

Milwaukee Area Workforce Investment Board Board of Directors Meeting

September 25, 2007
Milwaukee Area
Workforce Investment Board
Youth Services Bldg.
2342 N. 27th St.
Milwaukee, WI
3:30 p.m.

Board Members Present: William Andrekopoulos; David Aragon; Dan Bader (Board Chair); Sheila Cochran; B.G. Robert Cocroft; Lea Collins-Worachek; Melanie Cosgrove Holmes; Mike Fabishak; Willie Johnson, Jr.; John Jorgensen; Gwen Keller; Sheila Knox; Shirley Lanier (Board Vice Chair); Donald Layden, Jr.; Lupe Martinez; Sean McGowan; John Miller; Mary Moore; Jeannetta Robinson; Carol Sample; Thelma Sias; Howard Snyder; Linda Sowell; Don Sykes; Devon Turner; Willie Wade; Wallace White; Steven Xiong

Board Members Absent: Darnell Cole; Tom Romoser; Karen Spindler; Julia Taylor

Guests/Visitors Present: Mike Balistriere (Milwaukee Labor Council), Jeannetta Blackmon (EOIT), Nyette Brown-Ellis (MSD), Gary Denis (DWD), Osker Ellis, Annette Frink (Milwaukee Emp. Services Network), Bertha Gonzalez (HIRE Center), Barbara Grider (MARATATHA), Tanya Henry (Milwaukee Careers Coop), Melony Howard (Kaiser), Judy Huffman (Senator Herb Kohl's office), Darren Kroenke (Spotted Eagle, Inc.), Theresa Loerke (DWD), Patricia McKay (HIRE Center), Lois O'Keefe (Congresswoman Gwen Moore's office), Mary Pick (UWM), John Possell (Milwaukee Careers Coop), Jennifer Rigggenbach (UWM), Gary Rudzianis (Arbor), Gina Santiago (Enrichment Opportunities), Hoja Stolen (HIRE Center), Gregory Williams (WCS)

Staff Present: Leo Baber, Alba Baltodano, Chytania Brown, Delores Graves, Mark Kessenich, Therese Palazzari, Patti Porth, Danna Rhinehart, Jerry Roberts, Paul Wechter

MINUTES (Pending Board Approval)

The meeting was called to order by Board Vice Chair Shirley Lanier at 3:35 p.m.

I. Welcome & Introductions

The Chief Elected Official, Mayor Barrett, welcomed everyone and expressed his excitement about the prospects for the days ahead. He stated that retaining and attracting employment and jobs is paramount in this community as well as having people who are trained and ready to do the jobs. The challenge now is to create a seamless system, which will take time, but can be done with the commitment to work together. He thanked everyone for becoming a part of this work.

Board members were introduced.

II. Approval of Minutes

Motion to approve the June 28, 2007 Board meeting minutes

Willie Johnson, Jr.

Second

Sheila Knox

Motion carried unanimously

III. Election of Officers

Nominations were opened for officers of the Board. Wallace White made a motion to approve a slate of officers.

There were no further nominations. Nominations were closed.

**Motion to approve a single slate nomination of officers with
Dan Bader as Chairperson, Shirley Lanier as Vice Chair,
Don Sykes as President and Donald Layden as
Secretary/Treasurer**

Wallace White

Second

Carol Sample

Motion carried unanimously

The meeting was turned over to the new Board Chair, Dan Bader. He thanked everyone for the work they have done thus far and Mayor Barrett and his office for stepping out of the box and trying a different model. Milwaukee is a wonderful community, but it has its challenges—unemployment is rampant, particularly among certain segments of the population. There is a very high percentage of unemployment for African American males. It is hoped this entity can make a difference. More resources are needed from all quarters—the federal government, the state, city hall, the philanthropic community, corporations and from wherever we can get them. He expressed his excitement about the esteemed group of individuals on the Board bringing diverse perspectives to the table. It will be a process to find the right direction for the organization that will include a combination of what is being done now and things to be done differently.

IV. Appointment of Committee Members

The bylaws require that the chairperson appoint and the Board ratify the members and chairpersons of the standing committees. There are currently three standing committees: Selection & Monitoring, Personnel & Finance, and the Executive Committee.

A. Selection & Monitoring

Board Chair Dan Bader made the following appointments to the Selection & Monitoring Committee: Wallace White as Chair, Linda Sowell, Melanie Holmes, Devon Turner, Willie Johnson, Sheila Cochran and Lea Collins-Woracheck.

