



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**AGENDA ITEM NUMBER: 2A**

**AGENDA ITEM SUBJECT: MEETING MINUTES**

**DATE:** December 17, 2015 at 9:30AM  
 Doubletree Hotel – Convention Center  
 711 N.W. 72<sup>nd</sup> Avenue  
 Miami, FL 33126

<b>SFWIB MEMBERS IN ATTENDANCE</b>	<b>SFWIB MEMBERS NOT IN ATTENDANCE</b>	<b>SFW STAFF</b>
<ol style="list-style-type: none"> <li>1. Piedra, Obdulio <i>Chairperson</i></li> <li>2. Bridges, Jeff, Vice-Chairman</li> <li>3. Adrover, Bernardo</li> <li>4. Brecheisen Bruce</li> <li>5. Brown, Clarence</li> <li>6. Clayton, Lovey</li> <li>7. Davis-Raiford, Lucia</li> <li>8. del Valle, Juan- Carlos</li> <li>9. Diggs, Bill</li> <li>10. Ferradaz, Gilda</li> <li>11. Fils-Aime, Sr., Daniel</li> <li>12. Gaber, Cynthia</li> <li>13. Gibson, Charles</li> <li>14. Huston, Albert Jr.</li> <li>15. Jordan, Barbara</li> <li>16. Ludwig, Philipp</li> <li>17. Manrique, Carlos</li> <li>18. Montoya, Rolando</li> <li>19. Perez, Andre</li> <li>20. Rod, Denis</li> <li>21. Russo, Monica</li> <li>22. Scott, Kenneth</li> <li>23. West, Alvin</li> <li>24. Zewadski-Bricker, Edith</li> </ol>	<ol style="list-style-type: none"> <li>25. Arboleda, Carlos</li> <li>26. Chi, Joe</li> <li>27. Datorre, Roberto</li> <li>28. Garza, Maria</li> <li>29. Gazitua, Luis</li> <li>30. Regueiro, Maria C.</li> <li>31. Roth, Thomas</li> <li>32. Socorro, Ivonne</li> </ol>	<p>Beasley, Rick          Almonte, Ivan          Alonso, Gus          Butkowski, Dennis          Chester, Theresa          Garcia, Christine          Gomez, Maria          Graham, Tomara          Hernandez, Juan          Jean-Baptiste, Antoinette          Kavehersi, Cheri          Mills, Diane          Santis, Elizabeth          Smith, Marian          Uptgrow, Madalyn</p> <p><b>Assistant County Attorney(s)</b></p> <p>Shanika Graves - <i>Miami-Dade County Attorney's office</i> – SFWIB's Legal Counsel</p> <p>Leona McFarlane – <i>Miami-Dade County Attorney's Office</i></p>

<b>OTHER ATTENDEES</b>	
Banks, Theron – <i>Greater Miami Service Corps.</i>	Hyacinth, Hermina - <i>ARBOR E&amp; T, Rescare</i>
Barroso, Lupe – <i>Cuban National Council, Inc.</i>	Jones, Leroy – <i>Neighbors &amp; Neighbors Association (NANA)</i>
Battle, Jorge - <i>ARBOR E&amp; T, Rescare</i>	Mendez, Jessy – <i>Community Coalition, Inc.</i>
Benavides, Vanessa – <i>United Way of Miami-Dade</i>	Perez, Christ – <i>The Academy</i>
Bieund, Jennie – <i>Unknown</i>	Quiros, Vivian – <i>Sullivan &amp; Cogliano</i>
Danielle Darucaud, Marie – <i>W. J. Bryan Elementary</i>	Ragin, Andre – <i>Miami-Dade County</i>
Dorsette, Deborah – <i>Greater Miami Service Corps.</i>	Rodriguez, Maria – <i>Youth Co-op, Inc.</i>
Farinas, Irene – <i>Adults Mankind Organization (AMO)</i>	Someillia, Ana – <i>Adults Mankind Organization (AMO)</i>
Flores, Oscar – <i>Compu-Med</i>	Urrutia, Humberto – <i>The Academy</i>
Gavira, Beatriz – <i>SER Jobs for Progress, Inc.</i>	Vanias, Andrea – <i>Unknown</i>
Gilbert, David – <i>City of Miami</i>	Wilma, Brito - <i>ARBOR E&amp; T, Rescare</i>
Grace, Karen – <i>PTA</i>	
Holson, Daryl – <i>Holson, Inc.</i>	

Agenda items are displayed in the order in which they were discussed.

