

**EXECUTIVE COMMITTEE OF THE 10 COUNTY
MIDDLE GEORGIA WORKFORCE INVESTMENT AREA
DECEMBER 13, 2016**

MINUTES

A meeting of the Executive Committee of the 10 County Middle Georgia Workforce Development Area was held at Noon, on December 13, 2016, at the Middle Georgia Consortium, Inc., in Warner Robins, Georgia. The following members were present:

Ralph McMullen - Baldwin County	Larry Evans - Monroe County
Emily Davis – Baldwin County	Walter Smith – Peach County
Bobby Blasingame – Crawford County	M.A. Butch Hall – Pulaski County
Timothy Andrews – Houston County	Janie Reid – Putnam County
Daylon Martin – Jones County	Ken Fowler – Twiggs County

Chairperson Janie Reid chaired and called the meeting to order. There was a quorum present.

OLD BUSINESS

There was none.

MINUTES

1. *Approval of the October 13, 2016, Minutes* – A motion was made by Larry Evans and seconded by Daylon Martin to approve the minutes of the October 13, 2016, meeting as presented. There were no opposing votes and the motion carried by a voice vote.

OLD BUSINESS

1. *Approval of Submission of the Draft Regional Plan* – Carolyn Robertson reminded the members that approval of the submission of the draft regional plan was tabled until this meeting. She also provided copies of the Letter of Conditional Approval of the Draft Regional Plan that she received from the State. The letter indicated that the final Regional Plan is due to the State by March 30, 2017 and the State's approval will be contingent upon completion of revisions and or additions noted in the letter.

A motion was made by Daylon Martin and seconded by Larry Evans to approve the submission of the draft Regional Plan and acceptance of the State's conditional approval of draft plan. There were no opposing votes and the motion carried by voice vote.

2. *Incumbent Worker Training Policy* – For the purpose of approval, Carolyn Robertson provided copies of and discussed the Incumbent Worker Training Policy. She reminded the members that Policy was tabled at the last meeting. She explained that the incumbent worker training is a new work-based learning activity under WIOA and is to be used as layoff aversion tool. The main objective is to meet the needs of an employer or group of employers to retain a skilled workforce by assisting workers in obtaining the necessary skills to avert being laid off. The policy sets the

criteria to determine the workers eligibility and the required employer's cost sharing for incumbent worker training projects.

A motion was made by Daylon Martin and seconded by Larry Evans to approve the Incumbent Worker Training Policy as presented. There were no opposing votes and the motion carried by voice vote.

NEW BUSINESS

1. *FSLA Compliance (\$23,660-\$47,476 Effective 12/1/2016)* – Carolyn Robertson provided copies of and discussed copies of a news article announcing that a federal judge ruled in favor of the Arkansas Attorney General's request for a nationwide preliminary injunction on the new rule to extend mandatory overtime pay that was requested on behalf of 21 states, which includes Georgia. The injunction blocks the new rule and delays its implementation nationwide.

A motion was made by Daylon Martin and seconded by Larry Evans to table the implementation of the new rule to extend mandatory overtime pay until a final court ruling is made. There were no opposing votes and the motion carried by voice vote.

2. *On-the-Job Training Policy Update* – Carolyn Robertson provided copies of and discussed updates made to the on-the-job training policy. The policy was updated to reflect the new required cap wage of \$21.48 set by the State.

A motion was made by Larry Evans and seconded by Daylon Martin to approve the revisions made to the On-the-Job Training as presented. There were no opposing votes and the motion carried by voice vote.

3. *WDB Board Certification* – Carolyn Robertson reminded the members of their approval of Joy Carr's nomination to the Workforce Development Board at their last meeting, which was, in turn, was submitted to the State. Also provided was copies of the notice received from the State granting the approval of the WDB Board's certification, which certifies the Board through June 30, 2018.

A motion was made by Daylon Martin and seconded by Larry Evans to approve the certification of the Workforce Development Board as presented. There were no opposing votes and the motion carried by voice vote.

4. *Sector Partnership Grant (\$250,000)* – Carolyn Robertson explained that the State is accepting applications for a sector partnership capacity building grant. Each region will apply for \$250,000 grant and applying is mandatory for all workforce development areas. Since our area has two fiscal agents –Baldwin County is our fiscal agent and the Middle Georgia Regional Commission is Macon/Bibb County Areas. Macon/Bibb County has indicated that they want to be the fiscal agent. After a discussion, it was the consensus of the members present to request that our area be the fiscal agent and a motion was entertained.

A motion was made Daylon Martin and seconded by Emily Davis that Baldwin County be the fiscal agent. There were no opposing votes and the motion carried by voice.

