

April 18, 1974
 Special Meeting
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The City Council of the City of Charlotte, North Carolina, met in Special Meeting pursuant to Section 3.22 of the City Charter, on Thursday, April 18, 1974, at 4:30 o'clock p.m., with Mayor pro tem James B. Whittington presiding, and Councilmembers Fred D. Alexander, Kenneth R. Harris, Neil C. Williams and Joe D. Withrow present.

ABSENT: Mayor John M. Belk and Councilmembers Pat Locke and Milton Short.

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MEETING CALLED TO ORDER.

Mayor pro tem Whittington called the meeting to order at 4:50 o'clock p.m., after a quorum of City Council was present.

PURPOSE OF MEETING.

Mayor pro tem Whittington stated the purpose of the meeting, which has been called pursuant to Section 3.22 of the City Charter, is to consider and approve a federal grant for CEP; amend the 1973-74 Budget Ordinance for such program, and authorize a sub-contract with Charlotte Area Fund to administer the program.

DISCUSSION OF CONCENTRATED EMPLOYMENT PROGRAM.

Prior to calling the meeting to order, and before a quorum of City Council was present, a general discussion was held on the Concentrated Employment Program, how it is administered, and by whom.

Mr. Burkhalter, City Manager, stated this special meeting was called in order for some people to receive their pay on tomorrow. That Charlotte has been named the prime sponsor for manpower programs in this city. That means everything that has to do with manpower in this city has to come through City Council. We have made application for a program to continue that the Charlotte Area Fund has been running through a program called CEP. This program has been going on all this time, but Council has not had anything to do with it. Now before they can get an extension of this money, Council has to approve getting the money from the federal government and turning it over to them. We received the telegram this week, and he was told that this could be funded the same way all the other programs are continued on a continuing fund basis and then Council could approve it at its next meeting. But we have never done this before; this is money they have not expended in their 73 allocation from the Department of Labor. It is 100% money which has been going directly to the Charlotte Area Fund; now it goes to the City and then to the Charlotte Area Fund. He stated he sent Council a copy of the telegram which said that we could expend on this basis, but we cannot expend it because we have never had any appropriations for this purpose.

Councilman Harris asked what this program does? Dr. Travland stated there are 206 people currently enrolled in the program. The primary objective of CEP is, and has been, to train people for jobs; to correct the mis-match between supply and demand. The whole notion under CEP, and the whole notion under Manpower Revenue Sharing Program which will be implemented subject to Council approval on July 1, is to correct the mis-match. There are currently 206 enrollees in the system; they began at various times. Different kinds of training and different kinds of supportive services are going on all at the same time, and people enter at various times. There is a continual flow. These 206 people came into the program through the normal enrollment process of the CEP operated by Charlotte Area Fund. A lot of people walked in off the streets; some were referred for training by Employment Security Commission; another way is through an out-reach process which the Charlotte Area Fund uses to bring enrollees into the system. These people have to meet certain eligibility requirements which has to do with income. The target area is

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Mecklenburg County and this was accomplished by the Mecklenburg Planning Council last fall. These people are considered if they are unemployed or under-employed. Most of the people are unemployed. They have to be making under a certain amount of money - \$4,300 a year for a family of four.

Dr. Travland stated 85% of the people are placed on the job and stay for at least 30 days; it drops to about 78% after 60 days. They shoot for an average figure; and it is that 85% of the people who complete training are placed on a job they will stay on for at least 30 days.

He stated by the time you get to the end of the training process, the goal is to place 85% on the job and that they remain on the job for 30 days. Of those that have completed this training, 82% are on the job after 90 days.

Councilman Harris asked how much of this \$466,191 is staff money? Dr. Travland replied \$137,000; also, there is a relationship between the Employment Security Commission and whoever operates the Concentrated Employment Program, under Statute, and they receive \$96,000. The Employment Security Commission handles the assessment, the screening and testing, orientation and placement. The Charlotte Area Fund takes care of the administration of the program, and they have a sub-contract with the Employment Security Commission for placement, orientation and such. That 16 members of the Employment Security Commission Staff are housed at CEP and the remainder of the staff is with the Charlotte Area Fund.

During the discussion, it was pointed out that 69 people are in the clerical, cosmetology and nurses' aid training at Central Piedmont and Kings College.

Dr. Travland stated these people receive a basic stipend. One is through the new career's program and they receive \$1.60 an hour, and this will go to \$2.00 on May 1, which will be the minimum wage. Then, there are MDTA courses and these people receive a basic allowance which amounts to \$42.00, plus transportation, and \$5.00 for each dependent. He stated we are still tied up, with all those strings that are attached to these programs. Mayor pro tem Whittington asked when the string gets untied? Dr. Travland replied in July, the Manpower Revenue Sharing takes effect. As far as the City delivering services in an untied fashion that will be in October, and that is when this subject program will end.

