



**Friday, November 14, 2014 – 7:30 a.m.**

Pima Community College, Community Campus, Rooms A109–112, 401 N. Bonita Avenue

**Members Present**

Sandra Abbey	Aric L. Meares
Linda Arzoumanian	Chris Hazen-Molina
Hank Atha	Arnold Palacios
Duane Bock	Beverly Price
Rose Capono	Paul Roughton
Vaughn Croft	Ramon Serrato
Michael Guymon	Julia Strange
Kari Hogan	Mike Verbout
Gregg Johnson	Frank Watts, Jr.
Doug Jones	Jim Zarling
Dorothy Kret	

**Members Absent**

Steve Banzhaf	Alan L. Storm
Jacob Bernal	Sharon Mikrut
Clarence Boykins	Peg Harmon
Judy Clinco	Lee D. Lambert
Wilette C. Diggs	Kim Murray
Deborah L. Embry	Jill Pearson
Peggy Feenan	Lea Márquez-Peterson
Bruce W. Grant	
Pamela Sutherland	
Carld Rosborough	

**26 - Pima County Staff and Guests**

**Meeting Summary**

- I. **Call to Order:** Paul Roughton, Chair, 7:40 a.m.
- II. **Pledge of Allegiance:** All
- III. **Roll Call:** Jim Zarling
- IV. **Pima County Staff Report:** Charles Casey, Pima County Community Services, report included Career Exploration opportunities for Veterans; a “thank you” to Veterans; mention of the 11/05/14 Arizona Department of Education (ADE) Career and Technical Education (CTE) Director meeting when Desert View High School received special recognition for being the first Arizona high school to be listed on the Manufacturing Institute “M-List”; an announcement that the Southern Arizona Manufacturing Partners (SAMP) is a Program Category finalist for the Metropolitan Pima Alliance (MPA) 10<sup>th</sup> Annual Common Ground Awards; the introduction of the new Rapid Response Coordinator Patricia Gastelum; a reminder that under WIA and the new WIOA, the Pima County One-Stop Rapid Response Coordinator assists dislocated workers and tries to help them go back to work as soon as possible; and Labor Market Information and the WIA-WIOA transition and the new local plan.

Discussion and action can occur on any agenda item.

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- V. Chair Comments:** Paul Roughton thanked Veterans for their services and said he believes everyone should take care of Veterans all year long and not just recognize them on one day. Paul suggested the book “For the Love of the Country.”
- VI. Action Item:** To approve October 10, 2014 Meeting Minutes. Not approved, due to lack of quorum.
- VII. Labor Market Update:** Paul Shannon, Assistant Director, Budget and Resource Planning, is responsible for the overall development and monitoring of the department’s budget, for coordinating the operational and long-term strategic planning and is the State of Arizona Labor Market Information Director. In that latter role, Paul oversees the Office of Employment and Population Statistics, which collects and analyses demographic and labor market data in cooperation with local, State and Federal government agencies. He responsible for the labor market information collection and dissemination of statistics and is paid by the Employment and Training Administration to help the WIB do their job. Labor Market Information is in the Pima County WIB’s five year plan. Paul was part of the team that reviewed the plan, and he said it is a very good plan. Paul’s presentation included Arizona and Pima County’s demographics and labor market information including definitions/data products and services, and employment estimates and forecasts. For additional information contact the Arizona Department of Administration, Employment and Population Statistics at <https://laborstats.az.gov/>, 602-771-2222 or labor.info@azstats.gov.
- VIII. Presentation:** Ted Maxwell, Commander, Arizona Air National Guard, talked about how the National Guard is part of the Tucson community and how it is unique because they have part and full time employees. The Arizona Air National Guard is one of the largest Air National Guard’s of the 54 states and territories in the United States and there are two units in Arizona. The 161<sup>st</sup> Air Fueling Wing is located at Phoenix Sky Harbor Airport, has approximately 800 personnel and eight KC135 aircraft which are air fueling aircraft. 300 employees are full time and 500 are part time employees who work one weekend each month and have a two week drill period during the year. If they are not activated, they need a job and are full time members of the community. The biggest difference between the Guard and the Active Duty is, the Guard are members of the community. Army and Air National Guard are members of the community and have the same concerns about employment opportunities for the region and growth. The 161<sup>st</sup> Wing is one of the few air fueling organizations – active duty or guard – that is located on the western portion of the United States. This organization has a large area of responsibility and has one of the highest volunteer rates. It is ideally located from a workforce environment because the majority of them are part timers. The pilots can hub out of Phoenix very easily and fly similar air craft. The 162<sup>nd</sup> Wing is located at the Tucson International Airport (TIA) and has members who serve and work at Davis-Monthan Air Force Base (DMAFB). They have almost 1,700 employees, 72 F16s and they are one of a few states that will receive five MQ-1B Predators – two currently fly out of Ft. Huachuca. They have the second largest fighter wing in the world. They provide F16 training for United States and international pilots and has the Remotely Piloted Aircraft (RPA) mission out of DMAFB. Crews and aircraft run alert operation out of DMAFB. Operation Snowbird is hosted at DMAFB which allows Guard units from cold weather states to fly and operate in Tucson and supports United States and allied partner flying units. The 162<sup>nd</sup> Wing has 2/3 full time and 1/3 or 700 part time members. The Guard mirrors the local community and hires within. The majority of their enlisted members come from Tucson high schools or later in their career when they want to enlist and get a job in Tucson. The

