



Chief Elected Officials

Monday, November 18, 2024

10:00 am

Hybrid Meeting

MRCOG, 809 Copper NW, Albuquerque, NM 87102

AGENDA

- **Call to Order**
- **Approval of Tuesday, November 18, 2024, Agenda**
 - Motion
 - Second
 - Action
- Tab 1: Approval of Minutes, Chief Elected Officials: January 9, 2024**
 - Motion
 - Second
 - Action

ACTION ITEMS

- Tab 2: Approval of WCCNM CEO Chair**
 - Motion
 - Second
 - Action
- Tab 3: Approval of WFCP-03-24 - PY24 Bar #1**
 - Motion
 - Second
 - Action
- Tab 4: Approval of Workforce Connection of Central New Mexico (WCCNM) Board Nominations**
 - Motion
 - Second
 - Action
- Tab 5: Approval of Modification to the WCCNM Bylaws & WCCNM CEO Agreement**
 - Motion
 - Second
 - Action

UPDATES/PUBLIC COMMENT/ADJOURNMENT

WIOA Updates

- Annual Report
- PY24-PY25 Negotiated Performance Measures
- Sector Strategies Committee
- Request For Proposals Ad Hoc Committee – Adult/Dislocated Worker, Youth and One-Stop Operator (Service Providers)

Public Comments

Anyone who wishes to address the Board must register with the secretary of the Board.

Adjournment

NOTES

**Next Meeting: Joint WCCNM CEO and Executive Standing Committee
Tuesday, March 17, 2025
10:00 am**

*Anyone requiring special accommodations please notify the MRCOG office
at 247-1750 seven (7) days prior to the meeting.
"Equal Opportunity Program"*



MINUTES

Chief Elected Officials

Tuesday, January 9, 2024

10:00 a.m.

Virtual Meeting

Mid-Region Council of Governments, 809 Copper, NW, Albuquerque, NM 87102

Call to Order- 10:03 a.m. by Art Martinez

Attendance-

Name	Company	Present
Jake Bruton, Mayor Nick Kennedy	Village of Tijeras	X
Bryan Olguin, Mayor Steve Robbins	Town of Peralta	
Jack Torres, Mayor	Town of Bernalillo	
Roger Sweet, Mayor Donna Sanchez	Village of Jemez Springs	
Steven Michael Quezada, Commissioner Joe Noriega Izebella Trujillo	Bernalillo County	X
Ryan Schweback, Commissioner Janice Barela Kevin McCall	Torrance County	
Ken Brennan, Mayor Jerry Powers	Town of Edgewood	X
Gregg Hull, Mayor	City of Rio Rancho	X
David Heil, Commissioner	Sandoval County	X
Peter Nieto, Mayor	Town of Mountainair	
Steve Lucero, Mayor Jennifer Garcia	Village of San Ysidro	X
Victor Gallegos, Mayor Tracy Gallegos	Village of Encino	
Wayne Ake, Mayor	Village of Bosque Farms	
Denny Herrera, Mayor	Village of Cuba	
Charles Griego, Mayor Marcos Castillo Debra Sanchez	Village of Los Lunas	X
Nathan Dial, Mayor Michelle Jones	Town of Estancia	
Tim Keller, Mayor Monica Mitchell Justin Hilliard	City of Albuquerque	X
David Dean, Mayor	Village of Willard	
Brandon Web, Mayor Steve Anaya	City of Moriarty	X
Robert Nolin, Mayor Andrew Salas Steven Tomita	City of Belen	
Joe Craig, Mayor	Village of Los Lunas	
James Fahey, Mayor	Village of Corrales	X
Gerard Saiz Orlando Montoya	Valencia County	X

Executive Committee

Carl Adams, Youth Standing Committee Chair

Doug Calderwood – Operations Standing Committee Chair

X Herb Crosby, Treasurer, Finance Standing Committee Chair

X Honorable Gregg Hull, WCCNM Chief Elected Official

Krista Kelley – Chair-Elect, Sandoval County Rep

X John Mierzwa - Chair

Debbie Ortiz-, Torrance County Rep.

Stacy Sacco - Bernalillo County Rep

X Jerry Schalow, Past Chair

X Michael Voegerl – Valencia County Rep.

