

COMBINED MEETING
OhioMeansJobs Stark County Office
822 – 30th Street NW, Canton 44709
November 14, 2024 @ 12:00 p.m.

STARK TUSCARAWAS WORKFORCE DEVELOPMENT BOARD - COUNCIL OF GOVERNMENTS

MEMBERS:

VACANT, Commissioner- Stark County
Chris Abbuhl, Commissioner-Tusc. County-Present
Scott Robinson, STWDB Chair – Present

STWDB STAFF:

JoAnn Breedlove-Present
Rebecca Harris-Present

FISCAL AGENT:

Chuck Byrd-Present

GUEST/OTHER:

Mayor William V. Sherer II-Present

WORKFORCE INITIATIVE ASSOCIATION - COUNCIL OF GOVERNMENTS

MEMBERS:

VACANT, Commissioner- Stark County
Chris Abbuhl, Commissioner-Tusc. County - Present
William V. Sherer II, Mayor, City of Canton -Present

WORKFORCE INITIATIVE ASSOCIATION STAFF:

Chuck Byrd - Present

GUEST/OTHER:

JoAnn Breedlove-Present
Rebecca Harris-Present

BUSINESS MINUTES

Commissioner Abbuhl formally called the meeting to order at 12:02 p.m.

ROLL CALL: Taken. Quorum present for both STWDB and WIA COGs

APPROVAL OF June 20, 2024, MEETING MINUTES

MOTION: ROBINSON MOVED FOR THE APPROVAL OF JUNE 20, 2024; MEETING MINUTES AS PRESENTED. MAYOR SHERER II SECONDED.
MOTION CARRIED UNANIMOUSLY.

Commissioner Janet Weir Creighton’s Retirement.....C. Abbuhl, Vice Chair

The effective retirement date of Commissioner Janet Weir Creighton was announced as November 6, 2024. Per Breedlove, the newspaper stated her successor is expected to be appointed November 21, 2024. Creighton was not present at this meeting.

PY24 Proposed Wage & Salary Increases..... J. Breedlove and C. Byrd

Byrd reviewed the PY24 Proposed Wage & Salary annual increases of 3.0% for Calendar year 2025 to go in effect January 6, 2025, if approved.

The following key comparisons were looked at the CPI-U which equaled 2.4% in September 2024 for the last 12 months, the Ohio Minimum Wage equaled 2.4% increase (\$10.45 to \$10.70), and Social Security COLA equaled 2.5% (January 2025).

The considerations for the 3.0% increase: In 2022 both organizations reorganized the method used for compensation and referenced on the screen the 2022 Salary Compensation Study which was completed by an independent consultant. The target for WIA and STWDB is the average of the market, not up to 118% of the market as we are trying to stay competitive / average but not above average as far as base compensation.

Byrd shared the Detailed Wage Chart on the screen. Byrd noted WIA and STWDB need to keep pay ranges competitive but keep at the lower half of market (our market target=50% of market). In 2024, we lost 4 staff (11%) to local competition, in part due to higher wages (Board of DD, Stark JFS, ODJFS, OOD). The family insurance premium increase 1% of annual wage for entry level wages on July 1, 2024. After proposed increases, this will still be less than our original approved budget. For STWDB: July Approved Budget = \$560,000 with proposed increases = \$566,000 (increase by \$6000). For WIA: July Approved Budget = \$3,008,000 with proposed increases = \$2,838,000 (decrease \$170,000). The decrease for WIA was due to the elimination of 4 positions (1 retirement absorbed, 1 resignation and 2 planned no longer needed).

MOTION: Mayor Sherer II moved that effective January 6, 2025, that Workforce Initiative Association (WIA) adopt the proposed 3.0% annual increase. Commissioner Abbuhl seconded. Motion carried.

MOTION: Scott Robinson moved that effective January 6, 2025, that Stark Tuscarawas Workforce Development Board (STWDB) adopt the proposed 3.0% annual increase. Commissioner Abbuhl seconded. Motion carried.

Workforce Investment Council (WIC) Updates C. Byrd

The Workforce Investment Council is set up as a nonprofit 501 c3 and supports the work of the board and the workforce area that may not be able to be covered by our federal workforce dollars. At the end of 2023, the WIA and STWDB COG boards approved a donation on our unrestricted funds to establish an endowment fund with Stark Community Foundation. There were resources that WIA and STWDB didn't have a specific use for, and they were unrestricted. STWDB and WIA figured what better way to use these funds was to create a permanent endowment from the earnings being able to generate additional revenue that federal dollars do not cover. The endowment was officially in January 2024. WIC is currently receiving quarterly statements from the Stark Community Foundation.

