



Pima County  
Workforce Investment Board

QUALITY JOBS. QUALIFIED WORKERS.

## MEETING OF THE PIMA COUNTY WORKFORCE INVESTMENT BOARD (WIB)

### Planning Committee

**Thursday, June 21, 2018 – 8:00 a.m.**

University of Phoenix, Southern Arizona Campus, 300 S. Craycroft Road, 85711

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### Meeting Minutes

#### Members Present

Bruce W. Grant, Chair	Susan Hyatt Dumon
Molly Gilbert	Regina Suitt
Dr. Mark P. Vitale	Brad McCormick

#### Members Absent

Liz Gulick	Ian R. Roark
Bev Price	Paul Roughton

#### Guests Present

Eddie Saavedra	Dorothee Harmon
Ana Greif	Charles Casey
Anna M. Cunes	Brian Points by phone
	Kristopher Subler by phone

- I. **Called to Order:** Bruce W. Grant, Chair, 8:04 a.m.
- II. **Action Item:** To approve May 17, 2018 Meeting Minutes. Dr. Mark P. Vitale motioned to approve; Molly Gilbert seconded the motion; and all were in favor.
- III. **Pima County Minimum Wage Impact Analysis Report:** Brian Points, Director of Research and Kristopher Subler, Project Consultant, Thomas P. Miller and Associates (TPMA) presented their Report as the successful contract awardee of the Layoff Aversion Study Request for Proposal (RFP).

The TPMA representatives discussed a few of the highlights with the Committee members such as the workforce effects due to the passing of Proposition 206.

In regards to the initial Employer Survey, Kristopher Subler reported that several of the 600 employer's emails that were provided by Charles Casey did bounce back and Kristopher was able to reach 500 employers with a second attempt. Kristopher asked if any of the employers who were surveyed were at today's Committee meeting but there was not.

Nearly half of all employers surveyed were unsure of or indifferent to the impact of minimum wage on their businesses since enactment of Prop. 206. A considerable group of employers believe the law had a more negative than positive effect on

their businesses (40%); whereas a minority believed the effects were more positive than negative (13%).

For many businesses, the impact of Prop. 206, to date, has been very small since they already pay all or most workers above the minimum wage. However, most respondents also acknowledged that the law is affecting not just workers paid less than minimum wage but also those paid close to minimum wage, as 50% of respondents confirmed that they have increased wages for workers paid above the minimum wage as well.

Those with negative perceptions of Prop. 206 mostly cite negative business outcomes such as “Increased costs passed on to consumers.” Negative workforce outcomes are noted as well, for example “Less hiring of new workers” registered agreement with 25% of respondents.

Numerous positive outcomes were noted by employers from Prop. 206 as well, most notably, “Boost in morale,” and “Improved employee motivation/engagement”, which registered agreement with 23% and 18% of respondents, respectively.

Regina Suitt asked if the Report would be presented to the WIB and Charles Casey replied yes and Regina said that it is not realistic for someone who is earning \$10.50 per hour to be able to support themselves and/or a family.

The population voted for Prop 206, it is not a state mandate and there are 65 year olds losing jobs.

Charles Casey asked the Committee to send their comments and/or concerns with the data to him before the Report gets presented to the WIB.

Dorothee Harmon suggested that the list of employers to be surveyed, if in the future, should be specific to industry such as healthcare, restaurants, etc.

- IV. Pima County Career Pathways and Target Occupations:** Dorothee Harmon reported that the Pima County Career Pathways Analysis and Resource Guide RFP will be released on 06/25/18 and the deadline will be 08/30/18. Charles Casey reminded the Committee that the RFP will provide Pima County job seekers with a full picture of which organizations offer which training opportunities. This should also assist organizations such as Sun Corridor, Inc. with employers looking to locate to Pima County and they can see what is available for different occupations.

Dorothee also reported that there are no new requests to add Occupations. One recent One-Stop job seeker was looking for Phlebotomist training which is under the Health Care Industry. The job growth is in the mid-20's within the next 10 years. The One-Stop has paid to train several Phlebotomists during the first HPOG grant and had difficulty placing them.

- V. Next Meeting:** August 16, 2018, 8 a.m., University of Phoenix

- VI. Adjourned:** 9:03 a.m.