**1. Call to Order and Introductions**

SFWIB Chairman, Obdulio Piedra called the meeting to order at 9:58a.m., began with introductions and noted that a quorum of members had been achieved.

**2.a. Approval of SFWIB Meeting Minutes of August 20, 2015**

Ms. Monica Russo moved the approval of August 20, 2015 meeting minutes. Motion seconded by Dr. Denis Rod; Motion Passed with Unanimous Consent

**3. Chairman’s Report**

Chairman Piedra requested his item be discussed last on today’s agenda. However, Executive Director Rick Beasley requested at 3.a be discussed.

#### **4. Executive Director's Report**

##### **(3.a. National Flight Academy (NFA))**

Mr. Beasley presented the item then introduced National Flight Academy's Chief Financial Officer, Bill Bowers who appeared before the Board and provided an overview of the Academy, as well as last year's Ambition program success, which exposes youth participants to Science Technology Engineering Math (STEM) related to skills and careers. Mr. Bowers additionally explained that youth participants also receive information on 21st Century Learning Skills such as the following:

- Team Work
- Communication
- Critical Thinking

Mr. Beasley shared with the Board about a recent meeting with representatives from various entities that discussed STEM through Aviation, of which part of the discussion included the National Flight Academy Ambition program video presentation.

Mr. Alvin West commended Mr. Bowers on his presentation.

Mr. Kenneth Scott asked whether if any other Regional Workforce Boards (RWBs) are participating in the NFA Program. If not, why? Mr. Beasley responded that only this region is participating in the Mr. West during his tenure as chairman of SFWIB recommended this region to participate in this program after his tour of the NFA.

Mr. West commented on the NFA program credibility and the importance of motivating students in seeking STEM education.

Mr. West encourages all to support the program which partly covers Science Technology Engineering and Math (STEM) related career fields.

[Video Presentation]

Mr. West additionally announced that students from Monroe County School district also had the opportunity to participate in the NFA – Ambition program. Mr. Beasley added this agency wanted to ensure every student from this region has an opportunity to participate.

Chairman Piedra shared with the Board his experience touring the NFA during the Florida Bankers Association dinner meeting that was held there. He commended the great work of the NFA program.

Commission Barbara Jordan advised the Board of another aviation program called Experience Aviation that also promotes STEM in an informative way. She recommended SFWIB reach out to Experience Aviation founder, Barrington Irvin to present at a future board meeting. She commended both organizations for getting students interested in STEM related studies and careers.

[Mr. Bill Diggs arrived]

#### **Executive Director's Report**

Mr. Beasley reviewed with the Board his report and each member received a copy. The report contained information regarding: (1) FEDERAL – Pell Grant; (2) FEDERAL – Higher Education Extension Act 2015; (3) FEDERAL – Higher Education Innovation Act; (4) FEDERAL – September Unemployment Rate; (5) LOCAL – Career Center Performance (Region 23 First Quarter Balanced Scorecard Report for the period of July 1, 2015 to September 30, 2015). Mr. Beasley announced that quarterly reports will be mailed to Miami-County Commissioners providing highlights of the

number of jobseekers that were placed within each Commission district. Additionally, Mr. Beasley reviewed with the Board the following highlights of Region 23 First Quarter Balance Scorecard Report for the period of July 1, 2015 to September 30, 2015:

- ✓ \$363,496,098 Net Economic Benefit Impact ( \$40 million increase from the prior year)
- ✓ 17,196 Job Seekers Placed into Employment
- ✓ \$306 Cost per Placement (drastic decrease from \$811 in PY 12/13)
- ✓ \$68.99 in Return on Investment
- ✓ 68.3% Entered Employment Rate
- ✓ \$10.31 Average Wage

Mr. Beasley further advised that a few performance items in the balanced scorecard require modification and one of them pertained to Northside Center currently managed by Youth Co-Op, Inc. which has already been revised. He explained however, that although the revision has been made, this did not impact the scorecard. He also noted that the City of Miami center had been inadvertently left off the report. However, he assured that all would be corrected.

