

We are continuing to develop our partnership with the Mayor's office in upcoming meetings. Our first meeting was November 22 and we will have two meetings in December.

MEDIA MENTIONS

Advance Peace Fresno featured by Scripps Media

Advance Peace Fresno was featured online in a video and online article by Scripps Media. The video/article highlights the efforts of our program to reduce gun violence and efforts to make a positive change in the community. It also tells the story about one client, Devrick Hill, who used to be a gang member and shows how he is trying to turn his life around. Media Mention - November 22 [Scripps Media](#)

Fresno EOC Now Hiring

Fresno EOC made a live TV Appearance on "Central Valley Today" (KSEE 24) with host Emily Irwin. Chief Administrative Officer Heather Brown and Human Resources Coordinator Robert De La Torre discussed career opportunities at the agency, as well as services we provide for the community. Media Mention - November 23 [KSEE](#)

Gender-neutral bathrooms in schools

Schools across California may soon see an increase in gender-neutral bathrooms on campuses. Jennifer Cruz, manager at the Fresno EOC LGBTQ+ Resource Center was cited in a Fresno Bee article on the topic. She said, "Along with expanding the bathrooms, there needs to be conversations along cultural competency." Media Mention – Nov. 30 [The Fresno Bee](#)

LEGISLATIVE UPDATE

Fresno EOC's Chief Administrative Officer, Heather Brown, Government Relations Manager, Kristina Solberg, and I made a trip to Washington, D.C. to meet with U.S. Senator Alex Padilla, U.S. Congressmen Jim Costa and David Valadao, the offices of U.S. Senator Dianne Feinstein and U.S. Congressman Devin Nunes, and the Chief Executive Officer of the National Community Action Foundation (NCAF), David Bradley. In addition to introducing myself and providing an overview of our Agency and programs, we discussed Fresno EOC's support for reauthorizing the Community Services Block Grant (CSBG) Act. Reps. Costa and Valadao have both signed on to cosponsor H.R. 5129, the CSBG Modernization Act, which would reauthorize CSBG for 10 years. A companion bill will be introduced very soon in the Senate, and Senator Padilla and staff for Senator Feinstein both indicated support for CSBG funding. David, the CEO at NCAF, reaffirmed that Community Action Agencies should be using CSBG dollars for agency-wide activities, such as strategy, community assessments, and planning. Overall, every meeting was productive, and Kristina is in regular communication with all the offices in regards to the Infrastructure Investment and Jobs Act signed into law last month and the Build Back Better legislation that is currently pending in the Senate. The infrastructure bill includes an investment of billions of dollars into broadband, and Congressman Costa's office

will keep us updated as the new funding becomes available. Both the infrastructure bill and Build Back Better legislation include funding opportunities that Fresno EOC could potentially leverage to expand our programming and services to the community.

NOVEMBER-DECEMBER SPONSORSHIPS

Central Valley Scholars (Virtual Event) – Nov. 4

This sponsorship allows Central Valley Scholars continue to create accessible pathways towards higher education for historically marginalized communities in the Central Valley. In only two years, Central Valley Scholars has reached more than 3,000 students, providing free college workshops, scholarships, mentorship, and specialized programming.

NCAF Virtual Conference – Nov. 1, 8, 15

The National Community Action Foundation out of Washington, DC held a virtual conference over several dates in November. As you probably know NCAF is a private, non-profit organization which serves as an advocate for our programs and all Community Action Agencies across the country.

Thank You to Our Partners

We continue to identify service gaps through listening to and lifting up unheard voices in our community. When we work together, we elevate the fight against injustice and poverty.

