

*Workforce*CONNECTIONS

**Local Elected Officials Consortium
MINUTES**

**May 24, 2012
3:00 p.m.**

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

Members Present

Councilwoman Gerri Schroder	Commissioner Lawrence Weekly
Commissioner Bill Kirby	Commissioner Butch Borasky
Councilwoman Peggy Leavitt	Commissioner Tommy Rowe
Councilwoman Anita Wood	Councilman Bob Coffin

Members Absent

None

Staff Present

Ardell Galbreth	Suzanne Potter	Kenadie Richardson
Heather DeSart	Carol Turner	Jim Kostecki
Janice Greer	Madelin Arazoza	Debra Collins
Melodye Stok		

Others Present

Sandra Douglas Morgan, Legal Counsel	LeVerne Kelley, DETR
Tiffany Tyler, Nevada Partners, Inc.	Jack Eslinger, City of Las Vegas
Earl McDowell, DETR	Doug Geinzer, SNMIC
Steve Chartrand, Goodwill	Hannah Brown, Workforce Connections Board
Nield Montgomery, The Learning Center	Linda Montgomery, The Learning Center
Tracey Torrence, SNRHA	Mark Wood, Clark County

(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 Chair Commissioner Lawrence Weekly at 3:03 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 with the deletion of Agenda Item 5 by Councilman Bob Coffin and seconded by Commissioner Butch Borasky. Motion carried.

3. FIRST PUBLIC COMMENT SESSION

Doug Geinzer, CEO, Southern Nevada Medical Industry Coalition stated that the action SNMIC wants to take must take place here. Mr. Geinzer stated that he appreciates all the efforts put forth by the Local Elected Officials (LEOs) to get this matter on the agenda. Mr. Geinzer stated that after three or four failed attempts it did not seem like it was going to happen. Mr. Geinzer stated that after discussion with a few LEOs, it appears that the letter SNMIC provided to legal counsel did not make it down to the LEOs. (Mr. Geinzer produced said letter to the LEO Consortium). Mr. Geinzer stated that SNMIC is trying to resolve this matter. Mr. Geinzer stated that SNMIC delivered the best results that the Board ever saw and that SNMIC was targeted and wrongfully placed on high risk status. Mr. Geinzer stated that SNMIC is looking to make a wrong a right and is looking to have the high risk status removed, which has tarnished SNMIC's reputation.

Mr. Geinzer produced a final demand from SNMIC's legal counsel and stated that he hopes this board takes action and takes it into consideration.

Sandra Douglas Morgan, legal counsel, addressed the board stating that the letter Mr. Geinzer produced was made for the purpose of settlement negotiations and requested that the LEOs do not respond to anything during public comment as this may be a potential litigation.

Steve Chartrand, President, Goodwill commented that he attended the Board meeting on Tuesday but did not have the fortitude to make it all the way to the end so he did not get the opportunity to thank the Board for approving the extension of Goodwill's grant. Mr. Chartrand stated that Goodwill, through Career Connections, which is partially funded by the grant, helped over 740 people get jobs, and within Goodwill, 65 jobs were already created. Mr. Chartrand commented that the program is working and Goodwill truly appreciates the partnership.

Commissioner Rowe introduced Commissioner Kirby from Esmeralda and stated that he has been instrumental in Esmeralda County's operations over the last several years.

4. PRESENTATION: DETR will present a presentation regarding the establishment of One Statewide Workforce Investment Board

Frank Woodbeck, Director, Department of Employment, Training, & Rehabilitation (DETR) made a PowerPoint presentation on the proposed restructure of Nevada's Workforce Investment System to one Statewide Board (attached).

During the presentation Mr. Woodbeck stated that the proposed plan calls for maintaining the integrity of the current workforce investment areas and their associated funding allocations. Mr. Woodbeck stated that the plan includes the commitment that the workforce investment areas currently constituted would not change. Mr. Woodbeck stated that the allocation of resources to the workforce investment areas as they are currently constituted would not change, and if the plan goes through, any change that was attempted going forward regarding that would require an additional waiver from DOL. In other words, any changes to the workforce investment areas and allocations would require a waiver from DOL.

Mr. Woodbeck stated that with the proposed plan there would be no provision of programming from the state level, and all monies would be contracted to service providers and training providers. Mr. Woodbeck reiterated there will be no provision for services from the state level.