Mr. Manrique asked whether if scorecards are approved at the beginning of the fiscal year. Mr. Beasley responded, "Yes." Mr. Manrique subsequently asked whether if recommended changes following approval are brought back to the Board for approval as well. Mr. Beasley briefly explained the procedure of when scorecards are "negotiated down" and "negotiated up." Mr. Manrique requested that the Board be advised of any proposed changes to balance scorecards.

Mr. Manrique asked whether changes could affect career center percentages. Mr. Beasley responded, "No" then briefly explained using one of SFWIB's Contractor Youth Co-Op, Inc. that had requested to de-obligate its resources.

Mr. Scott inquired about the Average Wage section in the scorecard report. He wanted to know whether if it is the young adults that are being referenced as "Job Seekers." Mr. Beasley responded that the report references all adults placed into jobs. Mr. Scott questioned the fact that the average wage seems to be extremely low considering healthcare insurance and 401k plans are factored in. Mr. Beasley briefly discussed the Workforce Innovation Opportunity Act (WIOA) and self-sufficiency for the "working poor."

[Mr. Juan Carlos del Valle left the meeting room]

[Dr. Denis Rod stepped out of the meeting room]

Mr. Manrique later congratulated Chairman Piedra on his recent marriage and honeymoon. Mr. West also congratulated the Chairman on his award for Hispanic Heritage Month Community Leader.

## **5. Executive Committee**

### **5.a. Recommendation as to Approval to Veteran's Performance Incentive Award**

Chairman Piedra introduced the item. Mr. Beasley further discussed the Executive Committee's recommendation for the Board's approval to accept Veteran's Performance Incentive Award in the amount of \$37,666.67. He announced that this region had been recognized as the best performing Board for Veteran programs.

Mr. Andy Perez moved the approval to accept Veteran's Performance Incentive Award in the amount of \$37,666.67. Motion seconded by Mr. Bernardo Adrover; **Motion Passed Unanimously**

**5.b. Recommendation as to Approval to Accept and Allocate Refugee Employment and Training Program**

Chairman Piedra introduced the item. Mr. Beasley further discussed the Executive Committee's recommendation for the Board's approval to accept and allocate \$12,522, 250 in Refugee Employment and Training funds.

Mr. Bruce Brecheisen moved the approval to accept and allocate refugee employment and training program. Motion seconded by Ms. Monica Russo; **Motion Passed with Unanimous Consent**

- 6. Finance & Efficiency Council**
- 6a. Information – Finance Reports**
- 6i. August 2015 Financial Report**
- 6b. Information – Cash Reconciliation**
- 6b.i August 2015 Reconciliations**
- 6.c. Information- Fiscal Audit Update**
- 6d. Information – DEO Fiscal Monitoring Report**

[Dr. Denis Rod returned]

Chairman Piedra introduced the item and Finance and Efficiency Council Chairman Charles Gibson further discussed the above items in the order in which they appear.

No further questions or discussions.

[Mr. Carlos Manrique stepped out of the meeting room]

- 7. Global Talent and Competitiveness Council**
- 7.a. Recommendation as to Approval to Allocate Funds to Miami-Dade County Public Schools (M-DCPS) for Construction Technology and Forklift Training**

Chairman Piedra introduced the item. Global Talent and Competitiveness (GTC) Council Chairwoman Gilda Ferradaz further discussed and noted the Council's recommendation for the Board's approval to allocate an amount not to exceed \$97,905 in Workforce Investment Opportunity Act (WIOA) funds to Miami-Dade County Public Schools (M-DCPS) for Construction Technology and Forklift Training.

Mr. Phillip Ludwig moved the approval to allocate funds to Miami-Dade County Public Schools (M-DCPS) for Construction Technology and Forklift Training; Motion Seconded by Dr. Denis Rod; **Motion Passed Unanimously**

- 7.b. Recommendation as to Approval to Allocate Funds to Miami-Dade County Public Schools (M-DCPS) for Construction Technology Training**

Chairman Piedra introduced the item. GTC Council Chairwoman Gilda Ferradaz further discussed and read into record the Council's recommendation for the Board's approval to allocate an amount not to exceed \$84,530 in Workforce Innovation and Opportunity Act (WIOA) funds to Miami-Dade County Public Schools for an accelerated Construction Technology Training.

