County Takes Major Step in Criminal Justice Reform

Criminal justice reform efforts in Oklahoma County took a significant step forward last month with the first meeting of the new Criminal Justice Advisory Council, an interlocal government council designed to institutionalize cooperation and planning for the criminal justice system in Oklahoma County.

The Council was established following a recommendation of the Greater Oklahoma City Chamber’s Criminal Justice Reform Task Force and was called out as the most critical step for reform.

“Instituting a coordinating body such as this will formalize our cooperative effort and set our county on a permanent path for a more effective and efficient system,” said Clay Bennett, who chaired the Chamber’s task force and was elected to serve as the first chair of the new council.

The stated goals of the Council are to study and evaluate the criminal justice system; collect and analyze data related to the criminal justice system; promote increased efficiency and effectiveness of the criminal justice system; recommend policies and programs to reduce recidivism, reduce jail population, and increase community and public safety; recommend policies and practices to control the costs of criminal justice system and incarceration; and increase community support for the criminal justice system.

Continued on page 5

Chamber’s 2018 Board of Directors Announced

The nominating committee and the board of directors of the Greater Oklahoma City Chamber are pleased to announce the 2018 officers and members of the board of directors that were approved in November 2017.

Rhonda Hooper, Jordan Advertising, will continue to serve in her second year as Chamber chair. Percy Kirk, Cox Communications, will serve as Chamber chair-elect. Other officers include David E. Rainbolt, BancFirst Corporation, immediate past chair; John Hart, Continental Resources, treasurer; Bruce Lawrence, INTEGRIS Health, corporate secretary; and Roy H. Williams, CCE, Greater Oklahoma City Chamber, president and CEO.

Additionally, the following program vice chairs will serve as officers in 2018: Natalie Shirley, Oklahoma State University-Oklahoma City, convention and visitor

Continued on page 8
A kindred spirit in criminal justice reform

At our InterCity visit session with members of the criminal justice reform community in Columbus, Ohio, Melissa Pierson, deputy director of justice programs with the Franklin County Office of Justice Policy and Programs, called Oklahoma City and Columbus “sister cities” because of how much our journeys to criminal justice reform have in common.

Like Oklahoma City, Columbus was faced with the reality that an inefficient criminal justice system had a steep cost in its impact on families, the community, municipal budgets and the economy. Columbus’ approach to reform included building a new jail facility and lowering the number of people in its jail through common-sense reform. You can read more about their efforts on page 12 of this issue of The POINT!

While Columbus may be a few years ahead of Oklahoma City on the road to a better criminal justice system, last month our efforts gained momentum through the first official meeting of the Oklahoma County Criminal Justice Advisory Council. As the No. 1 recommendation in the report on our system compiled by the Vera Institute of Justice, it was a crucial first step toward lasting changes. I am grateful for peer cities like Columbus who are changing the narrative around criminal justice reform, and it is my hope that Oklahoma City will be a shining example for other cities who want to follow the same path.

Sincerely,

Roy H. Williams, CCE
President & CEO
The Council voted in its first meeting to establish subcommittees that would continue to work on recommendations made by the original task force with aims to reach these stated goals. Work over the past year has resulted in a reduction in the jail population from a peak of 2,700 to a current population below 1,900.

“We have made significant improvements in our pre-trial practices and in keeping many low-level offenders out of the jail entirely, but there is still more we can do,” said Bennett. “These task forces will continue to work toward full implementation of the report recommendations. We will develop a strategic plan for the coming year and work to see them met.”

An interlocal agreement between Oklahoma County, the City of Edmond, the City of Oklahoma City and the City of Midwest City formed the Council. Council membership includes: a member of the Board of Oklahoma County Commissioners, Ray Vaughn; the Presiding Judge of the Oklahoma County District Court, Tim Henderson; the Court Clerk of Oklahoma County, Rick Warren; the District Attorney of Oklahoma County, David Prater; the Sheriff of Oklahoma County, PD Taylor; the Oklahoma County Public Defender, Bob Ravitz; the Commissioner of the Oklahoma Department of Mental Health and Substance Abuse Services, Terri White; the City Manager of Oklahoma City, Jim Couch; the Presiding Judge of Oklahoma City Municipal Court, Philppa James; the Court Administrator of the City of Oklahoma City, LaShawn Thompson; the Chief of Police of Oklahoma City, Bill Citty; the City Manager of Edmond, Larry Stevens; the City Manager of Midwest City, Guy Henson; the President of the Greater Oklahoma City Chamber, Roy Williams; and an additional representative designated by the Greater Oklahoma City Chamber, Clay Bennett. There were also four community representatives that were designated by vote of the Council: Sue Ann Arnall, Pastor Theodis Manning, Dan Straughhan and Tony Tyler.