Mr. Woodbeck stated that the Industry Sector Councils are currently in the process of being assembled and those that are already formed, such as the healthcare sector council, are in the process of expansion. The sector council bylaws of each sector council calls for three Local Elected Officials, one from the south, one from the north, and one rural as well as other public service officials and representatives from K-12, community colleges, and the Nevada System of Higher Education. Mr. Woodbeck stated that the sector councils will be the brain trust through which training will be provided for the industry sectors that they are responsible for. There are seven industry councils that are formed or are being formed currently, all of which report directly to the Governor's Workforce Investment Board. The Governor's Board oversees the provision of expenditures regarding service providers and training providers throughout the state.

Following the presentation Mr. Woodbeck answered questions presented by the board.

Councilwoman Gerri Schroder inquired about the recertification of the Board. Mr. Woodbeck stated that if the Board is not recertified a new Board will have to be formed to serve the respective workforce investment areas.

Ardell Galbreth stated that according to the Workforce Investment Act, the Governor is required to recertify each Workforce Investment Board every two years. Every other year during the month of December the local boards have to submit a request to the Governor requesting recertification. Mr. Galbreth stated that regardless whether or not there is an initiative to go to a single statewide board that is a requirement of the Workforce Investment Act.

Councilwoman Schroder asked if the plan goes through will the subsequent Governor be able to change what is already in place regarding the local workforce areas and allocation of funds thereto.

Mr. Woodbeck replied that this is part of a five year state plan and if it's approved the five year state plan will be in place for the period of five years. Also, any changes to the state plan at that time or when another state plan is submitted will require a waiver of any conditions within it that would change the structure or allocation.

In response to Councilwoman Schroder's inquiry regarding sufficient representation from the South by the LEO's on the Governor's Board, Mr. Woodbeck replied that the state has requested, and will likely get, an Executive Order to codify that particular structure for the Governor's Board.

Councilwoman Schroder asked how one can make public comment as per the timeline provided. Mr. Woodbeck replied that a hearing is scheduled on June 11th that will be video conferenced between Las Vegas (Grant Sawyer Building) and Carson City, which will be delivered directly through DETR.

Mr. Woodbeck stated that the public can submit their comment in writing to DETR between June 1-11, and it will be part of the record for the June 11th hearing. Mr. Woodbeck stated that the public can also call in to make their comments and that DETR will publish the telephone number. Mr. Woodbeck apologized stating that he did not have the time, but will get it to the LEOs. Mr. Woodbeck stated that an announcement will be published in the newspaper regarding the hearing.

Councilwoman Schroder asked if the statewide proposal is denied, would the state continue to go on with the Governor's proposal, specifically regarding the sector councils and the involvement thereof from the Workforce Connections' Board and LEO's.

Mr. Woodbeck replied, in terms of the sector councils, they are already underway and will continue to proceed.

Commissioner Tommy Rowe commented that last year the Community College of Southern Nevada withdrew their office from Lincoln County, laid off everybody there, and pulled out, not giving any service there to anybody. Commissioner Rowe commented that smaller counties do not have that service to withdraw, so he doesn't know how this is going to work running through the state colleges. Commissioner Rowe stated that the colleges have been cutting all sorts of programs, including one big program, the State Extension Office out of the university. Commissioner Rowe stated that these are vital to rural counties and their operations - the rural county had to do a lot of lobbying, letter writing, and phone calling to keep funding going for this.

Commissioner Rowe also commented that the rural counties would be underrepresented with only one elected official to represent all the rural areas and counties from the north to the south, all of which are very different.

Regarding the sector councils, Mr. Woodbeck stated that there are seven sector councils with three Local Elected Officials slots on each; that's 21. The goal, which will be fulfilled, is to have at least one representative from every county on at least one of the sector councils that relate to their area, such as mining and manufacturing for one of the northern counties.

Commissioner Rowe stated that during the last presentation by John Chamberlain, the LEOs were told that it was illegal per the Workforce Investment Act to change the Board to one statewide board without making several changes.

Mr. Woodbeck stated that it would be illegal for the state to attempt to change to one statewide board without DOL approval.

Councilwoman Peggy Leavitt asked about the community college system, specifically what the state means with respect to the non-negotiable commitment.

Mr. Woodbeck replied that the Workforce Investment Act calls for a use of community college assets for training, and the plan is going to encourage it strongly; it is not negotiable. Mr. Woodbeck commented that the community college wants to be an engaged training provider. Mr. Woodbeck stated that across the country, community colleges are a great asset for training, both broad based and industry specific so the Governor wants to ensure that opportunity is there.