**Motion to ratify the appointments to the Selection &
Monitoring Committee**

Carol Sample

Second

Wallace White

Motion carried unanimously

B. Personnel & Finance

Board Chair Dan Bader made the following appointments to the Personnel & Finance Committee: Don Layden as Chair, Shirley Lanier, Mike Fabishak, Jeannetta Robinson and Darnell Cole.

Motion to ratify the appointments to the Personnel & Finance Committee

John Miller

Second

Robert Cocroft

Motion carried unanimously

C. Executive

The bylaws mandate that the Executive Committee be comprised of the officers of the corporation, the chairpersons of the standing committees, and one additional director. The Chairperson of the Board of Directors shall serve as the Chairperson of the Executive Committee. With the election of officers and the ratification of the standing committee chairpersons now completed, Chair Dan Bader appointed John Miller as the additional director.

Motion to ratify the appointments to the Executive Committee

Jeannetta Robinson

Second

Steven Xiong

Motion carried unanimously

Chair Dan Bader stated his intention to invite Carol Sample and Thelma Sias to attend the Executive Committee meetings in anticipation of their becoming members of the committee in anticipation of the approval of the proposed changes to the bylaws.

VI. Proposed Bylaw Changes

Don Sykes stated that the bylaws require a 30-day notice to the members of the Board before bylaws can be changed. The Board packet for today's meeting contains the proposed changes. The significant changes proposed to the bylaws are:

A. Mayoral Appointment Authority

It is proposed that the chief elected official have the authority to directly appoint a Board member as the corporation's President.

B. Executive Committee Structure and Authority

It is proposed that the Executive Committee allow for three at-large members rather than one.

C. Change Name of Selection & Monitoring Committee to Program Committee and New Structure and Authority

It is proposed that the name of the Selection & Monitoring Committee be changed to the Program Committee. It is also proposed that the function of this committee be changed. It would review program proposals and make recommendations for contract awards.

D. Quorum Requirements of Board and Committees

It is proposed that the required number of Board members to establish a quorum be changed from a majority to one-third.

Any additional items or concerns should be shared with Don Sykes so that any additional proposed changes may be shared with all Board members 30 days in advance of the next meeting.

V. Resolutions Re: Signatories for WIB, Name Change

A. Resolution Regarding Signatories:

WHEREAS, the Private Industry Council of Milwaukee County, Inc., A Workforce Development Board administers a number of federally and privately funded programs;

WHEREAS, an external audit recommended that three persons be authorized to sign checks, and that two authorized individuals sign checks of \$25,000 or more;

WHEREAS, with the change in governance from Milwaukee County to the City of Milwaukee and resultant personnel changes:

BE IT RESOLVED that, in addition to the Chief Executive Officer and Board Chair, the Director of Planning and Development be authorized to sign checks, and that checks in the amount of \$25,000 or more are required to have two authorized signatures, effective September 25, 2007.

Motion to adopt the resolution regarding signatories

Carol Sample

Second

Jeannetta Robinson

Motion carried unanimously

B. Resolution Regarding Name Change:

WHEREAS, the governance of the Private Industry Council, Inc., a Workforce Development Board was transferred from Milwaukee County to the City of Milwaukee effective July 1, 2007;

WHEREAS, the Mayor of the City of Milwaukee as the chief local official has appointed a new Workforce Investment Board in accordance with WIA section 117(c);

WHEREAS, the Workforce Development Board has developed new strategies and approaches to the delivery of its services:

BE IT RESOLVED that the name “Private Industry Council, Inc., a Workforce Development Board” shall be, and hereby is, changed to “Milwaukee Area Workforce Investment Board” and that the proper officers be, and hereby are, authorized, empowered and directed to file the necessary forms with the Wisconsin Department of Financial Institutions to effectuate the resolution set forth above.

Motion to adopt the resolution regarding the name change

Carol Sample

Second

Willie Johnson, Jr.

Motion carried unanimously

A question was raised about the status of a third resolution that was in Board materials. Paul Wechter responded that the third resolution in the initial Board packet had been placed there in error and was removed prior to the meeting. That resolution regarding a name change must go to the PIC Services LLC Board.

VII. Report on Transition

The Transition Team was appointed by the Mayor and has been working on changes that the workforce system needs to go through in moving forth the new Workforce Investment Board. Don Sykes gave a PowerPoint presentation on the Transition Team.

The new vision is for more of a planning, coordinating and monitoring entity as opposed to operating programs. The Transition Team will bring recommendations forward concerning system improvements and is seeking wide input.