To review the report of the task force, see a copy of the interlocal agreement and find other information about the process that led to the formation of the council, visit www.smartsafeokco.com.
John Ratzenberger to Keynote Chamber Annual Meeting

John Ratzenberger, who is most well-known for his portrayal of Cliff Clavin on Cheers, will bring his outspoken advocacy for American manufacturing and skilled labor to the Chamber’s Annual Meeting on Thursday, Dec. 14, from 11 a.m. to 1 p.m. at Cox Convention Center, 1 Myriad Gardens. Ratzenberger will highlight the importance of skilled trades and training of Oklahoma City's next generation of skilled workers.

More than 1,200 local leaders will network and learn about current Chamber initiatives at this annual luncheon, where Chamber Chair Rhonda Hooper, Jordan Advertising, will highlight the accomplishments of 2017.

Tables of ten are available for $1,250, and individual tickets are $75 for members and $125 for nonmembers. Register online at www.okcchamber.com/annual.


Save the Date for Legislative Breakfast

Join Oklahoma City community leaders and members of the Oklahoma House and Senate at the Chamber’s Legislative Breakfast on Wednesday, Jan. 31, from 8 to 9:30 a.m. at the Cox Convention Center, 1 Myriad Gardens. Speaker of the House Charles McCall, Democratic Minority Leader Steve Koupelen, Senate President Pro Tempore Mike Schulz and Democratic Minority Leader John Sparks will discuss issues that will impact the Oklahoma City economy and local businesses.

This annual event offers the perfect opportunity for Chamber members to meet area legislators and have a voice on the issues impacting the business community. The cost to attend is $40 for members and $60 for nonmembers. Register online at www.okcchamber.com/legislativebreakfast.

Special thanks to Signature Sponsor The Boeing Company and Host Sponsor Renaissance Oklahoma City Convention Center Hotel & Spa.
development; Sean Trausche, OGE Energy Corp., economic development; Teresa Rose Crook, Oklahoma City Community Foundation, education; David A. Hager, Devon Energy Corporation, Forward Oklahoma City; Bradley W. Krieger, Arvest Bank, government relations; Tom J. McDaniel, American Fidelity Foundation, MAPS development; Jenny Love Meyer, Love’s Travel Stops and Country Stores, marketing and communications; Steve Hahn, AT&T Oklahoma, membership; Judy J. Hatfield, CCIM, Equity Commercial Realty II, LLC, military/aerospace; and Carl E. Edwards, Price Edwards & Company, innovation and bioscience. Clayton I. Bennett, Dorchester Capital, and J. Larry Nichols, Devon Energy Corporation, will serve as co-vice chairs of strategic planning.

The following individuals were selected to serve on the board beginning on Jan. 1, 2018, until Dec. 31, 2020: David R. Carpenter, The Boeing Company; Michael F. Lauderdale, Cox Communications; Bradley W. Krieger, Arvest Bank, government relations; T om J. McDaniel, American Fidelity Foundation; David J. R. Carpenter, the board and strategic planning.

They will join the following members selected to serve in 2016 and 2017: James D. Bennett, SandRidge Energy, Inc.; Teresa Rose Crook, Oklahoma City Community Foundation; Bob Funk Jr., Prodigal; David A. Hager, Devon Energy Corporation; John Harr, Continental Resources; Judy J. Hatfield, CCIM, Equity Commercial Realty II, LLC.; Mark A. Helm, Dolene Bros. Co.; John D. Higginbotham, Bank of Oklahoma; Joe Hodges, SSN Health Care of Oklahoma; Percy Kirk, Cox Communications; Bradley W. Krieger, Arvest Bank; Bill Lance, The Chickasaw Nation; Bruce Lawrence, INTEGRIS Health; Jenny Love Meyer, Love’s Travel Stops & Country Stores, Inc.; Ronald J. Norick, Norick Investment Company, LLC; Stephen M. Prescott, M.D., Oklahoma Medical Research Foundation; Christopher P. Reen, The Oklahoman Media Company; Robert J. Ross, Inasmuch Foundation; Jason R. Sanders, MD, MBA, University of Oklahoma Health Sciences Center; William P. Schonacher, IBC Bank; W. Kent Shortridge, Oklahoma Natural Gas Company; Richard Tanenbaum, Gardner Tanenbaum Holdings; and Sean Trausche, OGE Energy Corp. Mikeal M. Clayton, The Boeing Company, was selected to fill a term expiring on Dec. 31, 2018. The following individuals were selected to serve one-year terms: Mark Beffort, Newmark Grubs Levy Szarge Beffort; Dr. Don Betz, University of Central Oklahoma; Jill Castillo, Citizens Bank of Edmond; Steve Dixon, Tapstone Energy, LLC; Mohammad J. Farzaneh, Home Creations; Mark W. Funke, Bank SNB; Nathaniel Harding, Antioch Energy; David Hardy, UMB Bank; Doug Lawler, Chesapeake Energy Corporation; Xavier Neira, Manhattan Construction Company; Rodney J. Sailor, Enable Midstream Partners; and Claudia San Pedro, SONIC, Americas Drive-In.