Vacant, Economic Development Standing Committee, Chair

DRAFT

Approval of Tuesday, January 9, 2024, Agenda

Motion: Commissioner David Heil
Second: Steven Anaya for Brandon Web, Mayor
No Discussion
Action: Passed unanimously by roll call vote

Name	Company	Yes	No	Abstain
Jake Bruton, Mayor Nick Kennedy	Village of Tijeras	X		
Bryan Olguin, Mayor Steve Robbins	Town of Peralta			
Jack Torres, Mayor Roger Sweet, Mayor Donna Sanchez	Town of Bernalillo Village of Jemez Springs			
Steven Michael Quezada, Commissioner Joe Noriega Izabella Trujillo	Bernalillo County	X		
Ryan Schweback, Commissioner Janice Barela Kevin McCall	Torrance County			
Ken Brennan, Mayor Jerry Powers	Town of Edgewood	X		
Gregg Hull, Mayor David Heil, Commissioner	City of Rio Rancho Sandoval County	X X		
Peter Nieto, Mayor Steve Lucero, Mayor Jennifer Garcia	Town of Mountainair Village of San Ysidro			
Victor Gallegos, Mayor Tracey Gallegos	Village of Encino	X		
Wayne Ake, Mayor Denny Herrera, Mayor	Village of Bosque Farms Village of Cuba			
Charles Griego, Mayor Marcos Castillo Debra Sanchez	Village of Los Lunas	X		
Nathan Dial, Mayor Michelle Jones	Town of Estancia			
Tim Keller, Mayor Monica Mitchell Justin Hilliard	City of Albuquerque			
David Dean, Mayor Brandon Web, Mayor Steve Anaya	Village of Willard City of Moriarty			
Robert Nolin, Mayor Andrew Salas Steven Tomita	City of Belen	X		
Joe Craig, Mayor James Fahey, Mayor	Village of Los Ranchos Village of Corrales			
Gerard Saiz Orlando Montoya	Valencia County	X		

Tab 1: Approval of Minutes, Chief Elected Officials, August 15, 2023

Motion: Mayor James Fahey
Second: Commissioner David Heil
No Discussion
Action: Passed unanimously by roll call vote

Name	Company	Yes	No	Abstain
Jake Bruton, Mayor Nick Kennedy	Village of Tijeras	X		
Bryan Olguin, Mayor Steve Robbins	Town of Peralta			
Jack Torres, Mayor Roger Sweet, Mayor Donna Sanchez	Town of Bernalillo Village of Jemez Springs			
Steven Michael Quezada, Commissioner Joe Noriega Izabella Trujillo	Bernalillo County	X		
Ryan Schweback, Commissioner Janice Barela Kevin McCall	Torrance County			
Ken Brennan, Mayor Jerry Powers	Town of Edgewood	X		
Gregg Hull, Mayor David Heil, Commissioner	City of Rio Rancho Sandoval County	X X		
Peter Nieto, Mayor Steve Lucero, Mayor Jennifer Garcia	Town of Mountainair Village of San Ysidro			
Victor Gallegos, Mayor Tracey Gallegos	Village of Encino	X		
Wayne Ake, Mayor Denny Herrera, Mayor	Village of Bosque Farms Village of Cuba			
Charles Griego, Mayor Marcos Castillo Debra Sanchez	Village of Los Lunas	X		
Nathan Dial, Mayor Michelle Jones	Town of Estancia			
Tim Keller, Mayor Monica Mitchell Justin Hilliard	City of Albuquerque			
David Dean, Mayor Brandon Web, Mayor Steve Anaya	Village of Willard City of Moriarty			
Robert Nolin, Mayor Andrew Salas Steven Tomita	City of Belen	X		
Joe Craig, Mayor James Fahey, Mayor	Village of Los Ranchos Village of Corrales			
Gerard Saiz Orlando Montoya	Valencia County	X		

ACTION ITEMS

Tab 2: Approval of Workforce Connection of Central New Mexico (WCCNM) Board Members - By Art Martinez

- Mr. Martinez presented our new Board Member.

