

5. Appointments to the Santa Ana Workforce Development Board

Department(s):

Recommended Action: Appoint Natasha Milatovich (replacing Bridget Kavanaugh) for a partial four-year term expiring May 31, 2024 and Mat Garcia (replacing Andy Wadhera) for a partial four-year term expiring May 31, 2026 to the Santa Ana Workforce Development Board.



City of Santa Ana
20 Civic Center Plaza, Santa Ana, CA 92701
Staff Report
January 16, 2024

TOPIC: Appointments to the Santa Ana Workforce Development Board

AGENDA TITLE

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RECOMMENDED ACTION

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GOVERNMENT CODE §84308 APPLIES: No

DISCUSSION

On May 17, 2016, the City Council adopted Resolution 2016-031 establishing the Santa Ana Workforce Development Board (WDB) and appointed 25 members. In accordance with the federal Workforce Innovation and Opportunity Act (WIOA) Section 107(b)(2)(A-D), a local WDB board will consist of representatives from specific categories, and the number of members in each category will be proportionally determined based on total membership. Additionally, there is a requirement to maintain over 50% representation from the local business sector. WDB members are appointed by City Council under the categories of membership, prescribed by law, as follows:

Type	Number of Members
Representatives from local businesses	13 members
Representatives from labor, labor registered apprenticeship, and/or community-based organization)	5 members
Representatives from local education institutions	3 members
Representative from government entities (Dept. of Rehabilitation, Social Services Agency, EDD, and Economic Development)	4 members

Two representatives from local area businesses are recommended for appointment. Ms. Natasha Milatovich, Senior Vice President, Chief Human Resources Officer with

AltaMed, to be appointed for a partial term expiring May 31, 2024. She will replace Bridget Kavanaugh who resigned due to change of employment (Exhibit 1). The second is Mr. Mat Garcia, Head of Business Operations with Overair, Inc. Mr. Garcia is recommended to be appointed for a partial term expiring May 31, 2026 to replace Andy Wadhera who resigned due to relocating out of the area (Exhibit 2).

The appointees will represent the category of local area businesses on the WDB as required in the WIOA federal law and regulations.

FISCAL IMPACT

No fiscal Impact associated with this action.

EXHIBIT(S)

1. Resume – Natasha Milatovich
2. Resume – Mat Garcia

Submitted By: Michael L. Garcia, Executive Director of Community Development

Approved By: Tom Hatch, Interim City Manager

NATASHA MILATOVICH, Ed. D., MBA, MHRM, SHRM-SCP
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SUMMARY

A highly accomplished and solutions-oriented HUMAN RESOURCES EXECUTIVE with multifaceted experience in employee engagement and retention, talent acquisition, total rewards, program management, training and development, process improvement, mergers and acquisitions, leadership development, and succession planning. Successful track record of bringing contemporary approach to HR strategies, resulting in retention of key top talent and saving millions of dollars. Applies an innovative approach to finding and recruiting talent through pipelining, workforce planning, and staffing strategies to address labor shortages. Leverages exemplary leadership and communication skills to maximize HR objectives and transform and optimize organizational cultures.

KEY ACCOMPLISHMENTS**People**

- Led high-performing people strategy, with focus on attracting and retaining critical healthcare talent.
- Championed shared governance programs—developing and promoting frontline clinicians in leadership roles.
- Created employee-centric and innovative atmosphere that resulted in increased employee engagement and retention.
- Served as leader and champion of Patient-Centered Care programs.

Leadership

- Led efforts to competitively position organization as employer of choice, ensuring higher recruitment rates in competitive healthcare environment.
- Implemented HR technology allowing organization to streamline processes and provide improved service to associates.
- Completed collective bargaining strategy and negotiations in several acquired facilities.
- Experienced in cross-functional collaboration, conflict resolution, and consensus building.
- Developed and grew talent by implementing leadership development, mentoring, and succession planning programs.

Organizational Development

- Elevated key areas of HR strategic planning, succession planning, training and development, employee relations, total rewards, and talent acquisition.
- Saved organization substantial amounts by implementing education and strategies for proactive and thorough approach to employee and labor relations.
- Led successful reorganizations and integrations with mergers and acquisitions.
- Promoted employee understanding of programs and policies, thus creating transparent communication throughout organization.

Innovation

- Integrated approach to associates' physical, mental, financial, and social health through introduction of mental health and wellness tools and programs for all healthcare professionals.
- Created work/life integration vs. work/life balance strategies, resulting in increased workforce retention.
- Designed and executed voluntary retirement programs in lieu of targeted reductions, saving organization \$500,000.
- Initiated rounding "app" for accountability in executive rounding process.

EXPERIENCE**ALTAMED HEALTH SERVICES**

Commerce, California

SVP, Chief Human Resources Officer2023-present

- Providing strategic leadership and guidance to the HR function by overseeing talent acquisition, total rewards, talent management, workforce development, HR IS, employee health and wellness and HR business operations.