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highest rank retainable is Chief Master Sergeant and last year, there were 21 and five were Sunnyside High School graduates. There are three flying units including the F-16 flying units. The 214<sup>th</sup> Reconnaissance Group at DMAFB has the MQ-1B Predator and the 24/7 QEF Support. The Aerospace Control Alert is hosted at DMAFB and has continuous and immediate response in the defense of the United States and Canada. The ANG/AFRC Test Center is a Tenant Unit with tactics development, test and evaluation. Off Valencia Road, the Air National Guard is the second largest training and fighting base and it is on the smallest land so it is efficient. A positive impact for the community is that Guard members do not have housing on base so when international students come to the community, they are buying cars and spending money in our community. Arizona is military friendly and people come here to train because of its unlimited air space and good weather. The Guard has community partnerships with 24/7 Emergency Response teams including Fire Protection, Security Forces, Emergency Medical Technicians, and the Metropolitan Medical Response System. In summary, the Arizona Guard is proud to serve and ready to serve the local community, the state and the nation. The Guard has 35% who are retirement eligible and only 30% of the current high school graduates are qualified to join the Guard because of grades or getting in trouble. The beauty of joining the Guard right after school is being put through basic training and then going to technical school.

Aric L Meares mentioned that he served in the Air Force and said he recently received a resume from a local technical recruiting company. He asked if the Guard has a program that helps their employees to find jobs and Commander Maxwell said they work with Military One Source.

Doug Jones asked about the future, the mission and expanding. Commander Maxwell said the number of personnel has not expanded and he does not believe that the Tucson Guard is in danger of any of the upcoming budget cuts because of their training demand being larger than their capacity. They are having to turn countries away that are requesting training. The Air National Guard at TIA is getting a new entry gate off of Park Avenue.

Michael Guymon asked Commander Maxwell to talk about the Southern Arizona Defense Alliance (SADA) and the current discussions regarding the A10. Commander Maxwell said he normally stays away from military issues and that the SADA supports all bases in Southern Arizona. SADA formed to say *why* it is important for military bases to stay in their current structure. The A10 is a budget issue; it is money – just like our recovering economy. This region must be regarded as a military friendly community and SADA tries to get that message out. The Mission Strong Campaign is a website where people can sign up and support SADA issues.

Dorothy Kret asked Commander Maxwell to talk about the Employers Supporting the Guard and Reserve (ESGR). Commander Maxwell said ESGR provides an invaluable service to the Guard and works with the employers who hire Guardsmen, and if employers do not provide time off that is needed, they would not be able to their job. Generally, employers will not have work ethic problems with Guardsmen and Reservists. For a workplace issue, conflict or question, call the Customer Service Center to speak with a representative at 1-800-336-4590 - Option 1 or by email [osd.USERRA@mail.mil](mailto:osd.USERRA@mail.mil).

Gregg Johnson asked about the unemployment rate among Guardsmen and if there is a need for trained mechanics on base. Commander Maxwell replied that most part timers are employed. There are more than 5,000 Army Guardsmen in Arizona and a good 2/3 or 3,000 of

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them are part timers. The Guard used to hire mechanics right after the Air Force but now a lot of them do not want to continue serving. The Guard conducts in house training for mechanics, which they never used to do.

Aric L. Meares asked what is the average entry age and Commander Maxwell replied that they have assessed people as old as the mid-40's. They target ages 18 to 28 because they can be put in a career field.

A WIB guest asked what percentage are females in the Tucson Guard. Commander Maxwell replied that 10% of their pilots are females and the percentage of fighter pilots is lower. On the enlisted side and on the officer non-pilot side, it is about 35%. It does not reflect what the population is but for the workforce, we are well represented at 35%. On leadership, especially on the enlisted corp, females occupy 38 to 40% of the positions from working on jets, doing maintenance, loading practice bombs, and are spread throughout the medical group and mission support group.

Vaughn Croft asked if Tucson has had an F35 in the Tucson area and Commander Maxwell replied that there has not been an F35 in the Tucson area. He mentioned that they have modified their flight pattern at least three times in the 14 years that he has been in Tucson.

A WIB guest asked about career pathways for high school equivalency graduates. Commander Maxwell replied that the Guard accepts GEDs and said that their enlisted workforce is higher educated than their officers. They have Master Sergeants with Ph.D.s because they are local, they stay here and are excited.

Kari Hogan asked what would prevent someone from enlisting in the Guard. Commander Maxwell replied that any prior convictions including the level of drug use and felonies that absolutely can not be waived, aptitude testing and there are some tattoos that may prevent someone from enlisting.

- IX. Board Member Announcements/Call to Public:** Paul Roughton reminded everyone about the Southern Arizona Construction Career Days on 11/13 and 11/14/14 at the Tucson Rodeo Grounds.
- X. Next Meeting:** Friday, Dec. 12, 7:30 a.m., Holiday Inn Hotel & Suites  
4550 S. Palo Verde Road
- XI. Adjourned:** 9:00 a.m.

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