

WorkforceCONNECTIONS

Local Elected Officials Consortium

MINUTES

April 5, 2012

4:00 p.m.

Workforce Connections  
7251 W. Lake Mead Blvd.  
Suite 200 Conference Room  
Las Vegas, NV 89128

Members Present

Commissioner Lawrence Weekly (Phone)	Councilwoman Anita Wood
Councilwoman Gerri Schroder	Councilwoman Peggy Leavitt
Commissioner Butch Borasky (Phone)	Councilman Bob Coffin
Commissioner Tommy Rowe	

Members Absent

Commissioner Dominic Pappalardo

Staff Present

Ardell Galbreth	Suzanne Potter	Carol Turner
Heather DeSart	Kenadie Cobbin-Richardson	

Others Present

Mary Beth Hartleb, Prism Global Mgmt. (Phone)	Earl McDowell, DETR
Jan Pieri, Prism Global Mgmt.	Dennis Perea, DETR
Mark Wood, Clark County-DA-Civil	LeVerne Kelley, DETR
Doug Lyon, Clark County	Katherine Duncan
Doug Geinzer, SNMIC	Nield Montgomery, The Learning Center
Ann Lynch, SNMIC	Linda Montgomery, The Learning Center
Anthony Snowden, UFCS	Tiffany Tyler, Nevada Partners, Inc.
Matt Cecil, Legal Counsel	Monica Ford, Nevada Partners, Inc.

(It should be noted that not all attendees may be listed above)

1. CALL TO ORDER, confirmation of posting, roll call

The meeting was called to order by Vice-Chair Councilwoman Anita Wood at 4:08 p.m. Staff confirmed the meeting had been properly noticed and posted in accordance with the Nevada Open Meeting Law. Roll call was taken and a quorum was present.

2. DISCUSSION and POSSIBLE ACTION: Approve the Agenda with inclusions of any emergency items and deletion of any items

*A motion was made to approve the agenda as presented by Commissioner Tommy Rowe and seconded by Councilwoman Peggy Leavitt. Motion carried.*

3. FIRST PUBLIC COMMENT SESSION

Dennis Perea, Department of Employment, Training, and Rehabilitation (DETR) commented that DETR hopes the LEOs will continue changing the trajectory of the Board including during the hiring process for the Board's Interim Executive Director. Mr. Perea stated that DETR would like to see more efficiency within the Board, to see Board staff more engaged with its partners in a cooperative manner, establish a good relationship with the community college system, and provide more oversight over contracts rather than provide services directly.

4. DISCUSSION and POSSIBLE ACTION: Approval of the Local Elected Consortium meeting minutes of March 27, 2012

*A motion was made to approve the Local Elected Consortium meeting minutes of March 27, 2012 by Councilwoman Gerri Schroder and seconded by Commissioner Tommy Rowe. Motion carried.*

5. DISCUSSION and POSSIBLE ACTION: Discussion, possible interview of candidates, and selection of an Interim Executive Director

Commissioner Lawrence Weekly stated that he is in favor of the direction the Board wants to take in appointing the Interim Executive Director.

Commissioner Weekly, referring to comments that were made at the last full Board meeting by Valerie Murzl, stated that he believes Ms. Murzl's comments were a consensus of the majority of the Board which is a feeling that the LEOs make all the decisions and are in the loop with certain information. Commissioner Weekly stated that he made it clear to the Board members that the LEOs are not 100% in the loop with information and everything that is going on at Workforce Connections. Commissioner Weekly stated that the LEOs have an awesome responsibility to make decisions, as Mr. Perea stated in public comment, as to the direction the agency should go in and that have a significant impact on State, specifically Southern Nevada. Commissioner Weekly stated that he believes the LEOs make their decisions based on the needs of the community and not based on how the LEOs feel.

Commissioner Weekly stated that it was his prayer that the agency would have more than just Heather DeSart and Ardell Galbreth apply for the Interim Executive Director position because he is not interested in either candidate. Commissioner Weekly said he felt things would be the same and neither candidate has what it will take to get the agency and organization back on track. However, having to select from one of the candidates, Commissioner Weekly stated that he would personally go with Mr. Galbreth because he feels that Mr. Galbreth has a little bit more knowledge of WIA than Ms. DeSart.

Commissioner Weekly stated that he does not understand how, after hearing the presentation from the State and their comments, that the Board has too many staff, that Ms. DeSart can go and post and interview for two new positions. Commissioner Weekly stated that this does not make sense.

Commissioner Weekly stated that as soon as we get beyond the issues with the State and have the jurisdiction to hire a permanent Executive Director, that the LEOs do so immediately and get the Interim Executive Director out as soon as possible.

Following Commissioner Weekly's comments, the LEOs agreed on the interview process which is that each candidate will be provided five minutes to speak on their behalf followed by an opportunity for the LEOs to interview and ask questions of the candidates. During this process the other candidate will leave the room. After winning a coin toss, Mr. Galbreth gave Ms. DeSart the first interview slot.

Ms. DeSart provided a five minute presentation about her professional experience and qualifications then answered a series of questions presented by the LEOs.

Following, Mr. Galbreth provided a brief presentation about his experience and intentions for the agency if selected for the position; Ms. DeSart left the room accordingly. After, with both candidates present, discussion ensued regarding the qualifications of both candidates.

Councilwoman Wood called a recess at 5:28 p.m. The meeting was called back to order at 5:35 p.m.