New Board Member

Business Members

<u>Name</u>	<u>County</u>	<u>Business</u>
Tom Schuch	Bernalillo	New Mexico Restaurant Association

Motion: Commissioner David Heil
Second: Mayor James Fahey
No Discussion
Action: Passed unanimously by roll call vote

Name	Company	Ye s	No	Abstain
Jake Bruton, Mayor Nick Kennedy	Village of Tijeras	X		
Bryan Olguin, Mayor Steve Robbins	Town of Peralta			
Jack Torres, Mayor	Town of Bernalillo			
Roger Sweet, Mayor Donna Sanchez	Village of Jemez Springs			
Steven Michael Quezada, Commissioner Joe Noriega Izabella Trujillo	Bernalillo County	X		
Ryan Schweback, Commissioner Janice Barela Kevin McCall	Torrance County			
Ken Brennan, Mayor Jerry Powers	Town of Edgewood	X		
Gregg Hull, Mayor	City of Rio Rancho	X		
David Heil, Commissioner	Sandoval County	X		
Peter Nieto, Mayor	Town of Mountainair			
Steve Lucero, Mayor Jennifer Garcia	Village of San Ysidro	X		
Victor Gallegos, Mayor Tracey Gallegos	Village of Encino			
Wayne Ake, Mayor	Village of Bosque Farms			
Denny Herrera, Mayor	Village of Cuba			
Charles Griego, Mayor Marcos Castillo Debra Sanchez	Village of Los Lunas	X		
Nathan Dial, Mayor Michelle Jones	Town of Estancia			
Tim Keller, Mayor Monica Mitchell Justin Hilliard	City of Albuquerque	X		
David Dean, Mayor	Village of Willard			
Brandon Web, Mayor Steve Anaya	City of Moriarty	X		
Robert Nolin, Mayor Andrew Salas Steven Tomita	City of Belen			

Joe Craig, Mayor	Village of Los Ranchos			
James Fahey, Mayor	Village of Corrales	X		
Gerard Saiz Orlando Montoya	Valencia County	X		

Tab 3: Approval of WFCP-04-23 - PY23 Bar #2 – By Jesse Turley

- Mr. Turley outlined and discussed PY23 Bar #2.
- He stated the WCCNM’s Bar #1 totaled \$14,378,448.
- He stated the WCCNM was awarded another USDOL Grant, H1BP, referred to as Career Pathways Grant. This grant was awarded on 9-26-23 with an effective date 9-30-23. This grant is a 5-year \$1,999,996 grant ending 9-30-28.
- WCCNM was also granted additional youth monies redistributed by NMDWS from another region in the amount of \$359,349.
- WCCNM was formally awarded \$360,000 of the NMDWS apprenticeship monies of which the preliminary budget estimated at \$150,000. \$210,000 additional dollars are available to pay Apprenticeship Managers to serve in that grant objective. A modification to MRCOG’s AE/FA/BCC contract may be necessary if the original \$150,000 plan is exceeded.
- Total Financial Budget totals \$16,947,793.

Motion: Commissioner David Heil

Second: Mayor James Fahey

No Discussion

Action: Passed unanimously by roll call vote

Name	Company	Ye s	No	Abstain
Jake Bruton, Mayor Nick Kennedy	Village of Tijeras	X		
Bryan Olguin, Mayor Steve Robbins	Town of Peralta			
Jack Torres, Mayor	Town of Bernalillo			
Roger Sweet, Mayor Donna Sanchez	Village of Jemez Springs			
Steven Michael Quezada, Commissioner Joe Noriega Izabella Trujillo	Bernalillo County	X		
Ryan Schweback, Commissioner Janice Barela Kevin McCall	Torrance County			
Ken Brennan, Mayor Jerry Powers	Town of Edgewood	X		
Gregg Hull, Mayor	City of Rio Rancho	X		
David Heil, Commissioner	Sandoval County	X		
Peter Nieto, Mayor	Town of Mountainair			
Steve Lucero, Mayor Jennifer Garcia	Village of San Ysidro	X		
Victor Gallegos, Mayor Tracey Gallegos	Village of Encino			
Wayne Ake, Mayor	Village of Bosque Farms			
Denny Herrera, Mayor	Village of Cuba			
Charles Griego, Mayor Marcos Castillo	Village of Los Lunas	X		

Debra Sanchez				
Nathan Dial, Mayor Michelle Jones	Town of Estancia			
Tim Keller, Mayor Monica Mitchell Justin Hilliard	City of Albuquerque	X		
David Dean, Mayor	Village of Willard			
Brandon Web, Mayor Steve Anaya	City of Moriarty	X		
Robert Nolin, Mayor Andrew Salas Steven Tomita	City of Belen			
Joe Craig, Mayor	Village of Los Ranchos			
James Fahey, Mayor	Village of Corrales	X		
Gerard Saiz Orlando Montoya	Valencia County	X		

