

Meeting Minutes: WDB Full Board

July 11, 2017 | 400 Paramus Road, Paramus, NJ 07652 | Bergen Community College TEC-128

Attendance

Member (Alternate)	Organization	Feb 28	Apr 18	Jul 11	Oct 10	Total
Lynn Bartlett	Housing Authority of Bergen County		X			
Maxine Becker (Jorge Delgado)	Bergen One-Stop Career Center, DVRS	X	X	X		
Steven Blumenthal	MBAF CPAs, LLC	X	X	X		
Mark Bocchieri	Verizon	X	X	X		
Robert Calocino	Bergen County Board of Social Services	X	X	X		
Gerard Carroll	Bergen County Technical Schools	X	X	X		
Maryann Cavallo	Speech Language Specialist	-	-	X		
George Charne	Hunter Group	X	X	X		
Joanne Cimiluca	County of Bergen, Economic Development	X	X			
Dr. Allan DeGiulio (Figen Tabakci)	Greater Bergen Community Action, Inc.	X	X	X		
Etta Denk	Bank of America	X	NA	NA		
Martin Devaney	Human Resources Executive		X			
Thomas Eastwick	Eastwick College			X		
Patrice Goldfarb	Employee Benefits Advisors Group	NA	X	NA		
Walter Hecht	WCH7 Consulting	X	X	X		
David Hollenbeck	PSE&G	X	X	X		
Jayne Jacobson	SCORE Northeast NJ	X		X		
Lorraine Joewono	County of Bergen, Senior Services		X	X		
Shannon Lazare	M&T Bank			X		
Dr. Howard Lerner (John Susino)	Bergen County Technical Schools & Special Services	X		X		
Jane Linter	County of Bergen, Human Services	X	NA			
Jackie Lue Raia	ALEXENA Consulting Consultant to Villa Marie Claire Residential Hospice	X	X	X		
Brian Maher	Berkeley College	X	NA			
Lori Margolin	Goodwill Industries of Greater NY and Northern NJ	X	X	X		
Amanda Missey	Bergen Volunteer Medical Initiative (BVMI)	X	X	X		
Norah Peck (Sharon Rosario)	NJ Department of Education, Bergen County			X		
Dr. Anne Prisco (Michael Szarek)	Felician College	X	X	X		
Damaris Ramirez	The Healthcare Network	X				
Michael Redmond (Christine Gillespie)	Bergen Community College	X	X	X		

Dan Ritson	Wasch & Ritson LLC	X	X	NA		
Michele Talamo	Human Resources Consultant	X	X	X		
Kevin Tarantino	SUEZ	-	-	X		
James Tedesco (Marc Schrieke)	County of Bergen, County Executive	X	X	X		
Jim Thebery	County of Bergen, Disabilities Services	X	X	X		
Vince Vicari (Kathleen Cronin)	Bergen Small Business Development Center (SBDC)		X	X		
Kathy Walsh	Arc of Bergen & Passaic	X	NA	X		
Patrick Welton (Joseph Horowitz)	Residence Inn Marriott Saddle River	X	X			
Paula Wills	Bergen One-Stop Career Center, Employment Services	X		X		
Tracy Zur	County of Bergen, Board of Chosen Freeholders	X	NA	X		
Advisory Members (Non-Voting)						
Greg Janz	Bergen One-Stop Career Center	X	X	X		
Tedd Kochman	Littler Mendelson, P.C.	X				
Vincent Morelli	Aflac	X				
Lou Weiss	WFM Project & Construction Assoc., LLC					
Staff & Standing Guests (Non-Voting)						
Tammy Molinelli	Bergen County Workforce Development Board	X	X	X		
Carol Polack	Bergen County Workforce Development Board	P	X	X		
Sandy Sroka	Bergen Community College/Literacy Committee Chair	X	X			
Donna Todd	Bergen One-Stop Career Center	X	X	X		

Legend: (X) Present; (P) Phone; (NA) Notified Absence; (blank) Un-Notified absence; (-) Not Applicable

Additional Guests: John Fugazzie, Donna Spotto, Nina Nardone, Lynda Wolf, Sereena Singh

Meeting Action Items

No.	Action	Responsible Party
1	Get copies of the Daily News insert for board members	D. Spotto & C. Polack
2	Send link to online Daily News insert to board members	D. Spotto & C. Polack
3	Get average cost per Bergen One-Stop client	G. Janz
4	Distribute annual goals to board members	T. Molinelli