The original investment was \$460,000 from STWDB and WIA and SCF added \$10,000 to establish the fund which totals \$470,000 in original principal over the 1st three quarters at the end of September 30, 2024, which shows a \$36,000 return on paper. SCF charges ¾% annual fee to manage the fund and take care of all of the investments through their investment committee. The balance as of 9/30/24 is \$506,766.29, which is a 7.83% return.

In calendar year 2025, the withdrawal policy is 4 ½% once a 1 year has been established which equates to about \$20,000 per year that this fund will generate for additional programming for the nonprofit.

In 2025, the priority for the nonprofit is to add a couple more board members. There is also a need to look at what can be used with the funds. Currently the WIC board is comprised of Chairman-Byrd, Vice

Chair-Joe Sekely, Treasurer-JoAnn Breedlove, and the total number of members is supposed to be 5 which the COG boards set this number.

PY23 WIOA & CCMEP Performance Metrics Updates..... J. Breedlove

Breedlove stated Performance will be a regular agenda topic. She noted after reviewing the Intergovernmental Agreement created in 2016 for both Stark and Tuscarawas counties that Federal Workforce Performance should be an agenda item every time the COGs meet, and the performance is how we are measured as a system.

Performance results are communicated to workforce areas separately. The WIOA Performance results and CCMEP Performance results are both included in your packet. The CCMEP Performance packet lists the lead agency responsible for CCMEP Performance. Workforce Initiative Association is the lead agency for the CCMEP program in our 2 counties and also receives the TANF funding that supports the program. Since the inception of the CCMEP Youth and Young Adult program, the board has approved combining our WIOA Youth dollars with the CCMEP TANF dollars to run the program together which includes jointly procuring vendors. With this approach, we can fully utilize both funding streams to serve more youth/young adults in the program. Two separate reports are available for viewing.

Breedlove referenced the documents in the packet (Area 6 Unadjusted Annual CCMEP Performance Report PY 2023 and Area 6 Unadjusted WIOA Performance Report).

In the Area 6 **Unadjusted WIOA Performance Report**, there are WIOA performance measures with Federal WIOA dollars established by Congress for our system and how our system is being measured. The performance measures are listed in this report as:

- Employment 2nd Quarter after Exit
- Employment 4th Quarter after Exit
- Median Earnings 2nd Quarter after Exit
- Credential Attainment
- Measurable Skill Gains

Breedlove referenced the WIOA document noting standards say "TBD" on them. She also referenced Area Numerator and Area Denominator, the denominator is all of the individuals for that specific measure that we included in that measure and the numerator is all individuals that have met that specific measure and that gives an "Area Rate," shown as 82.2% in one of the columns. The "Statewide Rate" is used as a measurement and "Negotiated Rate" standard for each workforce has negotiated every 2 years with the state. Referencing back to the sheet, everything up to the "Negotiated Area" standard is the data, and the standard will be adjusted and referenced other columns as "TBD." Success is designated as 90% of meeting the standard and we will not know the results until June 2025 as these are not the final numbers. The final numbers will be shared at the June 2025 meeting.

In the Area 6 **Unadjusted Annual CCMEP Performance Report PY 2023 report**. Comprehensive Case Management Employment Program (CCMEP) is the state of Ohio's Youth and Young Adult program created in

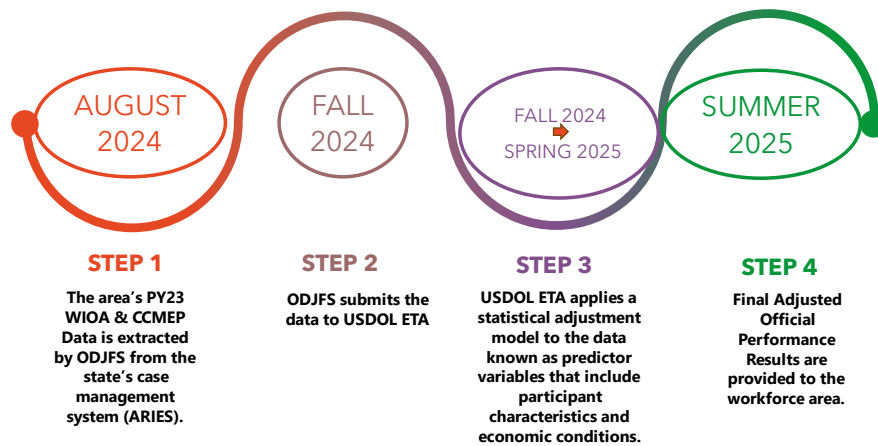
2016. This program is a blending of the federal WIOA youth dollars and federal TANF dollars to create this Youth / Young Adult program.