Councilman Coffin stated that both applicants provided good presentation and demonstrated fairness through the process; no backstabbing, anonymous letters or phone calls to campaign for the position knowing that Mr. Ball was leaving the organization. Councilman Coffin stated that he hopes they can work together. Councilman Coffin stated that Mr. Galbreth is a better candidate in that he is direct, is not afraid to show that he will do things differently, and is specific with his recommendations for the agency. Councilman Coffin stated that Ardell has a record of leadership positions in his lifetime and that the agency needs strong leadership. Councilman Coffin stated that he has no bias against Ms. DeSart and would support her for any other position.

Councilwoman Schroder asked Legal if a contract is necessary for the Interim Executive Director position, as she would suggest having one to protect the LEOs. Councilwoman Wood concurred and suggested that the LEOs direct Legal to draw up a contract to include salary information.

Matt Cecil, Legal Counsel, stated that he does not think a specific contract is necessary; however, it is recommended that the LEOs have discussions regarding salary, whether or not the position would remain an “At-Will” position, which would mean that the LEOs could terminate at any time for any reason with an appropriate vote. Mr. Cecil stated that the LEOs could certainly discuss with their Legal Counsel and Human Resource Consultant a contract if so desired, but a contract is not necessarily required.

Councilwoman Wood commented that she is not so concerned with what has happened in the past but is very concerned going forward and that whoever is appointed to the Interim Executive Director position is going to be walking into a true challenge – they are walking in knowing there are questions, that they do not have the complete confidence of the employees, the Board, or the State and that it has to change, and change quickly. Moving forward a plan has to be put in place to address those outstanding issues and to make sure a plan is in place to start improving those relationships. Councilwoman Wood stated that for the Board to function, whether it remains as a separate Board or functions as part of a State Board, these issues need to be taken care of and resolved. Councilwoman Wood stated that she has an impression that Ardell and Heather make a great team and she hopes that it will continue and they will be able to work together in resolving these issues and making Workforce Connections efficient, effective, and something that everyone can be very proud to be associated with. Councilwoman Woods stated that she believes both the LEOs and Workforce Connections Board are going to be willing to step-up and do greater oversight and become more involved and work with staff to get the organization to that level. Councilwoman Wood asked Mr. Galbreth and Ms. DeSart for their commitment in this and stated that the Board needs to make that commitment to the State, the Governor, and to DETR because they are working very hard and the Board needs to be a part of that solution.

***A motion was made to appoint Ardell Galbreth as Interim Executive Director as presented by Commissioner Tommy Rowe and seconded by Councilman Bob Coffin. A roll call vote was taken: Councilwoman Schroder (aye); Commissioner Weekly (aye); Commissioner Borasky (nay); Councilwoman Leavitt (nay); Councilman Coffin (aye); Commissioner Rowe (aye); Councilwoman Wood (aye). Motion carried.***

#### SECOND PUBLIC COMMENT SESSION

Katherine Duncan, Las Vegas Ward 5 Chamber of Commerce, expressed concern for the lack of qualified candidates to fill photovoltaic installer positions available commenting that service providers cannot provide the workforce required to fill these positions. Ms. Duncan stated that the Chamber works with companies that need employees who are trained and meet the licensing

requirements of the trade. Ms. Duncan asked the Board what the Chamber can do to help; having a construction training site available, set-up, and ready to train individuals for the basic skills they need to fill positions that start at \$15.00 per hour.

Councilwoman Wood directed Mr. Galbreth and Ms. DeSart to meet with Ms. Duncan to put a plan in place to assist Ms. Duncan.

Anthony Snowden commented that now is a good opportunity to restructure Workforce Connections to become an effective and efficient operation to the community. Mr. Snowden stated that he serves on the Board of the Las Vegas Clark County Urban League and has been attempting for the last year to get a seat on the Workforce Connections Board. Mr. Snowden stated that the Las Vegas Clark County Urban League does a lot of the services that the Workforce Connections Board is supposed to be facilitating. Mr. Snowden asked the LEO Consortium to reopen negotiations for a representative of the Vegas Clark County Urban League to serve on the Workforce Connections Board.

Mr. Snowden commented that the increase of staff at the Board was due to the ARRA money; however, it was to be a two year designation. Mr. Snowden commented that the Board now needs to take a look at restructuring these positions as it can no longer afford to pay for high-price employees that do not have a specific role or function. Mr. Snowden asked the Board to look at this more closely and reduce the staff. Mr. Snowden commented that he looks forward to the opportunity for a new day where more training opportunities and resources can be provided to the community so that people can reach their next level of success in life.

Mr. Galbreth stated that he will contact all the Chambers to make sure they know the proper process and procedures for submitting an application to serve on the Workforce Connections Board.

Monica Bolden, former Workforce Connections staff member addressed concerns about Mr. Galbreth and Ms. DeSart. Ms. Bolden disagreed with comments made by both candidates during the interview process and had complaints about their business practices.

6. LEO Consortium Member Comments

Councilwoman Schroder thanked Ms. DeSart and Mr. Galbreth for putting themselves out there and wanting to take on this enormous task. Councilwoman Schroder congratulated Mr. Galbreth in his new role as Interim Executive Director.

Councilman Bob Coffin commented that the LEOs will need to convene on a regular basis to discuss outstanding contracts and bids. Councilwoman Wood stated that she will rely the message to the Chairman.

7. Adjournment

The meeting adjourned at 6:02 p.m.