

Molinelli has been meeting weekly with One-Stop OJT representatives, creating hot jobs lists, identifying skills, connecting directly with employers, and getting clients into OJTs. The approved WIB 2013 Goals and Initiatives need to be amended for the 4th quarter. A mechanism will be put in place to gather input from the Board for the Local Plan. Our intern reached out to local Chambers and Rotary's. T. Molinelli spoke at Meadowlands Small Business Committee which resulted in job orders. T. Molinelli spoke at CIANJ which resulted in 18 new business connections. T. Molinelli authored an article on the benefits of hiring individuals with disabilities for the Meadowlands Regional Chamber of Commerce. T. Molinelli participated in partner site visits. T. Molinelli continued to work on the Youth Banking Pilot and Expungement Pilot programs. T. Molinelli participated in a disability assessment of the One-Stop. T. Molinelli developed committee charters to define the roles and responsibilities for each of the committees.

- **SETC Resolution #2010-01 (continued).** C. Oates referred back to SETC Policy on WIB Appointments and reviewed WIB board member requirements and appointment process.

- **WIB Committees.** C. Oates announced that K. Walsh is the Disability Committee Chair, J. Thebery is the Disability Co-Chair, S. Lazare is the Youth Investment Council (YIC) Chair, G. Charne is the One-Stop Committee Finance Chair, and D. Miaoulis is the One-Stop Committee Operations Chair. C. Oates shared that S. Blumenthal had recommended that each committee have a Chair and a Vice Chair. C. Oates shared that there are concerns that the WIB is not acknowledging the Marketing, Business, and Veterans Committees. She explained that good work was done in the Marketing Committee, including templates, but the work load was not sustainable. A. Freund confirmed that the Marketing Committee was never voted on by the Board. C. Oates shared that the Executive Committee recommends all business flow out of the One-Stop Committee and that committee charters have been given to each committee chair. C. Oates stated that work is being started to bring in the Talent Networks to focus on the key sectors. C. Oates explained that a few membership terms expired in August, and some are not comfortable voting while being held over. She noted that the Board does not have to vote on items today because the state requires all documentation be submitted by January 31 for recertification. L. Weiss started questioning over current committee structure, bylaws in regard to committees and standing committees, including the past Business Development Committee which he chaired. C. Forster expressed concern over not having a current marketing mechanism and relying on people without marketing experience. C. Oates reiterated that her concern is over the legitimacy of those committees and explained that if the Board wants a marketing committee suggestions are needed because even the four current standing committees are not fully manned. T. Eastwick suggested not getting caught up in red tape and that through his years of experience on the WIB the Marketing Committee has made the biggest impact professionally. C. Oates shared that, through conversations with A. Freund, the Marketing Committee work load was not sustainable, and that R. Guthrie and the Executive Committee agreed that if everything flowed through the One-Stop Committee, everyone could work together cohesively. C. Oates also shared that A. Freund recommended that this be a paid position with volunteers to support them. Christina Herzog (SETC) added that although marketing is not a required standing committee, Bergen's marketing practices have served as promising best practices and has stood out as a top model in the State. T. Eastwick asked why the Marketing Committee was disbanded and if the Board could vote today to bring it back. In an effort to avoid burnout, C. Oates reiterated that marketing should be a subcommittee coming out of the One-Stop committee and that the SETC requires the WIB to demonstrate what committees are developing business and marketing. L. Weiss stated that the Marketing Committee has done a fantastic job and is concerned that the momentum may be lost the longer the wait. R. Guthrie agreed with the Marketing Committee's success but expressed the need for more marketing volunteers. S. Blumenthal suggested the Committee be reinstated if the Board wishes to do so but that the Marketing Committee develop a scaled down business plan

and present it to the Executive Committee before proceeding. Discussion ensued over funding for marketing efforts and how different WIB's have leveraged different sources since WIA funds cannot be used for marketing. J. Jacobson added that there is no need to stop marketing efforts during changes. C. Oates stated that she is not looking to stop branding but the bottom line is there is no budget for marketing and there is a finance meeting on October 15 to unravel the numbers. J. Lue Raia suggested that committee members be asked what they are capable of before shutting efforts down. C. Oates stated it was discussed with A. Freund and it was agreed that this was not a legitimate committee. R. Guthrie added that he is working with J. Susino to look at avenues to hire for marketing staff through the Tech School but we are focusing our efforts where they are most needed.