The performance measures are listed in this report as:

- Employment 2nd Quarter after Exit
- Employment 4th Quarter after Exit
- Median Earnings 2nd Quarter after Exit
- Credential Attainment
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Breedlove referenced the **WIOA & CCMEP Performance Cycle** of a Sample Performance Timeline,

WIOA & CCMEP Performance Cycle Program Year 2023 (July 1, 2023 - June 30, 2024) Sample Performance Timeline



The illustration shares a performance cycle/timeline reflecting data and specific activities that impact WIOA performance from a Program Year 2023 (7.1.23-6.30.24) period.

Step 1 – data is extracted from the state's case management system (ARIES). Local areas are informed of a date in August for data extraction to make sure all supporting data is entered such as proof of certifications, diplomas, etc.

Step 2 - (Fall 2024 (October) – extracted data from workforce areas is submitted to USDOL Employment Training Administration (ETA).

Step 3 - (Fall 2024 and Spring 2025) - USDOL ETA receives data from all states. Data is reviewed and a statistical adjustment model is applied to the data (known as predictor variables) which includes variables such as participant characteristics and economic conditions from our specific area.

Step 4 - (around June 2025), Program Year 2023 final adjusted official performance results for our workforce area will be published.

Other Business..... C. Abbuhl, Vice Chair

Cyber Security Policy-Chuck Byrd

Byrd is working with the attorneys and our insurance broker on putting in an application to get specific quotes on cyber coverage. We need to get our IT vendor involved to help fill out parts of the application, and we are still in this process. It is a matter of finding the right carrier and coverage level based on what the premium is, and we will continue to work with our legal counsel.

OhioMeansJobs Center-Tuscarawas County-Chuck Byrd

The plan is to downsize the OhioMeansJobs Center in Tuscarawas County. We have a draft letter of intent from the landlord that they have all of their bids. This letter shows what the anticipated costs are and what their proposal will be for rent. We are in process of negotiating with the landlord, and renovation will start shortly after the negotiation. The initial completion date was to have it complete by the end of December 2024, but this date will not happen now. The new date to be complete should be the 1st quarter of 2025.

Breedlove mentioned that the rebranding of the centers was to be completed by the end of December 2024. Breedlove will make a request for an extension with the state.

WIOA Reauthorization-JoAnn Breedlove

Breedlove shared updates on the WIOA Federal Reauthorization. There is a possibility of reauthorization in lame duck after the election. There is a possibility of doing something before the new administration takes effect. She will be on a call tomorrow regarding it. As of right now, we are on a "continued resolution" because our legislation has not been re-enacted after 5 years. Congress continues to fund our system.

Service Recognition of Commission Abbuhl..... JoAnn Breedlove / Chuck Byrd

Tuscarawas County Commissioner Chris Abbuhl has served as the Local Elected Official representing Stark Tuscarawas Workforce Development Board since January 2023. In this role, Commissioner Abbuhl is responsible for appointing Tuscarawas County business and other members to the workforce development board. He has also served as the Tuscarawas representative to the Stark Tuscarawas Workforce Development Board Council of Governments, the entity that employs the board staff.

Commissioner Abbuhl will be retiring at the end of 2024 after 20 years of service as a commissioner. We thank him for his dedicated service as Local Elected Officials serving the Stark Tuscarawas Workforce Development Board and the Board's Council of Government.

Breedlove presented Commissioner Abbuhl with a small gift of appreciation at the November Stark Tuscarawas Workforce Development Board Meeting on November 6, 2024.

Adjournment: 1:08

MOTION: SCOTT ROBINSON MOVED TO ADJOURN THE MEETING AND MAYOR WILLIAM SHERER II SECONDED. MOTION CARRIED.

Special Meeting-Election of a Chair / Vice Chair- 1st Quarter 2025

Regular COG Meeting: To be determined (June 2025)