5. *Business Services/Grant Writer Report* – Amy Varnum gave a verbal report on the OJT activities as follows:

6. . She reported that there are a number of OJT participants that need to be exited and these will be some good exits. She reported that there are four participants enrolled at Horton Van, the Sunbelt Contract is pending
- 7.
8. have been several hiring events where the Consortium has participated. The main event was the SWAT event hosted by DOL in Milledgeville. This event is part of the NEG Grant and 58 potential OJT candidates were identified. The Workplace Fundamental class is also being held in Baldwin County this month and several candidates for this training came out of the SWAT event. Efforts are also being made to work with the OJT employers to hire the participants coming out of the training. Efforts have been successful with Kumho Tires, which has given a promise to at least interview everyone who comes out of the class. We held a hiring event with Kumho Tires and they picked 40 people to hire and around 25 of them appear to be potential OJT participants.

A lot of the participants that were in OJT have completed their training and they are now in follow-up. We are working with the employers to conduct follow-up. It was also reported that some of the retention payments are being release. These payments are the ten percent that was withheld from the reimbursed wages with the stipulation that the employer must retain the participant for at least 90 days after training in order to be eligible to receive these payments.

With the approval of the State Procedure and Policy Manual, which came out September 1, the State has now set a wage cap of \$21.48 as the maximum allowable wage amount that can be reimbursed through on-the-job training. The only current OJT employer that has positions that pay at a wage above this cap is Anchor Glass. We are modifying our current OJT contracts and any new contracts initiated will contain the set wage cap requirement. The new OJT employers that have been added are Sunbelt Plastic Extrusions in Houston County; Geo Technical and Environmental in Bibb County, which had a potential hire that lives in Houston County; and Georgia Pallet in Bibb County.

Also working with Houston County Development Authority on a job fair scheduled for some time in January geared towards manufacturing. Working closely with Boeing which has announced that they will not be reopening in 2017 as planned. They still have 120 employees that will be laid off. We have been working with Boeing for two years and have worked with their employees through the NEG grant. We were invited by the State to attend a meeting yesterday with Steven Adams, of the Macon-Bibb's Industrial Authority to capture a bigger market and also bring all of the resources together since it is affecting both our area and the Bibb County area. Robins Airforce Base has reached out to Boeing that they want to interview on their site so we will be connecting with Robins Airforce Base, which we have been trying to do for a long time. Should have a job fair for the Base by the end of next week and then another one for Triumph and other aircraft focused companies.

9. *Youth Services Report* – Teresa Tripp, Youth Services Specialist, provided an update on the youth activities. She reported that two students have received their GED diplomas, a third has passed at least two parts of the exam and more than half have stated an interest in post-secondary training.

10. *Activity Reports* - The following activity reports were provided and discussed:

- **PY 2016 Enrollments** – The PY 2016 Enrollment report as of October 13, 2016, showed there were 209 Adults, 37 Dislocated Workers, 6 NEG and 45 Youth served for a total of 297 participants being served thus far for PY 2016.

11. *PY 2016 Budget Reports* – Carla Yawn, Accountant for Baldwin County, provided copies of and discussed the Budget Reports as follows:

- **Adult Budget** - An Adult Budget report for the first quarter (July 1, 2016 through September 30, 2016) was presented. The report showed the total funds available were \$532,027 and a total of \$429,329 for expenditures.
- **Dislocated Worker Budget** – A Dislocated Worker Budget report for the first quarter (July 1, 2016 through September 30, 2016) was presented. The report showed that the total funds available were \$726,544 and a total of \$191,632 in expenditures.
- **Rapid Response Budget** - A Rapid Response Budget report for the first quarter (July 1, 2016 through September 30, 2016) was presented. The report showed that the total funds available were \$73,410 and a total of \$0.00 in expenditures.
- **NEG Budget** - A National Emergency Grant Budget report for the third quarter (July 1, 2016 through September 30, 2016) was presented. The report showed that the total funds available were \$170,584 a total of \$23,869 in expenditures.
- **Youth Budget** - A Youth Budget report for the second quarter (April 1, 2015 through September 30, 2016) was presented. The report showed that the total funds available were \$1,532,147 a total of \$192,387 in expenditures.

MATTERS FROM THE FLOOR

There were none.

MATTERS FROM THE EXECUTIVE DIRECTOR

1. *Next Meeting* –The next meeting is rescheduled for December 13, 2016, at Noon, at MGCI office, in Warner Robins, Georgia.

ADJOURNMENT

There was no further business and the meeting was adjourned.