➤ **WIB Membership.** J. Lue Raia asked about expiring board members being asked not to renew their membership. C. Oates stated that was a rumor and that the full board list is being reviewed. Discussion on appointments and renewal process ensued. C. Oates added that the Freeholders have agreed to vote on WIB appointments at their October 16 meeting. T. Zur added that the new transparency ordinance needs to be followed and that exceptions may be made in emergency situations. J. Lue Raia asked why G. Bizzarro, as a representative of DuPont, was asked not to renew when the WIB has been trying to recruit private manufacturing representatives. C. Oates discussed how the law states that members either work or live in the workforce area, Bergen County. L. Weiss stated that is a Board decision and should go to a vote. L. Weiss expressed concern over items not being discussed with or voted on by the Board. L. Weiss added that the Board should be discussing policy, not governance, and that the Executive Director and staff should be handling operations. J. Lue Raia expressed that it is dangerous to question a company like DuPont and would hate to see them leave. J. Calabrese concurred. R. Guthrie stated that C. Oates has been elected to be the leader and her first direction was to look at the Bylaws which includes a recommendation that members live or work in Bergen County. C. Oates added the recommendation is based on interpretation of the law. C. Herzog stated that the State recommends this and although it is not required that one live or work in the County, it can be put in the Bylaws. C. Forster suggested this be reviewed with the staff and Executive Committee and then a recommendation be brought back to the Board. T. Zur stated she hears the Board saying they need to be included in the decision making process, that the leadership should be acting in a fiduciary role, and that policies need to be presented to and adopted by the Board. C. Oates stated that the Board Chair selects the committee chairs and it was decided to replace G. Bizzarro with K. Walsh for Disability Committee Chair. J. Lue Raia stated that it is also the job of the Board to recruit members and expressed concern over the proper process. After being asked, G. Bizzarro cited her qualifications and desire to serve on the Bergen WIB. The Board discussed the value of having certain employers located outside of Bergen on the Board that still support our local workforce.

➤ **Committee Reports.** A motion to suspend the committee reports, with the exception of the Youth Investment Council (YIC) Chair (S. Lazare) report on the WIA Youth 6th Barrier Definition was seconded and passed; C. Forster abstained. S. Lazare reviewed the YIC's recommendation and resolution for the WIA Youth 6th Barrier Definition. S. Lazare asked for a motion to approve Resolution No. 2013-07, "Approving the Bergen County Youth Investment Council Recommendation for WIA Youth Sixth Barrier Definition"; a motion by T. Eastwick and seconded by M. Devaney was made; the motion was approved by Vote: 31 in favor, 0 opposed, 1 abstained (C. Forster); Resolved: Motion carries. G. Janz reviewed PY2013/FY2014 funding and asked for a motion to accept state and federal funds for PY2013/FY2014, Resolution No. 2013-03 ("WIA Adult and WIA Dislocated Worker"), 2013-04 ("Work First New Jersey"), 2013-05 ("Workforce Learning Link Program and Administrative"), 2013-06 ("WIA Youth"); a motion by L. Weiss and seconded by P. Goldfarb was made; the motion was approved by Vote: 30 in favor, 0 opposed, 2 abstained (M. Devany, C. Forster); Resolved: Motion carries. G. Janz discussed performance measures and explained

that the red is in part due to the corrective action taken - the database dump.

- **Old Business – C. Oates.** SETC recertification is pending deliverables including the 3 year local plan, MOU, annual report, and budget. The Board can vote at the January 2014 meeting to approve them. C. Polack will report back to Board on progress. T. Molinelli suggested bringing on members that qualify as labor reps and other areas from the private sector for board development.
- **Public Comments.** John Fugazzie suggested that the Board do research on who is employing the people of Bergen County to find representatives and that the Board should be driven by its mission not its bylaws. C. Forster offered tickets to the Governor's debate. C. Polack explained the appointment renewal form. J. Thebery announced the 15th Annual Salute to Champions Breakfast and distributed a flyer.

Adjournment: Meeting was adjourned at 10:25am by C. Oates. The next regular meeting will be at 8:30am on January 14, 2014 at One Bergen County Plaza, Room 460 in Hackensack.