Tab 4: Approval of Modification to the WCCNM Bylaws & WCCNM CEO Agreement – By Art Martinez

- Mr. Martinez advised the Board that this a joint WCCNM CEO & Executive Committee meeting. We are mandated by WIOA regulations and NM regulations to have, at least, one joint meeting on an annual basis with the CEO's.
- Mr. Martinez stated there are two items to address WCCNM Bylaws and WCCNM CEO Agreement.
- He explained the Economic Development Standing Committee was established in March 2021 with the mission to forge alliances with Central Region economic development organizations, businesses, communities, and training providers; identify workforce needs, develop strategies for county level planning, bridge skill gaps, and support economic development initiatives. Unfortunately, with the recent departure of board member and Economic Development Standing Committee Chair Mark Zientek, CABQ Economic Development Department, we have not had interest from other WCCNM Board Member to chair this committee (required of standing committees).
- The WCCNM is recommending we designate the Economic Development as an Ad-Hoc Committee verses a Standing Committee as there are more rules to follow within WIOA.
- This modification is strictly within the WCCNM Bylaws.
- Mr. Martinez stated the CEO's have many more responsibilities than identified within these two agreements.
- The funds that were described in the Bylaws and CEO Agreement were primarily related to WIOA Title I and additional funds and grants was not considered. Therefore, it is important to note that other funds and grants are managed by the WCCNM and their CEOs.

Questions & Comments

Motion: Commissioner David Heil

Second: Steven Anaya for Brandon Web, Mayor

Discussion for both the Bylaws and CEO Agreement

Action: Passed unanimously by roll call vote

Name	Company	Yes	No	Abstain
Jake Bruton, Mayor	Village of Tijeras			

Nick Kennedy		X		
Bryan Olguin, Mayor Steve Robbins	Town of Peralta			
Jack Torres, Mayor	Town of Bernalillo			
Roger Sweet, Mayor Donna Sanchez	Village of Jemez Springs			
Steven Michael Quezada, Commissioner Joe Noriega Izebella Trujillo	Bernalillo County	X		
Ryan Schweback, Commissioner Janice Barela Kevin McCall	Torrance County			
Ken Brennan, Mayor Jerry Powers	Town of Edgewood	X		
Gregg Hull, Mayor	City of Rio Rancho	X		
David Heil, Commissioner	Sandoval County	X		
Peter Nieto, Mayor	Town of Mountainair			
Steve Lucero, Mayor Jennifer Garcia	Village of San Ysidro	X		
Victor Gallegos, Mayor Tracey Gallegos	Village of Encino			
Wayne Ake, Mayor	Village of Bosque Farms			
Denny Herrera, Mayor	Village of Cuba			
Charles Griego, Mayor Marcos Castillo Debra Sanchez	Village of Los Lunas	X		
Nathan Dial, Mayor Michelle Jones	Town of Estancia			
Tim Keller, Mayor Monica Mitchell Justin Hilliard	City of Albuquerque	X		
David Dean, Mayor	Village of Willard			
Brandon Web, Mayor Steve Anaya	City of Moriarty	X		
Robert Nolin, Mayor Andrew Salas Steven Tomita	City of Belen			
Joe Craig, Mayor	Village of Los Ranchos			
James Fahey, Mayor	Village of Corrales	X		
Gerard Saiz Orlando Montoya	Valencia County	X		

DISCUSSION/PUBLIC COMMENT/ADJOURNMENT

Discussion

- **WCCNM CEO Agreement - CEO signatures**
 - Mr. Martinez stated the CEO's are required to sign the CEO Agreement. They will be mailed and emailed out after this meeting.
- **Direction and progress of WCCNM Ad hoc Committee Separate funding entity.**
 - Mr. Mierzwa discussed the structure and establishment of the Separate Entity 501C.
- **WCCNM Finance Standing Committee CEO participation**
 - Mr. Martinez stated Finance Standing Committee is the newest committee and we need one CEO to sit on that committee.
- **Update and discussion on USDOL Grants:**

- **Re-entry Citizens – Pathway Home 3**
- **Building Career Pathways for Infrastructure Fund Jobs**
- Ms. Rowland & Ms. Rodriguez gave an update on both grants.