- ❖ **Meeting Opening.** Chairman DeGiulio called the meeting to order at 8:31 AM. Roll Call taken by C. Polack. The Pledge of Allegiance was recited and Open Public Meetings Act Statement was read.
- ❖ **Presentation of Certificates.** Project SEARCH and other special guests introduced themselves. T. Molinelli and C. Polack presented certificates to recognize those individuals who worked closely with the Project SEARCH students to make the program a success.
- ❖ **Guest Presentation:** The Public Workforce System and the Staffing Industry (Nina Nardone). Temporary work can be a transition to a permanent job; this agency has a 40-60% placement rate. It is also a good way for those entering the workforce or down-sized individuals to gain new skills, and retirees to work a modified schedule. CFO, Controllers may take up to a year to find a new position; middle band workers, such as accountants, bookkeepers and credit analyst find work quicker. This agency offers health benefits, and a 401 K plan. Unemployment for degreed professionals is only 1.5 percent, compared to 4.3 percent nationally.
- ❖ **Approval of Consent Agenda.** On a motion made by M. Becker, seconded by W. Hecht, and a quorum present, the following resolutions were approved (N. Peck abstained from No. 1):

No.	Res. No.	Subject	Amount/Summary
1.	2017-17	Approval of Minutes: April 18, 2017	Approve the minutes of the previous meeting as distributed.
2.	2017-18	Acceptance of WDB Reports	Accept quarterly reports of the Board (Committees, Councils, Officers, and Staff).
3.	2017-19	Acceptance of BCTS Reports & Resolutions	Acknowledge receipt of BCTS oversight resolutions.
4.	2017-20	Acceptance of Funds	Acceptance of special, state, and federal funds.
5.	2017-21	Ratify Appointments & Recommendations	Ratify the appointment of directors, committee chairs, and committee members

by following roll call vote:

	Lynn Bartlett		Patrice Goldfarb	X	Dr. Anne Prisco (Michael Szarek)
X	Maxine Becker (Gilda Escobar)	X	Walter Hecht		Damaris Ramirez
X	Steven Blumenthal	X	David Hollenbeck	X	Dr. Michael Redmond (Christine Gillespie)
X	Mark Bocchieri	X	Jayne Jacobson		Dan Ritson
X	Robert Calocino		Lorraine Joewono	X	Michele Talamo
X	Gerard Carroll	X	Shannon Lazare	X	Kevin Tarantino
X	Maryann Cavallo	X	Dr. Howard Lerner (John Susino)	X	James Tedesco (Marc Schrieks)
X	George Charne		Jane Linter	X	Jim Thebery
	Joanne Cimiluca	X	Jackie Lue Raia	X	Vince Vicari (Kathleen Cronin)
X	Dr. Allan DeGiulio (Figen Tabakci)		Brian Maher	X	Kathy Walsh
	Etta Denk	X	Lori Margolin		Patrick Welton (Joseph Horowitz)
	Martin Devaney	X	Amanda Missey	X	Paula Wills
X	Thomas Eastwick	X	Norah Peck (Sharon Rosario)		Tracy Zur

Legend: (Y) Yea; (N) Nay; (A) Abstain; (BLANK) Not Voting/Absent

❖ **Treasurer Report (George Charne).** The budget for the fiscal year ending June 30, 2017, was distributed prior to the meeting as part of this report. The following is a breakdown of the \$8.126 million budget: Adult 49.3%; Youth 21.1%; WFNJ 18.5%; WLL 2%, Administration 9%, Smart Steps 0.1%. G. Charne reported youth literacy now exceeds the benchmarks for the year. He reviewed funding for the new Program Year 2017-18. WIOA had a 12% decrease; and WFNJ represents a 15% reduction from the current year's budget. One-Stop staff is finalizing the budget. W. Hecht requested the total number of clients served and cost per client. G. Janz will get this information to G. Charne, who will report on this going forward.

❖ **One Stop Director Report (Greg Janz).** There was a reduction in all funding streams except WLL, which increased due to the number of people served. For WFNJ, there are less people in the TANF population, which meant an automatic cut. In July we roll out the books, and close out the program year. \$1.1 million will be carried in which will help with the reductions. As a result of reduced funding, contracts that are automatically renewed, Care Plus (working with TANF) and Women's Rights (working with GA/SNAP), will receive less money. We proposed funding for In-School Youth contracts to the Disability Committee, which is currently under review. Funding will be less than last year. The Out-of-school program continues to grow and prosper; money is left over from last year. The majority of the One-Stop's youth money is for out-of-school. We have counselors in the GA/SNAP program to work with GA/SNAP clients, who will report weekly to Conover led workshops. The goal is to get more people placed in jobs, to become self-sufficient. The proposal with HUD is awaiting final numbers. This program would subsidize housing for individuals who would lose that benefit upon being employed. G. Janz reported we are back to writing ITAs and OJT training contracts.

W. Hecht questioned why we have a reduced number of TANF clients. G. Janz said the number of people who come to the Board of Social Services has declined, refocusing the Board and making people adhere to higher work activities. This is a joint effort between the One Stop and Board, holding people accountable for money given. There was a discussion of other factors, including people moving out of the County and a State wide downwards trend. Freeholder Zur said this is both good and bad, because some individuals in need may not receive services in order to stay under the radar.