Mr. Bernardo Adrover moved the approval to allocate funds to Miami-Dade County Public Schools (M-DCPS) for Construction Technology Training. Motion seconded by Dr. Denis Rod; **Motion Passed Unanimously**

[Dr. Rolando Montoya stepped out of the meeting room]

**7.c. Recommendation as to Approval to Allocate funds to Miami-Dade College for the Future Banker's Training Program**

Chairman Piedra introduced the item. GTC Council Chairwoman Gilda Ferradaz further discussed and read into record the Council's recommendation for the Board's approval to allocate funding in an amount not to exceed \$50,000, 000 to support the Miami Dade College Future Bankers Training Program.

Vice-Chairman Jeff Bridges moved the approval to allocate funds to Miami-Dade College for the Future Banker's Training Program. Motion seconded by Ms. Monica Russo; **Motion Passed Unanimously**

[Dr. Rolando Montoya returned]

**7.d. Recommendation as to Approval to Allocate Temporary Assistance for Needy Families (TANF) funds to Florida Memorial University for the Black Male College Employers Program (BMCEP)**

Chairman Piedra introduced the item. GTC Council Chairwoman Gilda Ferradaz further discussed and read into record the Council's recommendation for the Board's approval to allocate funding in an amount not to exceed \$120,000 in Temporary Assistance to Needy Families (TANF) funds to Florida Memorial University (FMU) to support the Black Male College Employers Program.

Commission Barbara Jordan moved the approval to allocate Temporary Assistance for Needy Families (TANF) funds to Florida Memorial University for the Black Male College Employers Program (BMCEP). Motion seconded by Mr. Bernardo Adrover; **Motion Passed Unanimously**

**7.e. Recommendation as to Approval to Allocate Temporary Assistance for Needy Families (TANF) funds to the National Flight Academy Program**

Chairman Piedra introduced the item. GTC Council Chairwoman Gilda Ferradaz further discussed and read into record the Council's recommendation for the Board's approval to allocate funding in an amount not to exceed \$200,000 in Temporary Assistance for Needy Families (TANF) funds to support the National Flight Academy Program.

Commissioner Jordan moved the approval to allocate Temporary Assistance for Needy Families (TANF) funds to the National Flight Academy. Motion seconded by Mr. Clarence Brown; **Motion Passed Unanimously**

**7.f. Recommendation as to Approval to Allocate Temporary Assistance for Needy Families (TANF) funds Miami-Dade County Public Schools to Support City Year Program Cost**

GTC Council Chairwoman Gilda Ferradaz noted into record that this item had been deferred by the Council until more information is provided.

[Mr. Carlos Manrique returned]

[Mr. Philipp Ludwig left the meeting room]

**8. Performance Council**

**8a. Information – Refugee Employment and Training Program Performance Overview**

**8b. Information – Refugee Employment and Training Program Balanced Scorecard Update**

**8c. Information – Workforce Services Balanced Scorecard and Job Placements Update**

**8d. Information – Workforce Services Regional Performance Overview**

**8e. Information – Youth Partner’s and Regional Performance**

**8f. Information – Consumer Report Card Update**

Chairman Piedra introduced the item. Performance Council Vice-Chairwoman Cynthia Gabor further discussed and read the above items into record.

**8g. Information – July and August Performance Incentives of \$300 to each of the Top Two (2)**

Mr. Beasley presented the item and announced the top two professionals for the months of July and August. He later requested guidance on how to proceed with recognizing the individuals.

Chairman Piedra recommended recognizing the top professionals amongst their peers, as well as once a quarter before the Board.

**3. Chairman’s Report**

Mr. Piedra briefed the Board regarding a series of articles published by a local media that discussed unsubstantiated allegations against SFWIB personnel and the Board. He advised the Board that the bases of the allegations derived from an Equal Employment Opportunity Commission (EEOC) complaint had been terminated without any findings of facts. Therefore he stated that, “We the Board” are now exposed to some potential legal liabilities. He further explained that as advised by Miami-Dade County Attorney’s office, “any public comment made about these matters, could be used for future legal proceedings.” He additionally advised that at this time, if board members have any questions and/or concerns, to contact SFWIB’s Assistant County Attorney Shaneka Graves. He also introduced Miami-Dade Assistant County Attorney, Leona McFarlane who was also present at the meeting to respond to questions or concerns.

