



**UPWARD Talent Council
County Commissioners
Aug 2, 2018**

MINUTES

I. Call To Order

Board Chair Gerald Corkin calls the meeting to order at 2:03 P.M. Eastern.

II. Roll Call

Present:

Jerry Doucette, Alger County; Don McClean, Chippewa County; Patrick Johnson, Delta County; Joe Stevens, Dickinson County; Joe Bonovetz, Gogebic County; Tom Tikkanen, Houghton County; Tim Aho, Iron County; John Waltman, Luce County; Gerry Corkin, Marquette County; Bernie Lang, Menominee County; and Larry Mersnick, Schoolcraft County.

Excused:

Gail Eilola, Baraga County; Bob DeMarois, Keweenaw County; Carl Nykanen, Ontonagon County; and Paul Krause, Mackinac County.

Michigan Works! Staff:

William Raymond, CEO; Cherilynn Lampinen, COO; Michelle Viau, CFO; Deb Doyle, Director of Policy and Compliance; and Tracy Roberts, Office Manager.

III. Public Comment

Mark Ponti, Governor's Representative for U.P.:

Mr. Ponti introduced himself to the board, and commented on collaboration and cooperation being key as we move forward. Commissioner Mersnick gave examples of how there is still demand for recycled paper products – such as bags for McDonald's, for example.

IV. Approval of Agenda

Motion to approve was made by Commissioner Johnson and seconded by Commissioner Mersnick; motion was approved unanimously.

V. Approval of Minutes

Motion to approve minutes was made by Commissioner Bonovetz and was seconded by Commissioner Waltman.



VI. Financial Report

- A. Grant Status and Overview.** CEO Raymond indicated that all expenditures are within roll-over and carry-over amounts. Bill stated that UPward is in good shape, as our CFO and team manage the funds very effectively. Commissioner Mersnick commented on a figure stating 106% and asked if it means we spent an extra 6%? CFO Michelle Viau advised that it should be 100% (error noted and corrected). Commissioner Stevens asked what are the checks and balances to know if the grants are doing what they need to do. CFO Michelle Viau responded that we go by the law guidance of allowable cost, to carry out the expectations of the program; we then look in-house at the numbers (support services, training). CEO Raymond adds that we also have State monitoring – actually quite a lot lately - that monitors our programs and grant status. Commissioner Stevens wanted to know: If we have all of these jobs, but we can't fill them, does the State ask why we aren't filling those? Bill Raymond responded, not really, as they are aware of our employment numbers. Dickinson has the lowest unemployment rate in the U.P. Part of it is that we lack new talent coming into the U.P. (and lower MI as well). We have opportunity with our youth and apprenticeships.
- B. Line Item Budget Report.** Commissioner Bonovetz commented that Bill Raymond (CEO) has been looking at the locations, program numbers and where services are being provided; in the span of a year, Bill has done a good job.
- C. Voucher Review Report.** Commissioner Gerry Corkin asked about the Fleet vehicles. CFO Michelle explained that we do provide vehicles and are currently reviewing to see if we are being cost-effective; CEO Raymond: We now have 33 cars; we are analyzing to see how we can strategically get to the right amount of cars; we are looking for that break-even point; now that we're U.P.-wide, it makes sense to review the current inventory and make adjustments for cost effectiveness. Motion was made to approve vouchers by Commissioner Doucette and supported by Commissioner Johnson. Vouchers we approved in amount of \$731, 839.44.

VII. Old Business

- A. Update on Direct Service Transition July 1, 2018.** CEO Raymond updated that it's been a little more than a month into the transition and it's going really well. We started with 12 people from CCSS; we ended up with 6, and had 4 that were already UPward; we worked out contracts with 2, enabling them to get their benefits. No one loses any benefits. Of the 12, some resigned, and some retired. CEO Bill Raymond indicated that Denise Hillier is the WSM over there, and she advises that people are getting excited and they love the training we've provided. We reduced the total staff there by about 4 total equivalents. Having the direct service process there is good. Commissioner McLean commented that he read through the board packet and was impressed with the lengths that UPward went to in order to address the retirement issues and thought UPward handled it well; the creativity used around that was a job well done. Bill Raymond said that he was aware it was tough



before, and wanted to be fair to people. Commissioner Corkin asked when we will see productivity numbers. Bill Raymond advised that it's still soon to tell, but we'll look at internal numbers to determine that.