❖ **Committee Reports:** Committee reports were submitted as part of the Board packet, and A. DeGiulio opened the floor to Chairs.

- **Bergen Employment Network.** C. Polack said the group continues to grow. Each month there is a resource presentation. In between meetings, the group provides networking and job sharing opportunities.
- **Disabilities Committee.** K. Walsh said the graduations of the first Project SEARCH sites were extremely positive. More than half of kids have been hired in full time employment. J. Thebery said many of the hospital's department heads are very eager for the second year. J. Fugazzie thanked the WDB, and North Jersey Partners for their support in helping Hudson County develop a Project SEARCH initiative. The WDB Disability Committee will recognize employers at the Breakfast of Champions. T. Molinelli reported the turnout of job seekers for the Schedule A Hiring Event, hosted at the Lyndhurst Campus of BCC, was high, but there weren't the expected number of employers. Schedule A enables a qualified person with disabilities to skip

several recruiting steps, and go directly into an interview in the Federal hiring process. K. Walsh reported the State signed into its budget monies to help support a much needed raise for Direct Care Workers. It has been ten years since these individuals have gotten a raise, in a field where due to low pay, there is a 20 percent vacancy.

- **Governance Committee.** T. Molinelli reported D. Ritson is updating the Conflict of Interest Policy. The WDB has the most complicated set of possible conflicts due to nature of the members involved.
 - **Literacy & Education Committee.** T. Molinelli reported on behalf of S. Sroka. The Committee is seeking to innovate around Title II funding, and also plans to partner with the Hispanic Chamber of Commerce, and Goya, to support literacy skills and ESL in the workplace.
 - **Marketing Committee.** A. Missey reported the website is under construction. The Committee is working on printed pieces and videos. T. Molinelli has inquired with LWD to see if WIOA allows funds to be used for marketing.
 - **One-Stop Committee.** S. Blumenthal reported the Job Seeker Committee is putting together a survey that job seekers can complete once they finish their program, to gather feedback for good and weak spots. S. Blumenthal described the Committee meetings as brainstorming sessions seeking to replicate areas that are doing very well. In December when we moved money from TANF to GA that would have been otherwise sent back, someone identified this an issue. G. Janz and D. Todd sit on the committee which is looking for more 4 or 5 new members.
 - **Business Development Committee.** K. Tarantino is planning a summit this fall to recruit for non-traditional jobs. Local High Schools do not always educate students who don't plan to go college about the skilled professions that are available. He will pull together companies that focus on trades.
 - **Youth Council.** S. Lazare said the Committee is excited about the out-of-school youth program. They are focusing on one or two programs to identify kids at risk of dropping out. They also are planning an event to help youth. M. Cavallo will co-chair this committee.
- ❖ **Executive Director Report.** T. Molinelli invited Donna Spoto, Deputy Director Economic Development, to talk about the Daily News report that featured "All things Bergen County." The feature includes advertisements and editorials about the food hub, transportation, diversity of restaurants, real estate, shopping. The County's website contains a link and will features 3 rotating articles and the full feature is available on the Daily News' website. Another issue is planned for October 8th, featuring Winter Wonderland. Chairman DeGiulio requested copies of the insert for all board members/attendees.

T. Molinelli reported staff evaluation and goals are completed. T. Molinelli & C. Polack are attending the Project SEARCH Conference. The Project SEARCH Committee is exploring a possible program for adults but not for this fiscal year. The WDB partnered with the Meadowlands Regional Chamber of Commerce in a survey to local

businesses regarding hiring of interns. The data is currently being reviewed. In 2008, T. Molinelli wrote a piece on the American Dream for the Meadowlands development. She will update this and integrate this to the present time. T. Molinelli and M. Bocchieri visited the Junior Achievement Center. A veterans' employment initiative with A.J. Luna and the County is being developed.

- ❖ **Old Business.** M. Becker recognized Rafal Kabat and Gilda Escobar, DVR Counselors and the entire Project SEARCH committee and staff for the tremendous effort, above and beyond, they collectively put forth in this initiative. T. Molinelli reminded the Board new meeting dates have been established. The Next Full Board meeting will be October 10th. Other dates: February 13th, May 8th, August 14th and November 13th.

- ❖ **New Business.**
 - J. Thebery, informed the Board that Disability Awareness Day at the zoo has been moved to first the Saturday in October.
 - It was suggested that all committee chairs meet one to two times per year to support each other and to discuss commonalities and results.

- ❖ **Adjournment.** A motion to adjourn the meeting was made by J. Thebery and seconded by S. Lazare. Meeting was adjourned at 10:00 am.