

ALAMEDA COUNTY PROBATION DEPARTMENT

COMMUNITY CORRECTIONS PARTNERSHIP FISCAL/PROCUREMENT WORKGROUP

July 5, 2022 from 3:00 PM to 5:00 PM

Online – Microsoft Teams Meeting

Meeting Minutes

Present:

Marcus Dawal (Facilitator)

Terry Wiley (Co-Facilitator)

Anderson, Deborah

Axe, Holly

Baker, Karen

Belowich, Steven

Brooks, Rodney

Cercone, Dante

Chapman, Arion

Chen, Howard

Conley, Careem

Conner, Shauna

Crutcher, Eric

Cruz, Ayana

Eddy, Charles

French, Nancy

Grigsby, Janene

Gudino, Noe

Hardamon, Bob

Jointer, Annette

Jones III, John

Lampi, Catherine

Lee, Corrine

Marlowe, Tara

Motley, Ocean

Singh, H. Ameeta

Smith, Shadeequa

Smith, Tim

Spooner, Kamarlo

Temporal, Gina

Thomas, Vanetta

Xie, Zai Xin

Zatcoff, Tyler

Additional Guests:

1. **Call to Order and Introductions** – Meeting was called to order at 3:08 PM
2. **Determination of Ongoing Need for Virtual Meetings Under AB 361, Filed 9/16/21** – Continuation of virtually held meetings for 30 days approved by the workgroup
3. **Public Comment**
4. **Review and Adoption of [Fiscal and Procurement Meeting Minutes 6-7-2022](#)** – Minutes reviewed and approved as written
5. **[Contracts Update](#)** – Gina Temporal
 - a. **[Alameda County Reentry Housing Vendor Pool](#)** – Round 5: Three bids received and under review for evaluation; a Request for Proposal (RFP) for Round 6 will be released later this month
 - b. **[Cognitive Behavior Intervention Services, Incentives, and Innovation Program \(Re-Bid\)](#)** – The contract is being negotiated through General Services Agency (GSA)
 - c. **[The Center of Reentry Excellence – CORE \(New RFP\) / Client Resource Forum Coordinator / Early Intervention Court \(New RFP\)](#)** – Working with GSA to get the RFP for these released in July
 - d. **[Education / Family Reunification: Legal & Therapy Services \(Re-Bid\) / Leadership & Entrepreneurship / For Us By US \(New RFP\) / Clinics for Reentry Legal Barrier Removal](#)** – Working with GSA
 - e. **[In Development](#)** – Nothing new moved to GSA this month because of working to get the other RFPs released
 - f. **[Current Contracts Forecast for Funding Request](#)** – **[Employment](#)**: New funding requested for July 2022; **[Family Reunification](#)**: RFP Rebid funding request tentatively scheduled for January 2023
 - g. **[Discussion](#)** – There was a question about when the RFP for Prison Pre-Release Planning and Case Management will be released. The scope of work (SOW) is being developed internally. No new SOW has been moved to GSA due to working on other RFPs, but it's anticipated that GSA will receive it this month for RFP development and the RFP will be released in August at the earliest.
6. **[AB 109 Designation Account Update](#)** – Howard Chen
 - a. **[Funds Available for Reinvestment](#)** = \$668,326
 - b. The **Pending** column has been removed. Originally created to track the \$8 million (M) the Auditor's Office owed to the Probation Department, a request was made to the Board of Supervisors (BOS) to transfer those funds from the Auditor's Office to Probation, eliminating the need for the column in this report.

7. **Funding Request: New Employment RFP** – Gina Temporal

- a. This recommendation is for \$6M for a new two-year contract with a redesigned program model and a tentative start date of 2/1/23; a new RFP will be developed and issued if approved (current contract term is 4/1/2020 to 3/31/2023 with an allocation of \$8,250,000, and utilizes 8 providers with a pay for service model)
- b. **Employment Data** and research, lessons learned, and the **logic model**:
 - i. Retention remains a primary hurdle to overcome, including providers having difficulty continuing to engage clients once they have obtained employment
 - ii. There have been some challenges with the use of Cognitive Behavioral Intervention (CBI) and other conflict resolution techniques that could be used to build rapport and address some engagement issues early on
 - iii. COVID has had a major impact on all programming, including the need for a broad range of transitional work opportunities, which has a direct impact on unsubsidized employment access
 - iv. Data entry (internally and externally) continues to be a challenge
 - v. Reducing the gap between minimum wage and living wage has been shown to have a positive impact on recidivism; paying a higher wage reduces turnover/program dropout and increases productivity; middle and high skill jobs comprise more than 80% of the market and are projected to continue to dominate the labor market and provide livable wages
 - vi. There are better outcomes for those with one year or more of post-secondary education, and apprenticeships or certifications have even better outcomes when training is for in-demand industries; employers are inclined to hire clients who require less training, with second chance employers 90% more likely to hire someone that has prior justice involvement when they have completed an employment program
 - vii. Organizations that have experience serving and supporting the reentry community, administering best practices consistently, have high staff retention, and have ties to specific industries and sectors are the most successful at implementing reentry employment programs; while many of our providers do well with best practices, specifically motivational interviewing and the use of incentives, they rarely utilize CBI, so Probation will be partnering with National Institute of Corrections (NIC) to provide Evidence Based Practices (EBP) training next month to existing providers and establish a training course offered locally for new providers
 - viii. For supporting case management, much has been learned from the research, the Reentry Hiring Initiative (formerly the 1400 Jobs Initiative), and the experience gained from existing programs, such as the need for some flexibility in extending service provision and interventions based on a client's needs; research shows that the client did better 100% of the time when placed in unsubsidized work and was given that flexibility, and the interventions were tailored to the client instead of specific contract metrics
 - ix. Because it is AB109 funded, all eligible realignment clients can participate in the program, but the focus will be on those who are unemployed, underemployed (not earning a living wage or in a job not making use of their full skills and abilities), and job insecure (no guarantee day-to-day of being able to keep the job)

8. **Next Meeting** – August 2, 2022 from 3:00 PM to 5:00 PM

9. **Public Comment**

10. **Adjournment** – Meeting adjourned at 3:42 PM