

Mayor Castor's Advisory Teams
Work Force Advisory Team – Kick-off Meeting
Co-Chair Dr. Ginger Clark
Co-Chair Tim Marks
Monday, July 29, 2019 at 09:00 A.M.
Visit Tampa Bay - Conference Room Suite 2900
201 N. Franklin Street
Tampa, Florida 33602

Advisory Members present: Co-Chair Dr. Ginger Clark, Karen Arnold, Robert Blount, Steve Cona, Chloe Coney, John Flanagan, Todd Fultz, Mike Ramsey, Patsy Sanchez, Cheryl Schroeder, Christine Long, and Chuck Tiernan.

Transition Team and Staff present: Mayor's Transition Lead Carole Post, Co-Chair CFO Sonya Little, Co-Chair Honorable Harry Cohen, John Bennett, Chief Assistant City Attorney Ernest Mueller, Marketing and Communications Director Ashley Bauman, Director of Strategic Initiatives Marley Wilkes, and City Clerk Support Technician Karencia Ciagala.

Transition Lead Carole Post introduced herself as the Chief Administrative Officer for USF Health and explained that she had the privilege of being able to participate on the mayor's transition. Part of that is leading these advisory teams that will position the City of Tampa to launch itself for a number of great initiatives that Mayor Castor will carry us through in the coming months and years. Ms. Post introduced Mayor Jane Castor.

Mayor Jane Castor thanked everyone and appreciated that everyone took the time and effort to be here. This particular issue and this group here today is critical to moving our city forward.

She thanked Ms. Post for overseeing the transition and then thanked both the transition team co-chairs, former city council member and good friend, the **Honorable Harry Cohen** and City of Tampa **C.F.O. Sonya Little** for overseeing the many different groups.

Lead Carole Post introduced **Chief Assistant City Attorney Ernest Mueller** to discuss public record and sunshine laws.

Sunshine Laws

Mueller asked team members to refer to the handout the legal team has provided. The purpose of the sunshine law is to provide public access to the workings of government and processes. This applies to all meetings, discussions, deliberations, whether formal or informal, where two or more members of this team discuss topics that come before this group, or will come before it. The requirements of the law are that the meetings must be open to the public, must be noticed in advance, and minutes must be taken.

Public Records Laws

The public records law provides for a right of access to inspect or copy all records, all materials made/received, books, tapes, or photographs. All members must comply as custodian of the

records being made. Any document/transmission for this team is public record. All records are to be open to the public, unless there is an exemption by the Florida legislature.

If any team member is not sure or has a question about the Sunshine laws or Public Records laws, please contact a member of staff or **Chief Assistant City Attorney Ernest Mueller**.

Marketing and Communications Director Ashley Bauman

Media Requests

Team Members should forward all media requests to Marketing and Communications Director **Ashley Bauman** at (813) 390-7455 or via email to Ashley.Bauman@tampagov.net.

Transforming Tampa's Tomorrow Website

Ms. Bauman advised that the City of Tampa has launched the Mayor's Advisory Team web page online at tampagov.net/t3. The community may now participate by completing an input form online. Carole Post will be providing follow up and a summary of the comments received from the online forms to each of the teams for consideration.

Work Force Advisory Team Discussions:

Co-Chair Dr. Clark: Some skilled trades now offered at colleges:

- 1) Career Education Program – obtain GED at the same time
- 2) Vocational Programs – On job training
- 3) Degree of competency or Industry Certification
- 4) Career pathway – obtaining 20 – 30 credits can turn in to a 2 year degree
- 5) Skilled Program – Vocational Certificates:
IT, Heavy Equipment, Alternative Fuel Program, forklift to management level

Steve Cona: Reviewed the timeline of retiring staff showing how we are increasing percentage of retirees to 28% by the year 2027. To have employable people we need training programs/apprenticeships. We currently have more jobs than skilled (employable) applicants.

Patsy Suarez: High school is too late to start, need to reach out to younger students. Need role models of people who became successful without a degree, such as Mike Fernandez and Manny Medina.

Steve Cona: People need to feel confident that there is upward mobility in their careers. We should include hospitality and Health Care professionals in this discussion.

Chloe Coney: The Hotel Association is going overseas to recruit staff. Busch Gardens stepped up and made investment and now some staff have become supervisors. Need all employers to buy in and provide upward mobility.

Steve Cona: Need to research career paths at Busch Gardens. Tampa General needs all types of nurses/staff. Need to highlight/promote all career paths not just ones requiring a degree.

Todd Fultz: Need to get better at providing information to parents about sellable skills/getting skilled trades vs. college degrees.

Patsy Suarez: Do not stop people from wanting to go to college, but rather provide an option (skilled labor) as either/or option and provide information.

Chloe Coney: East Tampa has 40% poverty rate. They cannot wait three to four years to train. Need six-week programs working with partnerships. Need coordinated effort like in Denver.

Co-Chair Dr. Clark: Need to look at systems/processes. Need a support system in place for transportation and childcare in order for any program to be successful.

Karen Arnold: Begin with middle school age and build upward in every school. Be consistent to overcome barriers. Need community training for parents and industries with stackable career steps.

Steve Cona: How do we teach people “How to Work?” Some do not even show up, some will learn what is expected and adapt. Need to work with industries to define paths.

ACTION

Chuck Tiernan will research reimbursement programs and bring back information.

Karen Arnold will obtain information on Charlotte’s program.

Chloe Coney will obtain information on Denver’s program.

Chuck Tiernan will research and provide information on employers.

Lead Carole Post will invite two additional members from Health Care and Tourism fields.

Chloe Coney offered to hold the next meeting at her office at HNTB on the 12th Floor

Lead Carole Post asked members to send their information to her and she will circulate it to the members prior to the next meeting. **Chief Assistant City Attorney Mueller** reminded the team when emailing *do not reply all*.

Because of a scheduling conflict, the date of the next meeting changed from August 19, 2019 to August 21, 2019.

Next Meeting:

Wednesday, August 21, 2019 at 09:00 A.M.

HNTB - Suite 1200

201 N. Franklin Street

Tampa, Florida 33602

Minutes prepared by City Clerk Support Technician Karencia Ciagala