ADVENTIST HEALTH SYSTEM

Roseville, California

System Human Resources Executive2020-2023

- Oversaw 37,000 associates on West Coast and Hawaii, including on-site, remote, and hybrid employees, physicians, and allied health professionals in inpatient and outpatient settings in both rural and urban communities.
- Led HR strategic plan that resulted in turnover reduction and saving system \$24M.
- Developed programs and supported executive and system-wide leadership during COVID.
- Facilitated transformation of on-site workforce to flexible models of remote and hybrid work.

ADVENTIST HEALTH SYSTEM

Roseville, California

Southern California Regional Human Resources Vice President 2015-2020

- Provided HR leadership for 9,000 employees across Southern California region.
- Led organizational transformational change from traditional Human Resources model to shared services model that resulted in streamlined HR services and operational efficiency.

WHITE MEMORIAL MEDICAL CENTER

Los Angeles, California

Vice President, Human Resources 2012-2015**Assistant Vice President, Human Resources** 2010-2012**Director, Human Resources** 2005-2010

- Developed high-performing HR systems aligned with culture and strategy of organization, resulting in top-decile engagement and turnover rates.
- Led in compensation, recruitment well-being, benefits, recognition, and development, leading to optimal organizational performance.

ADDITIONAL EXPERIENCEGLENDALE ADVENTIST MEDICAL CENTER, Glendale, California, **Employment Manager**, 2003-2005.GLENDALE ADVENTIST MEDICAL CENTER, Glendale, California, **Recruiter**, 1996-2003.**EDUCATION**

PEPPERDINE UNIVERSITY SCHOOL OF EDUCATION AND PSYCHOLOGY • Los Angeles, California

Ed. D. • Organizational Leadership

KELLER GRADUATE SCHOOL OF MANAGEMENT • Sherman Oaks, California

M.B.A. • Master of Business Administration**M.H.R.M. • Master of Human Resources Management**

PACIFIC UNION COLLEGE • Angwin, California

B.A. • Business**CERTIFICATIONS***Senior Certified Professional (SHRM-SCP)**Korn Ferry Certified Leadership Architect**Gallup Certified Strengths Coach***AFFILIATIONS***American Society for Healthcare Human Resources Administration (ASHHRA)**Southern California Association for Health Care Recruitment (SCAHCRCR)**California Hospital Association - Statewide HR Advisory Board**Society of Human Resource Managers (SHRM)***PUBLICATION***American Healthcare Leader: “Why Natasha Milatovich Does Not Believe in Work/Life Balance?” (Silver, November 2018)*

Mat Garcia *Head of Business Operations at Overair, Inc.*

Professional Bio:

With over 15 years of diverse experience spanning engineering, manufacturing, and business disciplines, Mat Garcia is a seasoned professional with a genuine passion for making a meaningful impact. Holding a strong dedication to family and community engagement, he strives to give back and leave a lasting positive mark.

Currently serving as the Head of Business Operations at Overair, Inc. in Santa Ana, CA since January 2020, he leads a dynamic team of 16 individuals responsible for various critical functions, including administration, information technology, human resources, quality assurance, security, and facilities maintenance. Overair, Inc. is a pioneering startup at the forefront of urban aerial mobility, developing an innovative all-electric vertical takeoff and landing 5-passenger aircraft. As a member of the company since day one, he has played a pivotal role in its remarkable growth, helping grow it from just 5 to an impressive 180 employees. To date, the company has secured \$170 million in venture-backed funding through Series-B.

Prior to Overair, Mat spent a decade at Karem Aircraft, Inc. in Lake Forest, CA, where he held various influential roles in engineering, manufacturing, quality assurance, IT, and administration. He held key positions such as Head of Administration, QA, and Infrastructure, Quality Assurance Manager, Mechanical Engineering Manager, and Integration Engineer. He was part of a passionate and ambitious team committed to advancing next-generation tilt-rotor aircraft and related technologies for the US Department of Defense.

Mat began his career at The Boeing Company as a flight test engineer, focusing on the A-160 Hummingbird, a groundbreaking autonomous helicopter where he focused on developing autonomous aerial cargo resupply for the Marine Corps.

Educationally, Mat holds a master's degree in mechanical and aerospace engineering with a specialization in flight control systems, earned in 2009. He also has a bachelor's degree in aerospace engineering obtained in 2007.

Beyond his professional endeavors, Mat is an active community member, serving as the President of the Harbor Soaring Society, a 501(c)(3) non-profit organization focused on model aviation and youth exploration in aviation related careers. He actively engages in park restoration events, volunteers with the Victoria Elementary PTA, coaches youth sports teams, and passionately supports STEAM outreach activities for the youth in the community. His love for the outdoors, nature, and family camping adds to his well-rounded and community-focused life.

Connect with Mat Garcia to learn more about his extensive experience, innovative mindset, and commitment to building a better future for both the aerospace industry and the community.