The past chairman and life members are Clayton I. Bennett, Dorchester Capital; Richard H. Clements, Clements Food Company - Garden Club; Edward H. Cook; Luke R. Corbett; Peter B. Delaney; William E. Durrett, American Fidelity Assurance Company; Carl E. Edwards, Price Edwards & Company; Robert A. Funk, Express Employment Professionals; Gerald L. Gamble, Gerald L. Gamble Co., Inc.; Fred J. Hall, Hall Capital, LLC; V. Burns Hargis, Oklahoma State University; Dan Hogan, Dan Hogan Properties; Stanley F. Hupfield, FACHE, INTEGRIS Health Family of Foundations; Dave Lopez, DL Dynamics; Edmund O. Martin, Ackerman McQueen, Inc.; Frank A. McPherson; J. Larry Nichols, Devon Energy Corporation; George Nigh; David E. Rainbolt, BancFirst Corporation; Lee Allan Smith, Oklahoma Events, LLC; David L. Thompson, InvesTrust Wealth Management; and William G. Thurman, M.D.

The ex-officio members serving on the 2018 Board include: Michelle Copppedge, Mike Monrooney Aeronautical Center – FAA; Mayor Mick Cornett, City of Oklahoma City; Jim Couch, City of Oklahoma City; Aurora Lora, Oklahoma City Public Schools; and Meg Salyer, Accel Financial Staffing. The 2018 Chair of the Board of Oklahoma County Commissioners will be requested to serve when announced.
In 1937, the Greater Oklahoma City Chamber produced a publication celebrating the completion of Oklahoma City's new civic center. Just like today, the Oklahoma City of 1937 was a bustling center of commerce, retail and visitors. Read the excerpts below for a glimpse into what Oklahoma City was like 80 years ago.

"As you know more (about Oklahoma City), your pride will grow more—you will feel the lure of this city of vitality. You will feel the freshness of this young and vigorous giant of the Southwest, will enjoy its cleanliness as symbolized in skyline towers unblackened by the soot fog of older, industrial cities. This is made possible by unlimited supplies of natural gas. You are in a city whose skyline has changed with kaleidoscopic frequency unlike the static picture of older, settled communities which look backward rather than to the future.

"Your new city is one of drama, peopled by citizens who believe in their community, who centralize their energies for their community's sake through one of the nation's greatest Chambers of Commerce ... who celebrate their treasure of black gold, their strategic location on major highways, and Central Heating Plant and the Municipal Auditorium, County Courthouse, the Municipal Building, the City Jail and Central Heating Plant and the Municipal Auditorium, which is now known as the Oklahoma City Civic Center.

"Oklahoma City is a convention center! Even before the Civic Center project mentioned above were the Oklahoma County Courthouse, the Municipal Building, the City Jail and Central Heating Plant and the Municipal Auditorium, which is now known as the Oklahoma City Civic Center.

"The Chamber of Commerce Dining Room is the scene of many an important banquet and luncheon. Citizens of the state's capitol are famous for 'getting together.' They began it within 24 hours after the 'run' in 1889. In 30 days they had founded the present Chamber of Commerce.

The Chamber's office facilities in the 1930s included a dining room that hosted weekly Friday Forums. A Chamber Friday Forum in 1946 is pictured above.

"The Federal Census, early in 1936, reported 2,420 retail stores in Oklahoma City, doing a business exceeding $72,000,000 annually! Their payrolls are more than $8,662,00 or a year—supporting about 10,000 families.