Councilwoman Leavitt inquired about the establishment of two independent units, Policy and Compliance and Contracting and Provider Monitoring.

Mr. Woodbeck stating that they will be statewide, and if the plan goes through, the state would establish under DETR both units so that they are separated and so they maintain integrity for both units. Mr. Woodbeck stated that it's insisted upon by DOL or any auditing firm. Mr. Woodbeck stated that currently DETR does not do Contracting, but it does do Policy and Compliance through Workforce Investment Support Systems (WISS).

Councilwoman Leavitt asked how the sector councils will be staffed.

Mr. Woodbeck replied that the sector councils will be made up of 21 to 25 individuals, of which 51% have to come from private sector. Mr. Woodbeck stated that each of the councils will have a member of the senate, the assembly, three local elected officials and representatives from education (K-12), community colleges, labor, Regional Development Authority that is dominant in that industry and area, industry specialist from the Governor's office of Economic Development, and an economist from DETR's Research & Analysis Division.

Councilwoman Leavitt commented that the projected cost savings basically comes from cutting administrative costs.

Mr. Woodbeck stated that both administrative and infrastructure costs will be reduced. Councilwoman Leavitt stated that in the proposed budget the in-state travel for \$129,000 is high.

Dennis Perea, Deputy Director-DETR replied that this was a long debate when putting the budget together. Mr. Perea stated that in recruitment for the most qualified individuals statewide, it is sometimes cheaper to have a person travel to do monitoring and oversight of contracts, rather than hiring individuals from both the north and south.

Councilwoman Anita Wood commented that according to the plan, Nevada's Current System-Southern Workforce Investment Area, states the Board had eligible training provider list expenditures of \$1,849,565, but total WIA expenditures of \$19,291,502, and percentage of dollars spent on training is 9.58%. Councilwoman Wood asked if that was accurate.

Mr. Galbreth stated that he thinks it would be accurate; the reason is because the Southern Board concentrated on putting more people to work during the year July 1, 2010 through June 30, 2011, and not necessarily in training. Last year the Board concentrated on training and the next year will probably concentrate a little more on training.

Heather DeSart, Deputy Director-Workforce Development commented that eligible training provider list expenditures does not include On-the-Job training, which the agency did substantial numbers of OJTs, probably far exceeding classroom training for occupational skills training on the eligible training provider list.

Councilwoman Wood noted that under the Risks of the Status Quo it talks about community colleges and asked if the Board currently has a relationship with the community college.

Mr. Galbreth replied yes and stated that he has been in communication with the community colleges quite frequently regarding partnering for the One-Stop system. Mr. Galbreth stated that the relationship can be stronger and better and he believes that in the coming months it will happen in a bigger, better way. Mr. Galbreth confirmed that the Board has been working with the college with the State Energy Sector Partnership grant. Mr. Galbreth stated that the Board works with UNLV, but to a lesser degree because the university is a much higher level of education.

Councilwoman Wood commented on the proposed organizational chart, specifically that it shows the DETR Director directly over the Southern Board.

Mr. Woodbeck stated that the DETR Director and DETR are providing oversight, contract compliance. Mr. Woodbeck stated that the org chart shows all the positions statewide, and some will be located in the north and some will be located in the south.

Mr. Woodbeck stated that the two Deputy Directors will report to the DETR Director. One of the Deputy Directors is Dennis Perea and one will be promoted from current staff.

In response to Councilwoman Wood's question, Mr. Woodbeck stated that hopefully some members of the Workforce Connections staff will be recruited.

Councilwoman Wood asked how will the Governor address that most of the workforce investment system is based on local structure, and being that now this is all going to the state level, how will the Governor overcome the lack of local involvement.

Mr. Woodbeck replied that the local involvement would come through the sector council strategies that the state is implementing and also through the Governor's Workforce Investment Board. Mr. Woodbeck stated that all of these entities have local involvement and are comprised with people that have local involvement with the north, south, and rural.

Regarding the Proposed State Budget, Councilwoman Wood noted that the state's plan is focused on admin costs and increased training; however, \$1,475,304 is for Personnel and \$9,889 if for training.

Mr. Woodbeck replied that this is for staff training, and that the allocation for services and training that comes from DOL through the Governor's office into the local area is about \$18,000,000 this year.