Councilman Williams asked if we can contract with Central Piedmont, or anyone else who is furnishing this training? Dr. Travland replied beginning October 1, this can be done. Under this \$466,191 you cannot as it deals with fiscal 74, and these programs must be operated in the category that the old legislation requires. Under those old categories we may not use Department of Labor money to contract directly; it has to be given to some sponsor, or we have to operate the total package ourselves; we cannot break it up. Beginning with the New Program July 1, then we can break it up anyway we would like. The new plan proposes that the City provide some of the services, and that it contract some of the services, but that it be centralized in the City, under the City's structure. The \$466,191 will carry the program through the transitional period and until the city can get geared up to do the delivery itself. This is a transition program which is being considered today.

Councilman Harris asked if any preference is given to veterans? Dr. Travland replied the Employment Security Commission gives preference to veterans; that all manpower programs do. But that CETA does not. Mayor pro tem Whittington asked if there is anything in writing that these agencies give preference to veterans? That it is all in the federal contracts; but do we have anything stating that veterans are given preference? He asked if that is in the philosophy under which these programs are operated? Dr. Travland replied they will be working very closely with the Employment Security Commission who will be responsible for the routing of the people to us. Mayor pro tem Whittington stated this is not the answer he wants.

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Mayor pro tem Whittington stated people are coming to Council and they are talking about veterans, because of all the national attention veterans are getting today, being three, four or five years behind in employment; that they are coming out of service and they are behind and they are not being given preference. That he thinks these federal programs should do that. That he is not talking about stacking a lady up against a man. He is talking about two men - one veteran and one non-veteran. This is where we should have some policy and adhere to that policy. Another thing he thinks we will have to talk about at budget time is what ratio, black versus white, these programs serve, so that Council can answer these questions as far as the general public is concerned. Of these 206 people who are now receiving stipends, no one knows whether they are all white or they are all black or what the ratio is. These questions are going to have to be answered when Council considers these programs as we approach the budget.

Mayor pro tem Whittington stated Mr. Burkhalter is going to have to show the Council that manpower and CEP do not overlap. That Council will have to know what the county's manpower program is doing, and what the city's program is doing, and if we are overlapping.

(A QUORUM OF COUNCIL NOW PRESENT, MAYOR PRO TEM WHITTINGTON CALLED THE MEETING TO ORDER AND STATED THE PURPOSE OF THE MEETING.)

Councilman Harris asked if in this contract Council can stipulate that it is being approved on the basis of current funding, and the current programs to July 1 instead of to October 15? Mr. Burkhalter replied if you do, it will cut the county out. The county is involved in this program, as this is for all of Mecklenburg County through October 15. Our program, beginning July 1, will be only for the people inside the city.

Dr. Travland stated the utilization of the \$466,191 is directly tied to the implementation of Manpower Revenue Sharing. This is our transition program. Currently we have the Neighborhood Youth Corps, Out-of-School Program, operated by Charlotte Area Fund, and the Neighborhood Youth Corps, In-School, operated by Charlotte-Mecklenburg School System, and we have MDTA Program, operated by Employment Security Commission.

Councilman Harris stated we have no other choice today other than to approve this money, but we have to take a thorough review of this at budget time.

MAYOR AUTHORIZED TO EXECUTE CONTRACTS AND ORDINANCE APPROPRIATING MONEY FOR CONCENTRATED EMPLOYMENT PROGRAM THROUGH OCTOBER 15, 1974, AUTHORIZED.

Motion was made by Councilman Alexander, and seconded by Councilman Withrow, to approve the following:


- (a) Authorize the Mayor to amend the existing prime contract with the Department of Labor, effective April 16, 1974.
- (b) Adopt Ordinance No. 142-X amending Ordinance No. 828-X, the 1973-74 Budget Ordinance, amending Revenues and Appropriations to cover the Operation of a Department of Labor Sponsored Concentrated Employment Program from April 16, 1974 through October 15, 1974, in the amount of \$466,191.00.
- (c) Authorize the Mayor to enter into a contractual agreement with the Charlotte Area Fund for the operation of a Concentrated Employment Program in the amount of \$466,191 to operate through the period of April 16 through October 15, 1974.

The vote was taken on the motion, and carried unanimously.

The ordinance is recorded in full in Ordinance Book 20, at Page 492.

ADJOURNMENT.

Upon motion of Councilman Withrow, seconded by Councilman Alexander, and unanimously carried, the meeting was adjourned.


 Ruth Armstrong, City Clerk