"The publication includes information on individual businesses, area churches, homes and more. To read, visit okchamber.com/okc1937."
Notes from Columbus - Criminal Justice Reform

The past two issues of The POINT recapped lessons learned by attendees of the Chamber’s recent InterCity Visit to Columbus, Ohio. Read on for more about criminal justice reform efforts in Columbus.

Oklahoma County is in the midst of a major overhaul of its criminal justice system, a journey that came as a response to the overcrowding of the Oklahoma County jail. Franklin County, the location of Columbus, has embraced criminal justice reform for similar reasons.

Franklin County started implementing a new criminal justice oversight structure in 2000 when the City of Columbus and Franklin County created a criminal justice planning board to streamline the governance of criminal justice reform in the area.

Because of their structure, they are legally able to serve in the stead of the state. They direct the application of both state and federal funding, including Justice Assistance Grant (JAG) funding, Violence Against Women Act funding, and Title II Juvenile Justice Grant funding. The criminal justice planning board is made up of many of the top leaders of public safety disciplines, and they serve one-year appointments – although, by the nature of their office, several individuals have served on the board for many consecutive years.

“Our criminal justice system is vast and we have a lot of elected officials at the table,” Melissa Pierson, deputy director of justice programs with the Franklin County Office of Justice Policy and Programs, said. “Our jobs bring everyone to the table, not to make decisions for anyone, but to find that common ground that works for everyone in the county. We found that a criminal justice planning board gave us the power to do that.”

During the national recession starting in 2007, the board was asked to do more with less funding and the Franklin County Commissioners started examining the financial cost of putting more people in jail. In response, they forecasted the jail’s population growth over the next 25 years and wanted to determine how they could avoid having to build a new jail.

“Our mental health system, like those across the country, was fragmented. Our jail had become a mental health hospital,” Pierson said. “Instead of bringing people to the jail, we needed alternatives that we just didn’t have at the time.”

After a thorough examination of their criminal justice system in Franklin County, the criminal justice planning board had a lot of data about who was in their jail, but no funding or political will to implement any changes.

In addition to jail and prison overcrowding, the data showed a 42 percent recidivism rate. The planning board had to think creatively about how to address those issues. In 2009, the group created the Franklin County Reentry Coalition to develop a strategic plan and pool resources available to help people coming out of the criminal justice system.

The coalition focused on removing barriers to people who are trying to find a job, get housing and become productive members of society. One key part of that is passing progressive legislation, such as “banning the box” where job applicants have to indicate if they have been arrested or convicted of a misdemeanor or felony.

“Ohio is one of the leaders in terms of legislative reforms and sentencing reform,” said Pierson. “We have a little way to go but I think we’ve taken some really progressive steps.”

These positive changes led to Franklin County being selected by the Council of State Governments to participate in a behavioral health and justice demonstration program in 2013, which Pierson says was the catalyst that launched Franklin County into the next era of criminal justice reform.

“I have a feeling your Vera Institute project is going to do the same thing for you because your report’s recommendations are very similar to ours and what they wanted us to do to improve our criminal justice system,” Pierson said.

The next step for Franklin County was to examine the data to create alternative and innovative ways to address the population of people who are churning in and out of the criminal justice system. Through that investigation, the group learned that there were 100,000 outstanding warrants for people failing to appear at municipal courts. They implemented a low-cost notification system to remind people via text message, an evidence-based response to people failing to report to court.

“Everything we do is driven by data – that is really, really important,” Pierson said. “Vision without data is just a hallucination.”

That’s not to say their process has been without obstacles. Pierson said that their strict adherence to the Health Insurance Portability and Accountability Act of 1996 (HIPAA) has created roadblocks for public safety officers who are trying to find alternatives to jail for the people that they pick up. Officers have no way to check a person’s treatment provider, case manager or medical history when they respond to calls.

The paradigm shift required of individuals working within the system in the midst of these changes has also been a challenge. Molly Gauntner, chief probation officer of the Franklin County Municipal Court, came to Franklin County with the intent of starting a pre-trial services program at the municipal court.

“I tried to introduce the whole concept to our court of what risk and need mean in the criminal justice system,” Gauntner said. “That was a huge challenge because the courts had not had a pre-trial services program in municipal court since the late 1970s.”

The significant bail bondsman culture in Franklin County also played a role in the implementation of an evidence-based pre-trial assessment tool. The bail investigation officers use the tool and a typical bail investigation report to assess the overall risk level of an individual, which is then presented to a judge.