In response to Councilwoman Wood's question regarding how the proposed org chart is going to streamline service delivery systems, Mr. Woodbeck replied that basically only the boxes in yellow are added staff to do oversight. Mr. Woodbeck stated that DETR was asked to provide what staff would be added to oversee contracts, compliance, and auditing; the functions that the boards currently undertake.

Mr. Woodbeck stated that both he and Deputy Director Perea are based in Southern Nevada as well as close to 400 people at the building on St. Louis. Also, there are JobConnect locations in Las Vegas, North Las Vegas, and Henderson, and a Casual Labor Center. Mr. Woodbeck stated that the majority of the DETR's operations are in Southern Nevada.

Councilwoman Wood expressed concern that currently all Workforce Connections staff is located in Southern Nevada and if it were to change it might be difficult for someone to get a hold of who they need instantaneously. For example, the two top directors, who may be situated here, but will be travelling a lot, as Mr. Perea stated about his schedule. Councilwoman Wood commented that people want someone to hold accountable here, locally.

Mr. Woodbeck noted in the second org chart provided, Workforce Investment Support Services, that's really where the rubber meets the road in terms of working. Mr. Woodbeck pointed out the Provider Coordinator positions and stated that DETR will provide a split of those who are responsible for the south and those who are responsible for the north.

Mr. Woodbeck commented that when you streamline organizations such as this, basically getting a hold of the Director or Deputy Directors through the Governor's office or through DETR, is fairly easy and everyone is very responsive. Currently, if the constituent wants to get to the Governor regarding a workforce development issue in the south, they are going to call DETR, but the call will probably be redirected to Workforce Connections. Mr. Woodbeck stated that if they feel like they need to get to the Governor, they would be hard pressed to do that because generally it will take a while. Mr. Woodbeck restated that DETR

staff is extremely responsive and that's not going to change, but he is happy to provide northern centric and southern centric staff.

Councilwoman Bob Coffin commented that if so many people are appointed to the councils, he is worried that DETR has understated the travel budget. Also, that the training budget is low for specialized training in Workforce Investment Act system.

Mr. Woodbeck stated that audio and video conferencing will be used when possible as an alternative to face-to-face meetings, and that DETR already has a number of WIA knowledgeable staff. Additionally, DETR facilitates DOL trainings that are free of charge.

Commissioner Butch Borasky asked if all the sector council positions filled by elected officials and members of the private sector are voluntary, in which Mr. Woodbeck replied yes.

Commissioner Borasky commented that the state's proposal is to put more people to work; however, a whole lot of people will be let go under the state's plan.

Commissioner Borasky stated that there are not enough community colleges to serve all the areas including the rural areas.

Mr. Woodbeck stated that if there are other suggestions regarding how we provide training, whether it's through the high schools or community colleges, as long as there is a building on campus we can provide training.

Commissioner Borasky stated that he is very, very concerned personally, representing the largest county of this state and without his participation, being one of the LEOs, we are going to lose input from a very diversified county, set up just like the state with a population center in the south and county seat in the north with communities all over the place, separated by 300 – 400 miles between each one of them. Commissioner Borasky stated that he is really concerned that the LEOs will lose the input needed to make sure funds get directed to the people most in need, within their respective areas. Commissioner Borasky said to Mr. Woodbeck that he'll need to go a long ways to convince him that the state's plan is in the best interest of all people of the State of Nevada.

Commissioner Borasky addressed Mr. Woodbeck, stating that he means no disrespect to him and that he knows Mr. Woodbeck is a great man and does a wonderful job. Commissioner Borasky stated that this all looks good on paper but is really, really concerned because it does not always work that way. Commissioner Borasky also stated that Governor Sandoval is doing a great job and he means no disrespect to him either; however, the Commissioner stated he is not willing to go back to his board with the recommendation to accept what the state is proposing to do.

Mr. Woodbeck stated that he believes all the LEOs have an invitation to be on one of the sector councils.

Commissioner Borasky stated that he has not heard or seen anything about that, but he will check his email again tomorrow.

Mr. Galbreth noted that the sector councils in place, particularly the green and renewable energy and healthcare sector councils, were basically found and led by Workforce Connections, but it is a statewide council and the state receives credit for it; however, Workforce Connections has played a major and huge role in those councils, which have been very successful.

Regarding the A-133 Audit, Mr. Galbreth pointed out that it was a qualified audit report and for clarification, the financial portion of the audit was unqualified, which was good. It doesn't mean that there isn't any concern or significant findings, but in the programmatic side that is where the issues are.

