

WEST VIRGINIA WORKFORCE DEVELOPMENT BOARD
MEETING MINUTES
April 24, 2023
1900 Kanawha Blvd. E, Building 3
Approved June 21, 2023

Member Attendees: Scott Adkins, Jason Asbury, Ben Ashley, Pisnu Bua-lam, Steve Cox, Deborah Harris, John Lopez, Tara Martinez, Traci Nelson, John O'Neal, Honorable Jay Powell, Randy Rapp, Jeffrey Rowe, Casey Sacks, Lisa Samples-White, Lorrie Smith, Vic Sprouse, Brian Stanley, Diane Strong, Josh Sword, Kelly Thompson, Ann Urling, Heather Vanater, Denise Worley

Members Attending Virtual: Michael Bombard, Michael Chirico, Machado Pedro, Cassandra Hensley, Sean Sawyer, Michael Sirockman, Jennifer Smith, Christopher Treadway, Jason Wilburn, Julian Woods

WorkForce WV Staff Attendees: Rachel Bowman, Regina Brogan, Michael Crown, Jeff Green, Angie Johnson, Carrie Sizemore

Audience: Rosemary Guida, Region 5; Maria Larry, Region 6; Matthew Martin, Region 7; William Monterosso, Region 4; Christopher Settles, Kanawha County Deputy Attorney; TJ VanMeter, Region 7

Meeting was called to order at 10:02 am by Chair Traci Nelson.

Introductions, Opening Remarks & Approval of minutes: Approval of minutes from the March 22, 2023, meeting was conducted. Motion was moved and seconded for approval of minutes from March 22, 2023 as presented. All in favor, opposed; motion carried. Minutes from March 22, 2023 were approved as presented.

Governor's Statements: Ann Urling, Deputy Chief of Staff, Governor's Office

Ms. Urling welcomed members and discussed a vision for the Board that includes a separation between the Governor's WV Workforce Development Board, WorkForce West Virginia, and the local workforce development boards. She stated the lines have been blurred over the years and it doesn't allow for a good workflow or good implementation of how WIOA was intended. She announced that Lorrie Smith, Workforce Resiliency Officer, would serve as a go between for Governor's Office, WV Workforce Development Board, WorkForce WV, and local workforce development boards. Ms. Urling also reminded members that WV Workforce Development Board meetings should follow Robert's Rules of Order and should be led by the Board Chair allowing for proper discussion of agenda items.

Mr. Randall Rapp made a motion to enter Executive Session, to discuss attorney-client privileged matters, motion seconded by Dr. Casey Sacks. All in favor, opposed; motion carried. The Board entered Executive Session at 10:10 am.

Chair called meeting back into order at 10:30 am and it was noted that no action was taken in Executive Session.

Chair recognized next item on the agenda under Unfinished Business, Policy 01 23 Compensation Policy. Dr. Casey Sacks made a motion to approve Policy 01 23. Tara Martinez seconded the motion. Chair called for any discussion.

Mr. Joshua Sword asked what changes were made to the policy since the last discussion when there was a motion to table the policy. Commissioner Scott Adkins responded that changes were to provide clarity around the language involved. Mr. Sword asked what the motion was in the last meeting pertaining to the policy. Dr. Casey Sacks responded that she made a motion to table it. Mr. Sword commented is it safe to assume there isn't going to be a continued conversation about whether this is the right or wrong thing to do? I feel there may be enough questions to see if this is the right thing to do. Deborah Harris noted that clarification to many questions was asked and provided during Executive Session. Dr. Sacks indicated that the clarification she needed was this salary cap only involves funds available under title I of WIOA funds. She went on to say if local boards get other grants they can use a percentage from those grants to provide higher salaries. Mr. Sword asked how much local boards receive collective in title I WIOA funds. Ms. Angela Johnson from WorkForce West Virginia stated that \$18.1 million is allocated to the seven local boards. Mr. Sword then stated that we're talking about a change that will impact about \$40,000, maybe we should look how the whole amount flows and make sure that's on the up and up. The Chair noted that this conversation is not germane to the compensation policy being discussed. The percentage of WIOA funding to locals can be discussed at a different time. Mr. Sword responded that he was trying to put into perspective that in the big picture of funding we're discussing about \$40,000. He stated the motion is related to compensation and I'm just trying to get into perspective the total amount of funding. Mr. Jason Asbury commented that only two regions are currently receiving outside funding and that he could support a cap but believes the cap of \$90,000 is too low. Chair asked if there was any other discussion. Mr. Sword asked if this policy were to go into effect today will there be a \$22,000 pay cut to one Director's pay? Chair indicated that Region 3 local board has already acted on the policy so that pay cut has already happened. Ms. Lisa Samples-White added that there are other funding source options that others can tap into. Mr. Vic Sprouse asked if this is related to salary only and not additional bonuses and incentives? Commissioner Adkins replied that it's salary. Mr. Sword commented that at the appropriate time he would like to propose an amendment. Chair asked for any other discussion. Dr. Sacks commented that she believes this sets up a discussion about how we are evaluating progress made by local regions. She stated some of her salary comes from state funds and some is from other sources. It's an expectation that she find additional funding sources. She believes we need to have those discussions and set those expectations to go after multiple funding stream. Mr. Sword replied that he thinks that's fair but thinks this policy does things backwards; that we need to have those conversation then come back and say here is what the cap should be. Dr. Sacks asked what that looks like for the Board because our authority is to set policies and she believes this policy sets that expectation. Ms. Martinez said she was under the impression that research was done and that the cap was bumped up even more after the research. She believes this isn't arbitrarily suggested and pulled out of the sky. She believes as a Board we need to come together to determine what questions we need to ask. She stated she did a simple search on Cornell Law and found that many states are doing this; finding what your statewide average should be as a starting point and then going from there. Ms. Kelly Thompson asked if there was an opportunity to push back the start date of the policy to the next year to allow them to go out and secure additional funding. Chair responded that amendment could be made. Ms. Urling responded that the policy as presented will be effective July 1, beginning of the fiscal year. She added that a \$90,000 salary is a very good salary for West Virginia and that this still gives those involved an opportunity to identify other funding. Chair asked for any further discussion or amendments.

Mr. Joshua Sword made a motion to amend the policy as follows: at a rate not in excess of \$115,000 annually rather than \$90,000 annually. Mr. Jason Asbury seconded the motion. Chair asked for vote. Mr. Sword called division. Chair asked for a raise of hands to indicate those in favor of the amendment

– 7 in favor. Chair asked for a raise of hands for those opposed to the amendments – 23 opposed. The amendment was rejected.

Chair asked for any other amendments. None being heard, Chair asked for vote on passage of Policy 01 23. All in favor, opposed; motion carried.

Chair recognized next agenda item under Unfinished Business Policy 02 23 Allowable Cost Policy. Dr. Casey Sacks made a motion to approve the policy as presented. Ms. Tara Martinez seconded the motion. All in favor, opposed; motion carried.

Chair made announcements of future meeting dates June 21, 2023; September 20, 2023; December 13, 2023.

Mr. Ashley made a motion to adjourn. Diane Strong seconded the motion. Meeting was adjourned at 11:15 am.