The four subcommittees of the Transition Team are:

- 1) Business Services
- 2) Resource Development
- 3) Economic Development
- 4) Organizational Restructuring

The Business Services Subcommittee is looking at ways for more business engagement and involvement in the workforce system. In order to be successful, more resources need to be generated from all sources and that is what the Resource Development Subcommittee is working on. The Economic Development Subcommittee is looking in Milwaukee to see how we tie our training and workforce development issues and systems into the Milwaukee economic development thrust and become closer connected to it. The Organizational Restructuring Subcommittee is working on putting together a more effective and integrated system that has the goal of creating a single point of contact for our business community with access to all resources and various programs in the community and establish one-stop organizations where job-seekers can receive services irrespective of the funding stream.

A chart indicated the planned collaborative and coordinated system, which includes a Core Coordinating Council and a Neighborhood & Community Council. The Core Coordinating Council is primarily made up of the organizations that are providing services and training in the Milwaukee area. The Neighborhood and Community Council is a group of community-based organizations that have the closest contact with people in the community. The roles of these groups are still evolving. The goal is to end up with a one-stop system to assist job

seekers and assist businesses with their workforce needs. Another part of this coordinated system would be a business services unit that integrates the various services the program providers in Milwaukee are giving to the business community and eventually integrates with the regional efforts of the other workforce investment boards and M7 for a coordinated business services unit that can work throughout the seven-county area. Industry sector partnerships are also desired. The guiding principals for a one-stop system are designed with the basic goal to simplify the system, bring resources together and to braid the systems and funding streams together. Collaboration and coordination must result in positive impact on people.

As far as staff transition planning, WIB program staff have been reviewing partnerships, programs and policies to better align the activities of the new Board toward greater services, coordination and integration; community planning and partnership development; resource development; and capacity building.

Regional connections include the WIRED program, M7 and RWA (Regional Workforce Alliance).

Work is being done with a number of companies already. There is also collaboration going on with MPS on its Department of Labor grant to focus on meaningful employment and economic stability for kids coming out of incarceration and at risk. There are also some summer youth employment programs that are being continued.

The Transition Team will continue to meet and make recommendations to the Board. It is hoped that implementation of new processes will begin in October. Subcommittees should keep all Board members informed of meetings so that they may attend.

VIII. Budget Report

Information on the budget was provided in the Board packets for the purpose of giving an overview on the amount of funding and its use. The budget is broken down basically into three funding areas: 1) adult services, 2) dislocated worker services and 3) youth services, plus corporate overhead. Core funding from the Workforce Investment Act (WIA) is \$9.8 million. Expenditures and obligations currently total \$3.1 million, leaving a balance is \$6.7 million. As additional program funds are generated, they will be added to the budget. Currently there is an additional \$1 million in other program funds. WIA allocations by WDA in Wisconsin indicate Milwaukee has approximately one-third of the funding for adult and for youth and approximately 20 percent of the funding for dislocated workers.

The WIA system has recordkeeping demands and restrictions that are out of proportion to the dwindling amount of money. Collaboration and efforts to work with all of our coordinating partners is so important. They represent different funding streams we hope to bring together for an impact on the citizens in our community.

IX. Comments/Questions on Informational Items

The meeting was opened up to entertain comments and questions on the informational items brought forth by Don Sykes on the transition and the budget.

Jeannetta Robinson asked if a STEP-UP youth program will be operated as in the past with a coordinator in each high school or if there would be a new design. Don Sykes responded that we are in the process of trying to move away from providing direct services and want to collaborate with other partners to do those things. Staff will be brainstorming next week. It is hoped collaboration on our summer and year-round youth programs can be done with CDBG and the Department of City Development along with the partnership already in progress with the public schools, with hopes of developing a more expanded, coordinated youth system than the one we operate alone.

Lupe Martinez asked how long the Transition Team would exist. Don Sykes indicated his hope that the Transition Team Subcommittees could finish their work in next month or so, but that there was no rigid time frame.

Carol Sample asked about the status of extended contracts and provision of services to the customers. Don Sykes responded that services are continuing. Extension of some contracts is in process and some are being changed.

Carol Sample asked if the Milwaukee WIB received standards for the common measures or if it is in a waiver period until the transition is completed. Gary Denis responded that the State has not implemented the common measures at this point. Measures have not been negotiated with the Department of Labor for this program year, but information is being collected.

X. Other Business

Future Meetings - Various days of the week and times of day are being looked at in December for the next meeting, and a regular meeting schedule will be created. Anyone with scheduling concerns should share them with Don Sykes.

XI. Adjourn

Motion to adjourn

Willie Johnson, Jr.

Second

Carol Sample

Motion carried unanimously

The meeting was adjourned at 4:30 p.m.