Mr. Galbreth stated according to DETR's PowerPoint slide titled Nevada's Current System regarding duplicative costs, we must be careful because recently a request was put before the Workforce Connections Board asking on behalf of the Governor and the State to do some duplication of Youth Services as well.

Commissioner Bill Kirby stated that with the state plan, one person will be doing the work of two people essentially, with the exception of a few administrators; one person will be taking care of a level of business overseeing both workforce areas. Commissioner Kirby commented that both workforce boards are running well with their respective directors and consolidating the positions will require training, a learning curve, and cause disruption in the community and loss of jobs. Commissioner Kirby stated that if it works, don't fix it and if it doesn't work, you have to fix it, but to fix it maybe you don't have to replace it.

Mr. Perea stated that as DETR built the org chart, positions were added where needed to absorb the entirety of the workforce system and the structure; there was a deputy director at one point and it went away. Mr. Perea stated that the org chart has 18 positions being added to take on the work, in addition to two extra positions in the event the workforce needs were miscalculated, but DETR believes that the positions added can more than adequately handle the job.

6. DISCUSSION and POSSIBLE ACTION: Revise and Amend Workforce Connections Board Bylaws

Sandra Douglas Morgan, Legal Counsel, provided the LEOs summary list of approximately 11 amendments for the proposed Workforce Connections Bylaws, which were requested by either Board members, Committee members, or made directly to the Executive Director. Ms. Morgan thanked Matt Cecil, Legal Counsel to the Board, who prepared the list of amendments.

Councilwoman Wood expressed concern about the addition of who can place items on the Board agenda. Councilwoman Wood stated what is typically allowed is that any Board member may request items be placed on the agenda, subject to the Board chair. The reason being is that these are Workforce Connection's Board Bylaws and the current Board has approximately 27 members and if everyone decided that they wanted to put in a request, the agenda could be quite extensive; therefore there should be someone who should approve and/or weigh requested agenda items, and typically that is the Chairperson. Councilwoman Wood asked that it be considered adding the words "as approved by the Chair."

Councilman Coffin requested that any two people together should have the ability to put items on the Board agenda. Commissioner Coffin stated that he'll try Councilwoman Wood's suggestion and see how it happens.

Commissioner Weekly asked Hannah Brown, Board Chair, to speak on the matter. Ms. Brown stated that in the past requesting the Board and/or Committee Chairperson to put an item on the Board agenda worked quite well. Ms. Brown stated that she has not had occasion to even question items that were asked of her to put on the agenda because if it is important to the Board member asking, she is not going to dissect it for whether or not it should be

placed on the agenda. Ms. Brown stated that she thinks she speaks for the other Committees' Chair, that all have been agreeable to put items on the agenda when asked by any Board member.

Ms. Morgan clarified that the Bylaws currently state, *that the LEO Chairperson, the Board Chairperson, any Committee Chairperson, provided the issue is involving that person's Committee, and the Executive Director can all place an item on the agenda.*

Commissioner Borasky stated that one of the reasons the Board elects a Chairperson is that the Board has faith in them, and if a Board member goes and ask for an item to be placed on the agenda that, as long as it has some relevancy to it, it will be put on the agenda. Commissioner Borasky further stated that if the Board were to allow anyone walking down the street to request an item on the agenda, the Board will be flooded with requests that have no relevancy at all to what the Board is discussing.

Ms. Morgan stated that the language that for 4.2 (e) mirrors the language for any Board member for any Committee person, so if it is the LEO's desire to strike that it would be wise to not accept the addition of any Committee member for Committee agendas.

Councilwoman Wood commented that 4.2 (f) states *will result in the matter being placed on the subsequent meeting agendas* and asked if that clarifies the next meeting agenda as to not go six months down the road. Ms. Morgan stated, exactly.

A motion was made to approve the proposed amendments to the Workforce Connections Board Bylaws with the exception of 4.2 (d)(v) and 4.2 (e)(v) by Councilwoman Anita Wood and seconded by Commissioner Butch Borasky. Motion carried.

7. SECOND PUBLIC COMMENT SESSION:

Doug Geinzer, SNMIC commented on the restructuring of the Workforce Investment Board. Mr. Geinzer stated that the proposal would eliminate 26% of administrative costs, which would direct more funds to the service providers allowing them to allocate more funding for training and job creation.

8. LEO Consortium Member Comments

None

9. Adjournment

The meeting adjourned at 4:23 p.m.