Ms. Graves briefly reiterated that should board members have any questions or concerns to independently contact her or Ms. McFarlane.

Mr. Manrique requested clarification as to whether members are being told not to discuss anything related to the allegations.

Ms. Graves responded, “No.” However, she explained that the Board is being advised based on the EEOC complaint, “there is potential that litigation may ensue.” Therefore, if this occurs, whatever is said in public forum could be used to further expose the Board and consequently the litigation would be against the Board.

Mr. Manrique briefly shared with the Board that he experienced an accusation against him a few years ago and explained that it wasn’t a “pretty picture.” He went on to state that as a representative of Miami-Dade County Public School Board and Superintendent of schools, he has contacted M-DCPS attorney(s) as he is concerned regarding any “implications that this might bring to his behalf.” Therefore, he further stated that he does have an opinion on what he can and cannot say” on behalf of M-DCPS attorney(s). He explained that having to relate to being accused in the past, and although there were no findings, he “understand how hurt and how difficult this must be for Mr. Beasley.” He further stated that he does not “see an investigation or see a process to clear Mr. Beasley’s name, if it is at all should be cleared.” Mr. Manrique further stated that he had been informed by Miami-Dade County’s office that “if they sue, then we will proceed from there.” And “If they do not sue, these allegations just stay in place and Mr. Beasley’s name will always and

forever be in doubt.” Mr. Manrique further asked whether if the Board should find a way to clear Mr. Beasley’s name or “get down to the facts of it” Mr. Manrique went on to say that he is not going to believe the Miami Herald or the New Times. However, he further stated he has read the EEOC reports. He additionally stated that he’d informed Mr. Beasley that he had been receiving the EEOC findings for the last six (6) months, but has never brought it up to this Board because he didn’t think it was “fair to do that.” He went on to state that he received them all the time. Then further stated, “thinking as some big mouth of the Board,” that he was going to bring up the allegations, but he decided not to because he “respect the process and respect Mr. Beasley.” Mr. Manrique additionally stated, however he does think that as a board member, “we need to somehow clear this up.” “We shouldn’t be sitting here say, well we’ll defend ourselves if there’s a lawsuit.” He lastly stated that the Board needs to “find out” as a result of the “serious allegations.”

Chairman Piedra briefly explained SFWIB’s agreement with Monroe County and the Board which holds the discretion with regards to the hiring of the Executive director. He further explained, however, that the day-to-day operations are managed by Miami-Dade County Mayor’s office. Mr. Manrique requested passing a motion to offer suggestions to the Mayor. Chairman Piedra responded not at this time. Ms. McFarland also explained that the County has its own agency called the Office of Fair Employment Practices, which conducted its own investigation and had a different finding from the EEOC’s finding(s).

Mr. Manrique responded that he had no idea. Ms. McFarlane explained possible differences between information provided by the media and informational facts by the Office of Fair Employment Practices. She encouraged the Board to seek more accurate information by the Office of Fair Employment Practices of which documents are public records. She explained that the letter references are based on EEOC’s findings, which issued a letter of determination. She explained however, there are no “factual findings”, but rather “reasonable cause to believe.”

Commissioner Jordan requested clarification as to whether the EEOC decided to take up the case. Ms. McFarland responded, “No” then explained that the EEOC issued a dismissal (with additional clause(s)).

Commissioner Jordan explained that the EEOC would not have issued a dismissal if this had been a stronger case. She further explained that because she is concerned of the allegations, she met with the Office of Fair Employment Practices. After meeting with that office, she’d confirmed that 70% of SFWIB/CSSF employees are women, there are a total of eight (8) complaints, but are not consistent with information obtained by the Office of Fair Employment Practice, and a “protected class” had not been impacted.

### **[Public Hearing]**

Chairman Piedra acknowledged Mr. Leroy Jones of Neighbors and Neighbors Association, Inc. who’d requested to speak pertaining to the allegations. Mr. Jones appeared before the Board to clear his name that had been referenced in one of the articles by requesting the record reflect that “he does not have any problems with Mr. Beasley, or anybody else” he further explained that his name is very common in the state of Georgia and perhaps in Miami too. He also stated that he contacted the media to correct the impreciseness.

Chairman Piedra thanked Mr. Leroy Jones for the great work that he’s doing in the community.

There being no further business to come before the Board, the meeting adjourned at 10:36am.