



# Bay Area Workforce Development Board

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[www.bayareawdb.org](http://www.bayareawdb.org)

## LOCAL ELECTED OFFICIALS

of the Wisconsin Bay Area Workforce Development County Consortium

### MINUTES

Thursday February 6, 2020

Present: Holly Wahlstrom-Stratton (Chair-Florence), Richard Virlee (Door), Fran Damp (Sheboygan), Marvin Klosterman (Shawano), Mark Anderson (Marinette), Troy Streckenbach (Brown), Elmer Ragen (Oconto), Bob Ziegelbauer (Manitowoc), Tom Romdenne (Kewaunee), Ben Warrington (Menominee)

Absent: Thomas Nelson (Outagamie)

#### Call to Order/Roll Call/Minutes

Ms. Wahlstrom-Stratton called the meeting to order at 1 PM at the Neville Public Museum in Green Bay. Roll call showed a quorum present. The Minutes of the November 7, 2019 LEO Board meeting were adopted as submitted on a motion by Mr. Virlee and a second from Ms. Damp.

#### New Business

Members reviewed updates to the Bay Area WDB roster. Resignations have recently been received from Norman Shawanokasic, Larry Harkness, Greg Middlesworth, Trevor Martin, and Jim Schuessler. In addition, members were informed that WDB member Chuck Dallas is now employed as Merger and Acquisition Advisor with Godfrey and Kahn in addition to continuing as President of his own company, I Consult. Mr. Dallas will continue as a board member.

Three nominations to fill available seats on Bay Area Workforce Development Board were brought forward. These were:

Steve Heller, Production Manager, Curt G. Joe, Sheboygan Falls  
Dustin Delsman, Business Agent, Plumbers and Steamfitters Local 400  
Dan Keyzers, Human Resources Manager, Georgia-Pacific, Green Bay

Motion to appoint Mr. Heller to fill out the remainder of Mr. Middlesworth's term, Mr. Keyzers to fill out the remainder of Mr. Harkness' term, and Mr. Delsman to fill out the remainder of Mr. Martin's term was made by Mr. Streckenbach with a second from Ms. Damp. Motion carried unanimously. Each of the new appointees will be eligible for reappointment at the end of their current terms.

Members received an update of the Bay Area WDB Corporate Budget dated 1/16/2020. Mr. Golembeski explained that the company server needed to be replaced so \$20,000 had been added to the corporate budget for that purpose. With some other budget adjustments, the total budget increase was \$19,088 for PY 2019. Motion to approve the corporate budget adjustments was made by Mr. Ziegelbauer with a second from Mr. Streckenbach. Motion was unanimously adopted.

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serving Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee,  
Oconto, Outagamie, Shawano and Sheboygan counties.

Members reviewed an updated PY 2019 WIOA budget with minor changes made. No action was required. There was brief discussion about the layoff situations at Marquis Yachts in Pulaski and at Kohler in Sheboygan.

Bay Area WDB staff required approval by the LEO Board to pursue new Wisconsin Fast Forward contracts. Fast Forward is a state program that provides training funds to employers, and the DWD Office of Skills Development is now accepting new applications. Bay Area WDB has administered a number of Fast Forward grants over the years. Motion to approve the staff initiative was made by Mr. Virlee with a second from Mr. Ragen. Motion was adopted unanimously.

Mr. Golembeski discussed the response to the DWD PY 2019 monitoring report which is due to DWD by February 17. Members reviewed three of the monitoring Findings that directly impact the LEO Board. The document contained draft responses from board staff. One important area was the DWD ruling that an unelected designee may not be appointed to represent the chief elected official of a county. Only an elected official may be a designee. This will require amendments to the Counties Consortium Agreement and to the LEO Bylaws. The required changes were introduced to the LEO Board members and action will be taken at the next LEO Board meeting. DWD also expressed concern that county CEOs are not properly informed of their responsibilities under WIOA and that a new Counties Consortium Agreement with updated CEO signatures is required. Mr. Golembeski is seeking legal review of that requirement. A second DWD Finding questioned the integrity of board certification of the job centers. The third Finding involved a potential disallowed cost connected to agency provided phones. Bay Area WDB's independent auditor had provided a response to that issue. Any potential disallowed cost is a concern because the counties are liable for reimbursement.

The full monitoring report is available on the Bay Area WDB website. Bay Area WDB responses will be posted after February 17. He hopes to meet with the DWD Secretary soon to discuss the problems with the DWD monitoring process. Several of the LEO members expressed a desire to participate in that meeting.

Another of the DWD findings seems to involve whether a "Grant Sub-Recipient" is a "Fiscal Agent." When the LEO/WDB Agreement is renewed for July 1, 2020, some language will be added to specify the Bay Area WDB's role as Grant Sub-Recipient/Fiscal Agent for the LEO Consortium. Draft language was shared with the members.

Mr. Golembeski reminded the members that election of officers for the LEO Board will occur at the May LEO Board meeting. As a new executive director comes aboard in 2021, LEO leadership will play a key role in a successful transition.

Despite all of the concerns raised in the DWD monitoring, Bay Area is one of the few areas of the state that has completed Job Center Memoranda of Understanding and negotiated agreement on a Resource Sharing Agreement with partners. The latter should be in place soon and staff hopes that extra funds will come to Bay Area WDB as a result.

At this point, Mr. Golembeski informed the LEO Board that he will retire at the end of 2020. Succession planning will become a priority focus with the announcement of his retirement. Mr. Golembeski reminded the members that the LEO/WDB Agreement requires that each board appoint two members to an executive search committee. The LEO Board should be prepared to do that in May.

### **Bay Area WDB Strategic Planning**

Bay Area WDB has been discussing the changes in the job center customer base due to the economy, demographics, and generational preferences. Significantly reduced WIOA funding is a factor as well. In March, NEW Manufacturing Alliance will release the results of a recent survey of young workers. One set of questions asks about the job search tools preferred by workers ages 18-30. Needless to say, job centers and traditional job fairs are not

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rated highly among young people. The top three job search tools are: Indeed, Google Search, and referrals from family and friends. What should job centers look like as a result? Bay Area WDB has developed a matrix based on changes in technology and changes in the workforce that identifies four potential future states for job centers:

1. Status Quo (current workforce/current technology)
2. Retool to Remain Relevant (emerging workforce/current technology)
3. Narrow Specialties (current workforce/emerging technology)
4. Lead Disruption (emerging workforce/emerging technologies).

LEO members received an update on Bay Area WDB strategic planning based on this scheme.

### **Industry Sector Updates**

There was brief discussion about the activities of NEW Manufacturing Alliance, NEW Construction Alliance, and the NEW North IT Alliance.

### **County Issues**

There was no discussion on this issue.

The meeting adjourned at 2:35 PM.

**The Bay Area Local Elected Officials Board will meet next on Thursday, May 7, 2020 at the Neville Public Museum in Green Bay at 1 PM.**

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