All the changes made in the area have had a positive impact on the amount of money spent on the criminal justice system, but it was still necessary to build a new jail facility. Major Chad Johnson with the Franklin County Sheriff’s office said that Franklin County’s two existing jails were structurally deficient.

“Our current jails are linear, and you cannot sit on a single deputy post and see an inmate,” Thompson said. “They are not constructed or designed to really support corrections the way it is done in modern practices.”

The new jail, which will open in 2019, will be built in a direct-supervision model where incarcerated individuals will be within the sight of an unarmed deputy sitting in the middle of the cells. Studies show that this model results in less violence and more cooperation.

The first phase of construction will include 864 beds and the facility’s mental health and medical services. The second phase will take the total number of beds to 2,400. When all three phases of construction are complete, the jail will have room for 3,000 individuals – but Thompson is sincerely hopeful that they don’t have to complete the last phase.

Thompson, who is in charge of the new jail’s design and construction, said that one motto has driven all of their criminal justice reform decisions.

“Repetition does not establish validity,” Thompson said. “If you take nothing else from me, take that and work with it. It has done wonders for us.”

For a full recap of the Chamber’s trip, visit www.okccchamber.com/ICVnotes.
Forward Oklahoma City brings investment, jobs to OKC

The Chamber’s Forward Oklahoma City program, now in its fifth cycle of programming specific to Oklahoma City’s current business climate and long-term needs, is wrapping up another successful year of investing in Oklahoma City’s future.

The Chamber set specific goals for Forward Oklahoma City V, which include diversifying the Oklahoma City economy, growing Oklahoma City’s quality workforce, improving Oklahoma City’s quality of life, growing Oklahoma City’s corporate presence, strengthening Oklahoma City’s business climate and advocating for regional transportation development.

Significant accomplishments of the 2017 Forward Oklahoma City efforts include:

- Work of the OKC Compact to provide reading and mental health resources for Oklahoma City Public Schools
- New nonstop air service by Frontier Airlines
- New-to-OKC companies expanding into the market, including NTT Data, Sky-West, Amazon, Solaris Paper, and more
- Significant criminal justice reform progress, including the first meeting of the Oklahoma County Criminal Justice Advisory Council
- Continued work on strengthening the Oklahoma City innovation district
- The successful passage of the recent general obligation bond and sales tax elections that will invest $1.2 billion in Oklahoma City.

Through the end of November, Forward Oklahoma City has assisted with 2,939 announced jobs, $128.7 million in announced payroll and $221.9 million in announced capital investment. Since it was founded in 1995, Forward Oklahoma City has assisted in creating more than 100,000 jobs and $6 billion in capital investment.

For more on FOKC, contact Kurt Foreman, Chamber executive vice president of economic development, at kforeman@okcchamber.com or 405-297-8945.
Members Upgrade Their Support of the Chamber

Through increased financial support and attendance at board meetings, Board of Advisor and Lead Investor companies play a key role in the Chamber. The following member companies recently increased their investment, demonstrating strong support of the Chamber’s efforts to drive the region’s economy.

To increase your investment, contact the membership division of the Chamber at 297-8949 or info@okcchamber.com.

Board of Advisors

ATLink Services, LLC
Internet Service Providers
5725 W Reno Ave., Suite 313
Oklahoma City, OK 73127
www.atlinservices.com

Aerostat Information Technology
Michael C. Thomas, President
428 Dean A. McGee Ave.
Oklahoma City, OK 73102-3404
www.aerostat.com

Wen Oklahoma, LLC (Wendy’s of Oklahoma)
restaurants
Mr. Roger Heyward
1300 N. Western Ave.
Oklahoma City, OK 73107-5909
www.tak5oilchange.com

Board of Advisors

Wen Oklahoma, LLC (Wendy’s of Oklahoma) - Restaurants
Mr. Roger Heyward
1300 N. Western Ave.
Oklahoma City, OK 73107-5909
www.tak5oilchange.com

Board of Advisors

Upstream
Internet Broadcasting
Vince Prochaska
Mr. Buner Tomlinson
623-9820
1201 E, Curry Lane
Edmond, OK 73013-7533
www.upstreammedia.com

Vincent Vacations
Travel Agencies/Consultants
Mr. Vin Vincent
418-6130
1201 N. Memorial Dr., Suite 205
Oklahoma City, OK 73120
www.vincevacations.com

