

**River Valley Workforce Investment Board
Minutes of the Executive Committee Meeting**

Report for:	Profit Policy Ad-hoc Committee Conference Call Meeting		
Date:	January 6, 2009 @ 2:00 p.m.		
Location:	Conference Call -- Dial-In #: 866-476-8702; Participant PIN #: 951630		
Attendees: A - Absent P – Present	Members		Guests
	1. Jeffrey Whelan, Chair	P	Pete Andrews, IDES-DeKalb
	2. Tim Bend	P	Deb Banker, KCDEE
	3. Lisa Dussault	P	
	4. Barb Ladner	P	
	5. Jean Petesch	P	
Staff:	Sharon Walker (P)		
Next Meeting Scheduled:	TBD		

- I. Call to Order – Chair Whelan called the meeting to order at 2:09 a.m. A quorum has been established.
- II. Approval of Minutes – first meeting, no minutes
- III. Old Business
- IV. New Business
 - A. Review Draft Profit Policy – Members discussed the recommendations and suggestions they had after receiving and reviewing the Draft Profit Policy that Walker emailed on December 31st. Chair Whelan stated that he liked Bend's suggestions to make sure vendors have a completion date as well as performance standards they have to adhere to. Chair Whelan noted they had a maximum of 7% on the draft, and recommended that we change it to 10%. Members confirmed Petesch's comments on the first page, last paragraph, negotiated fixed fee level range—they will be from zero to a max of 10% and stated that should remain consistent on subsequent page—fixed fee from 0% up to 10%. Andrews noted to tie-in benchmarks to county wages—standards set by the counties should be reflected in wages—targets to be hit. Members noted that a similar job in Kane County may pay more than the same job in DeKalb County. Banker noted that measures are set based on WIA area's by the State and if you were to diminish that for one area, than you are raising it beyond reach for another area—they need to meet or exceed the WIA measures as negotiated with the State for the local WIA area, it's not negotiated by the County. Andrews stated that it would be appropriate for Kane County to have a higher threshold than in DeKalb County, 12.25/11.75 and Banker noted that WIA measures are not a part of profit policies. A discussion was held on performance negotiations in regard to employment wages; threshold should be less than what the final WIA negotiated one is from WIA5 to DCEO, as a matter of fairness—not trying to pull anything over anyone's eyes, just using the same DOL labor market information. Banker reiterated what we are discussing today is a Profit Policy and that doesn't include WIA performance measures and then reiterated it again after Whelan sought clarification—any provider that is going to be delivering Adult and Dislocated Worker services, Banker noted regardless of the area they are in, they will need to meet the WIA measurement outcome—have to meet baseline requirements and then set specific benchmarks to earn profit. Dussault recommended using Tim's suggestion and form another sub-committee and even if we agree on every other point but this one, you can take it to the Board, etc. Banker noted that Chair McConnaughay will have to approve the Profit Policy as well as the Board and noted there has to be baseline requirements to fulfill the contract—profit measures are separate and apart and are different benchmarks that are above and beyond of baseline measurements required by WIA. Andrews noted the wording that states a "failure of one benchmark means failure of all benchmarks." Deb then clarified again regarding baseline measurements that are WIA required. Banker reiterated that this policy is addressing the benchmarks to be set for profit, not baseline benchmarks. Banker noted that WIA performance benchmarks are not used in paying out profit. Additional modifications were made to include "the grantee" along with the RVWIB or by recommendations by the RVWIB for clarification of the contracting entity that actually pays out the profit. A discussion was

held to remove overlapping WIA services from two different WIA's "Contractors Investments" portion of the policy and a brief discussion was held.

V. Action Item(s)

- ❖ **Resolution 2008-11-13:** Approve the River Valley Workforce Investment Board's Profit Policy as amended. **Chair Whelan set a motion to the floor to approve. Ladner motioned to approve; Dussault seconded the motion. Members made additional modifications and Chair Whelan came back to the motion on the floor and motioned to amend the Resolution to include "as amended." All in favor of Resolution 2008-11-13, aye, unanimous. Motion carried as amended unanimously.**

VI. Adjournment – Chair Whelan adjourned the meeting at 3:12 p.m.