VIII. New Business

A. Action Items – Recommended Motions.

- i. PI 18-19 Wagner Peyser Employment Services – Pgs. 11-14
Motion to approved made by Commissioner Doucette, was supported by Commissioner Johnson; motion passed unanimously. Commissioner McLean asked about the mobile service unit – how is it used for these services? CEO Raymond indicated that we are talking about it internally; we know we need to use it more. The mobile unit is basically a mini service center. Commissioner Bonovetz suggested that it can be used at county fairs. Commissioner Corkin inquired as to why was it purchased. CFO Michelle Viau explained that it was more around the Healthcare Roundtable initially, under a special grant.
- ii. PI 18-20 Community Ventures (CV) Program – Pgs. 15-18
Motion to approve was made by Commissioner Bonovetz and supported by Commissioner McLean; motion was passed unanimously. CEO Raymond explained the history of CV; and how it's shifting over to MI Works! – Basically, businesses that would hire more at-risk individuals would be given funds to offset the cost of hiring. He also explained that it will be integrated with BRNs. BRNs will now be under the MI Works! System; we will be getting a third allocation in another month or so; these initial funds are start-up money, and will not be available after Sept 2019. Commissioner McLean shared an example for Kinross Fabrication, that he wants to expand, but doesn't have a big enough shop. Maybe this would be an instance where the BRN could be helpful. CEO Raymond explained that Community Ventures may be fading away, and will be transitioning to the BRN network; and with the Governor, it could change things tremendously, we don't yet know. Bill offered to talk to the head of MEDC Karen Hinkle.
- iii. PI 18-21 Capacity Building and Professional Development – Pgs. 19-20
Motion to approve was made by Commissioner McLean and was supported by Commissioner Waltman; motion passed unanimously.
- iv. PI 18-22 WIOA Allocation Motion – Pgs. 21-22
Motion to approve was made by Commissioner McLean and was supported by Commissioner Aho; motion passed unanimously.
Commissioner McLean asked about when we provide career preparation – what does this traditionally entail? Bill Raymond explained that the WIOA Allocation funds pay for our staff; and all of our workforce related services; WIOA are the funds that allow us to provide training and services in our service centers. CFO Michelle Viau added that they (State) want us to spend 75% on out-of-school Youth, which is a very difficult population to get to and focus on; also, technical education around the U.P. CEO Raymond further added the Industry After-hours ,JMG, those are the type



things we focus on with Youth (age range: 14-24 yrs). Commissioner Mersnick asked if this amount of money is the norm. Are the funds allocated up or down from last year? CEO Raymond responded that it's up about 1 million from last year

- v. PI 18-24 MWSC Operations – Pgs. 23-24
Motion to approve was made by Commissioner McLean and supported by Commissioner Mersnick; motion was passed unanimously. Commissioner McLean mentioned that he heard that furniture and equipment have been re-done at one of the service centers and asked if there are others that are being revamped. CEO Raymond updated the board on the different renovations that have been done at some of the service centers, and the upcoming move of the Houghton service center. He also advised that we would look into the signage in Iron Mountain after Commissioner Stevens advised that it was not in the right place. Bill then advised that in Alger, we are still looking into that space, either renovating or moving. Commissioner Doucette informed the group that in Alger, they are continuing to develop the school as the hub, and there are a lot of things happening. Commissioner Corkin comments that it good to be cost-effective, but you want to serve the people.
- vi. PI 18-26 CY 2018 RESEA – Pgs. 25-26
Motion to approve made by Commissioner Bonovetz and was supported by Commissioner Johnson; motion passed unanimously. CEO Bill Raymond explained that these funds are designed to get people back to work as soon as possible; these will be ongoing funds.

B. Strategic Planning update and Selection of Planning Consultant. CEO Bill Raymond advised the board about the selection of Elaine Woods, from Woodside Strategy, to come in and do Strategic Planning. She provided a very competitive price; she was the lowest, but also scored independently the highest on the RFP. Bill believes she'll do a great job; she had the best and most cost-effective plan. She will meet with both boards on Sept 6th. This will be about a 4-month long process; Bill wanted it to be manageable and ready for Jan 1. CEO Raymond recommends to hire Woodside Strategies for Upward Strategic consulting. Motion to approve made by Commissioner McLean and supported by Commissioner Johnson; motion passed unanimously.

C. Business Resource Network Development. CEO Raymond explained that BRNs go back to late 90s, early 2000s – BRN's were embedded in DHHS at his location to work on worker retention; some businesses couldn't afford to do that, so they formed networks. Commissioner Bonovetz asked if will we have a specific person who will go to businesses in the U.P. Bill Raymond advised that we will have a point person, to coordinate, but will have employer services staff working on this.



D. Organizational Chart & Staffing Update – integration of programs, staffing & branding for effective service UP wide. Commissioner Corkin asked if most of the positions have been filled. Bill Raymond indicated Yes, and we are getting much closer to the integration of the U.P. He states that we are still looking for an IT Manager, so we don't have the big contract with SpringThrough. We are looking for someone with a broader systems perspective and reminded the board that IT comes with higher pay expectations. CEO Bill Raymond updated that we had an all-staff event that was well attended and we received lots of good feedback and received some of the highest satisfaction scores for an All-staff event. Lastly, Bill updated that our new Workforce Director, Debb Brunell is doing well, and has really hit the ground running.

IX. Reports:

A. Chairman

Commissioner Corkin updated the board on Menards: across the U.P. they are committing money from counties and he encourages support from the Escanaba area. Commissioner Stevens asked chairman Corkin how the money will be dispersed and Commissioner Corkin advised that any money that Escanaba takes in to settle things will be used. It's possible that maybe they would have money to go back, but that would need to go to the tax tribunal; they have about \$45-50K so far. Commissioner Lang indicated that he doesn't think all the counties know about this and wondered if maybe there should be a way to brief counties.

B. CEO

IX. Communications

Motion to approve was made by Commissioner McLean and then supported by Commissioner Waltman. Motion approved unanimously.

X. Public Comment. None

X. Adjournment

There being no further business, Chair Corkin adjourned meeting at 2:57 P.M. Eastern.