Walter P Moore
Engineers - Civil
Mr. Watts Mox, Jr.
493-0500
101 Park Ave., Suite 1300
Oklahoma City, OK 73102
www.walterpmoore.com
ECONOMIC INDICATORS

For comprehensive Economic Indicators and Regional Data, please visit your Greater Oklahoma City Chamber Economic Development Division at www.greateroklahomacity.com/economicindicators or contact Eric Long, Research Economist – (405)297-8976; elong@okcchamber.com

GRAND OPENINGS

Congratulations to these Chamber members on their recent Grand Openings! All Chamber members are welcome to attend Grand Openings. To view more photos, see the schedule of upcoming Grand Openings or subscribe to the Grand Openings calendar, visit www.okcchamber.com/grandopenings.

Teriyaki Madness
15124 Lleyton’s Court, Suite 104
Edmond, OK 73134

MCM Insurance, LLC
2232 W. Hefner Road, Suite A
Edmond, OK 73013

LifeShare Foundation
4705 NW Expressway
Oklahoma City, OK 73132

Service King
6501 W. Reno Ave.
Oklahoma City, OK 73127

PDQ
14215 N. Pennsylvania Ave.
Oklahoma City, OK 73134

Professional Engineering Consultants, P.A.
10921 S. Western Ave., Suite 100
Oklahoma City, OK 73170

Raising Cane’s Chicken Fingers
6340 N. May Ave.
Oklahoma City, OK 73112

Russell Stover Chocolates
7642 W. Reno Ave., Suite D-4-1
Oklahoma City, OK 73127

Mobile Medical Services
1415 N W. 43rd St.
Oklahoma City, OK 73118

Office of the Chief Medical Examiner
(Commissioners of the Land Office)
921 NE 23rd St.
Oklahoma City, OK 73105-7936

SpringHill Suites - Quail Springs
3201 W. Memorial Road
Oklahoma City, OK 73134

Oklahoma City Ranks Among Top 10 U.S. Metros for Millennials

- Oklahoma City metro ranks eighth for best U.S. metro for Millennials.
- Apartment List graded the 75 top U.S. metros in three major categories: jobs, affordability and livability.
- Oklahoma City had the sixth-best affordability score among all graded metros.
- Apartment List’s analysis claims that few metros offer the ideal mix of a strong job market, affordable rent and home prices and high livability scores.

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Source: Apartment List, 2017. A score of 100 is most favorable.

For comprehensive Economic Indicators and Regional Data, please visit your Greater Oklahoma City Chamber Economic Development Division at www.greateroklahomacity.com/economicindicators or contact Eric Long, Research Economist – (405)297-8976; elong@okcchamber.com

No Hunger Holidays

Help this holiday season to feed 10,000 families across Oklahoma.
feedthechildren.org

by Steve Westerman, Director of Product and Marketing, Cox Business

When you think of surveillance systems, what probably comes to mind is the value they bring in protecting and safeguarding your business. It’s true — statistics show that cameras not only help reduce theft, they also serve as a deterrent by making sure you’re not targeted in the first place.

But today’s security cameras can do so much more. They can be used to analyze shopping patterns, monitor employee activities, protect your business from fraudulent injury claims — all this and more, while letting you access your cameras remotely so you can keep an eye on your business while you’re away.

1. Use security cameras for customer research.

If you have a retail business, security cameras can be used to help make sure you’re creating the best customer experience possible. You can study everything from how customers move through the store, to what types of product placement best influence sales. This type of insight can help you fine-tune store layout, ensuring that traffic flows in a way that’s intuitive for the customer and profitable for you.

2. Use video to boost employee productivity.

Video surveillance can be used as a tool to help boost employee productivity and show your team that “you have their backs.” You can document practices, procedures and customer engagements, which provide great performance coaching opportunities. While cameras can also monitor employee theft and negative behavior, the real upside comes in observing and rewarding good work, not deterring bad conduct.

3. Cameras can provide liability protection.

Liability can affect businesses in a variety of ways. A customer can have an accident and sue for damages, employees can file harassment, discrimination or other suits, and in some industries there are compliance issues to consider. So many of these instances come down to a “he said, she said” situation; having video records can be invaluable.

4. Cameras are a tool, but not a hammer.

While video monitoring and surveillance in the workplace can raise some negative “big brother” type inferences, there are legitimate justifications for video as a business consideration. Done right, cameras can protect you from theft, improve safety, enhance productivity and protect your business from liability.