□ **Public Comments – No**

Adjournment – 11:12 am

Next Meeting – July 9, 2024

A more detailed account of the meeting and discussions are available for review at the MRCOG offices at: 809 Copper NW, Albuquerque, NM 87102.

Approved at the July 9, 2024, WCCNM CEO Meeting

Greg Hull, CEO Chair

ATTEST:

Secretary

Workforce Connection of Central New Mexico Term for CEO Chair

Action Requested:

Approval of Chair, (The lead CEO shall serve a term of one (1) year with the option of successive terms)

Background:

CEO Agreement

Article III Lead CEO 3.1 The CEOs shall select from among themselves, by a majority vote, a lead CEO who shall act on behalf of the CEOs with respect to WCCNM related matters. The lead CEO shall serve a term of one (1) year with the option of successive terms. The CEO's shall send to the WCCNM (i) the name, contact information, and term of the lead CEO, and (ii) the process by which the lead CEO was selected. The CEOs shall also inform the WCCNM that the lead CEO shall serve as the signatory for the CEOs and that the designated lead CEO may vote on any item presented to the WCCNM or the Executive Committee of the WCCNM. See 11.2.4.9(B)(1) N.M.A.C.

Financial Impact:

None

Do Pass: _____

Do not Pass: _____

WCCNM CEO Meeting, November 18, 2024

Workforce Connection of Central New Mexico WFCP- 03-24 PY24 Bar #1 Budget

Action Requested:

Requesting approval of the PY24 Bar #1 Budget for the program year 7-1-24 to 6-30-25. This is based on the NMDWS allocation letter dated 7-01-24 and our now known carry In 2nd year money from the prior program year end June 30, 2024 (PY23), and formal contract figures for the service providers YDI & MRCOG.

Background:

The New Mexico Department of Workforce Solutions (NMDWS) issued the PY24 formula allocation which indicated an 8.46% decrease for the Central Region. The allocation presented to WCCNM are as follows: Adult \$2,055,322, Dislocated Worker \$4,339,724, Youth \$1,933,043 and Administrative in the amount of \$925,345 for a total PY24 allocation of \$9,253,434. This is a \$855,507 decrease from the prior year's \$10,108,941.

The PY24 Bar #1 Budget updates the formula carry-in from PY23 to PY24 to \$2,025,000 to \$2,189,787. It is now known to be \$941,176 Adult, \$479,880 Dislocated Worker, \$434,329 Youth and \$334,402 Administrative dollars.

The PY24 BAR #1 updates Contractors formal contracts to be actuals. Contracted amounts are listed below.

The PY24 Bar #1 changed the amount of the contingent Sales of Lease from \$297,921 to actual \$298,975.

The PY24 Bar #1 Inputs the awaited on going NMDWS Apprenticeship funding of \$180,000. This is part of the MRCOG AE FA contract.

PY24 Bar #1 Budget Updates the two ongoing USDOL grants, Chances and Career Pathways Infrastructure to their actuals. Chances from \$1,422,430 to actual \$1,424,716 & Career Pathways from prelims \$1,808,000 to \$1,816,606.

Policy Ramification:

Approval of Policy WFCP-03-24 will allow the WCCNM to adjust the PY24 budget by categories as reflected in the attached worksheet.

Financial Impact: PY24 WCCNM budget total is reinstated to be \$15,163,518.

<u>Financial Impact:</u>	PY24 Adult / DW Service Provider MRCOG \$1,950,000	Up \$10,000
<u>Financial Impact:</u>	PY24 Youth Service Provider YDI WIOA Staff Costs \$1,332,458	Dwn \$92,542
<u>Financial Impact:</u>	PY24 Youth Service Provider YDI Staff CHAN \$542,648	Up \$3,352
<u>Financial Impact:</u>	PY24 WCCNM Operator MRCOG \$192,000	Up \$4,000
<u>Financial Impact:</u>	PY24 WCCNM Special Board Projects MRCOG \$242,000	Dwn \$12,000
<u>Financial Impact:</u>	PY24 WCCNM AE/FA MRCOG \$1,158,000	Dwn \$12,000
<u>Financial Impact:</u>	PY24 WCCNM USDOL CHAN Chances MRCOG \$121,278	Dwn \$7,722
<u>Financial Impact:</u>	PY24/End WCCNM USDOL H1BP Career Pathways MRCOG \$1,022,267	UP \$768,267

