



City of Jacksonville – The Jacksonville Journey

Intervention and Rehabilitation – Employer/Employee Strategies Workgroup

MINUTES

OF

INTERVENTION & REHABILITATION

SUB-COMMITTEE –

EMPLOYER/EMPLOYEE STRATEGIES

WORKGROUP

March 28, 2008

The Jacksonville Journey – Intervention & Rehabilitation

Sub-Committee – Employer/Employee Strategies Workgroup

March 28, 2008

2:30 p.m.

PROCEEDINGS before the Jacksonville Journey - Intervention & Rehabilitation Sub-Committee - Employer/Employee Strategies Workgroup, taken on Friday, March 28, 2008, Edward Ball Building, 8th Floor - 214 N. Hogan Street, Jacksonville, Duval County, Florida commencing at approximately 2:30 p.m.

Intervention & Rehabilitation Sub-Committee - Employer/Employee Strategies Workgroup

Lad Daniels, Chair
Bob Baldwin, Member
Karen Bowling, Member

APPEARANCES

COMMITTEE CHAIRS & MEMBERS:

LAD DANIELS, Chair
BOB BALDWIN, Member
KAREN BOWLING, Member

ABSENTEE MEMBERS:

None

STAFF:

LYNN RIX

OTHERS PRESENT:

SHARON KIRKLAND, Jacksonville Journey
DWAINE STEVENS, Publix Super Market

PROCEEDINGS

March 28, 2008

Intervention and Rehabilitation Sub-Committee -

Employer/Employee Strategies Workgroup 2:30 p.m.

Call to Order and Comments. Chairman Daniels called the meeting to order at 2:35 p.m.

Purpose of Meeting. 1. To find out what is happening in the world of young people and employers like Publix Super Markets.
2. Review recommendations to be made to the full sub-committee.

Bob Baldwin then introduced Dwaine Stevens, Media & Community Relations Manager for Publix Super Markets. Mr. Stevens gave a brief bio and then addressed questions from workgroup members about how companies who hired teenagers can help prevent crime.

Q: How do we stop kids from getting into the criminal system?

Markets are located in the community and have a responsibility to that community. We offer a future by promoting from within. One can start in the maintenance department and from there go anywhere in the company. Store managers make \$100,000 to 130,000, depending on store size. Many of the store managers started at an entry level position as teenagers.

Currently Publix employs about 15,000 teenagers as young as 14. Benefits include: Friends, health insurance, bonuses, premium pay for Sundays and holidays, stock-profit plan. Also, college tuition reimbursement is available at 100% for employees after 6

months. Must work 10 hours a week and maintain a successful work rating. Degree must be related to a job in the Publix Corporation.

There are policy guidelines for dress, grooming, etc., so teens learn proper behavior in a business environment by example. For some teens their store family is the only family they have. The members of the management team take this responsibility seriously and often become a mentor to their young employees.

Q: Tell us about the Gateway Publix store.

It was first there in the 1950's. The store was turned over to Winn-Dixie while Publix was developing its business downstate. Around 1998 the decision was made to re-open Publix in Gateway. At that time there was a perception that grocery chains did not do business in African-American communities.

Q: When hiring for the Gateway store, was there a difference in profile of the store or in the young people applying?

The store operates in the same way. No special programs were instituted for hiring although some grass roots efforts were made in the schools. Employee turn over is not any greater than at any other store.

Q: What differences do you see with kids today as opposed to past generations?

Young people today want instant gratification. This is all over. We try to combat this with open communication about advancement opportunities and reasonable time frames. All we need is a willing spirit. We work around student's extracurricular activities and teenagers never close at night. There are employment kiosks in the stores or interested parties can go to www.hotjobs.com to see what's available in their local store.

Q: Is there help for young people who are employed and then may have family or social issues arise?

Open communication with the management team will help them find what they need.

Q: How do we find workers for the next 10 to 15 years? Do we entice the retiring work force to stay longer? Do we hire ex-offenders or potential offenders?

The grocery industry does have a trade association and they address our future employment issues. Publix does hire ex-offenders. Answering the application question honestly will not automatically disqualify a candidate. Dishonestly will. The average store has 150 to 175 employees. Random drug screens are done.

Q: What differences do you see in the young workforce today?

Young people today are much savvier than previous generations.

Q: Are they educationally smart or street smart?

They are more computer literate, more visionary in their thinking and savvier in general. We are growing our pharmacy business. This is the most exciting part of the business today. We are heavily recruiting and associates are encouraged to go to pharmacy school.

Q: How do you keep kids out of the system?

We do the best we can while we have them. We give them good examples. Management teams are involved in school activities, coaching and mentoring. Our stores are designated "Safe Places".

Q: Do employees generally come from the community you service?

A store usually services a 3 to 5 mile radius. Our employees also usually live within that radius. Also, labor laws are not a deterrent to hiring young people. Our corporate policies are much tougher than state and federal law. Stores who break corporate policy face very stiff fines that affect their store's bottom line.

This concluded the question and answer session with Mr. Stevens.

The second item of business was to approve the recommendations for presentation to the full committee. Bob Baldwin wants to add a third recommendation to increase the number of youth with jobs. Many scholarship-based programs require that participants have a job. Also, many times the workplace becomes their family. After discussion it was decided to make this a part of Recommendation #2. Bob Baldwin will supply the modified wording at Monday's meeting. The meeting was adjourned at 3:45 p.m.

2. Public Comment

Sharon Kirkland attended the meeting and asked Mr. Stevens for advice on helping some teenagers she is mentoring get jobs. He advised her to have them apply and then send him an e-mail. He cannot guarantee them jobs, but will look into once their applications are on file. Applications are only on file for one month.

3. Action Items

None.

4. Discussion Items

None.

Adjournment. Meeting adjourned at 3:45 p.m.