All Yrs Left to 2028

Do Pass _____ Do Not Pass _____
CEO Meeting November 18, 2024

WORKFORCE CONNECTION OF CENTRAL NEW MEXICO

PY24 Bar # 1

BUDGET Effective JULY 1, 2024

	Prior PY23/FY24 Diff	2,250,874 (195,552)	4,595,912 (256,188)	2,251,261 (318,218)	1,010,894 (85,549)	\$ 10,108,941 (855,507)	Prior Yr PY23 WIOA Allocation -8.46%
	<u>ADULT</u>	<u>DISL WKR</u>	<u>YOUTH</u>	<u>ADMIN</u>	<u>ADDITIONAL</u>	<u>TOTAL</u>	
WCCNM REVENUES							
PY24/FY25 Allocation	\$ 2,055,322	\$ 4,339,724	\$ 1,933,043	\$ 925,345	\$ -	\$ 9,253,434	
PY23/FY24 Estimated Carry-in (Prior Yr PY23)	941,176	479,880	434,329	334,401	-	2,189,787	
7-1-24 Transfer Request DW to Adult- Year Code PY24 All DW Available	935,501	(935,501)	-	-	-	-	
Mid Year Transfer Request DW to Adult- Year Code FY25 DW	1,700,000	(1,700,000)	-	-	-	-	
NMDWS Apprenticeship Project - Forward 25-631-1001-00042	-	-	-	-	180,000	180,000	
US DOL Chances Grant 3.5 Yr \$1,999,999 (July 2022 to Dec 2025) 3rd Yr	-	-	-	-	1,424,716	1,424,716	
US DOL H1BP Career Pathways 5.0 Yr \$1,999,996 (9-30-23 to 9-30-28) 2nd Yr	-	-	-	-	1,816,606	1,816,606	
PY07 Sale Of Lease - Balance FWD	-	-	-	-	298,975	298,975	
PY24 Ticket To Work Revenue Available Year Begin	-	-	-	-	-	-	
TOTAL REVENUES	\$ 5,631,999	\$ 2,184,103	\$ 2,367,372	\$ 1,259,746	\$ 3,720,298	\$ 15,163,518	Training Basis Adult/ DW \$ 7,816,102
Required Work Exp 20% of Youth			473,474				
WIOA EXPENSES							
Adult/Dislocated Worker Service Provider							
MRCOG	1,287,000	663,000	-	-	-	1,950,000	
Subtotal	\$ 1,287,000	\$ 663,000	\$ -	\$ -	\$ -	\$ 1,950,000	
Adult/Dislocated Wkr Client Services							
Adult/Disl Wkr Participant Services	3,172,739	1,258,703	-	-	-	4,431,442	Green Plugs
Worker's Compensation Insurance Policy	1,200	1,000	-	-	-	2,200	
Supportive Services	55,000	5,500	-	-	-	60,500	
Subtotal	\$ 3,228,939	\$ 1,265,203	\$ -	\$ -	\$ -	\$ 4,494,142	Adult DW Training 57.50%
Youth Service Provider							
Service Provider - YDI	-	-	1,332,458	-	-	1,332,458	
Subtotal	\$ -	\$ -	\$ 1,332,458	\$ -	\$ -	\$ 1,332,458	
Youth Client Services (min. 75% Out)							
Youth Participant Services YDI Work Experience	-	-	438,000	-	-	438,000	Overall Training 50.92%
Youth Transportation YDI	-	-	20,000	-	-	20,000	1,790,458
Youth Participant Services ITA's MRCOG	-	-	208,314	-	-	208,314	
Youth Supportive Services MRCOG	-	-	25,000	-	-	25,000	
Subtotal	\$ -	\$ -	\$ 691,314	\$ -	\$ -	\$ 691,314	Youth Training 29.20%
Business & Career Center Operation							
Business & Career Center Facility Operations / IFA Costs	566,400	153,000	289,000	-	-	1,008,400	
Business & Career Center Facility Operations / IFA Reimbursement	(295,200)	(110,700)	(209,100)	-	-	(615,000)	
Business & Career Center Management -MRCOG Operator	-	-	-	192,000	-	192,000	
Business & Career Center Management -MRCOG Operations/ Special Projects / Board Proj	123,420	38,720	79,860	-	-	242,000	242000
Business & Career Center - DWS Apprenticeship Proj	-	-	-	-	180,000	180,000	180,000
Business & Career Center Improvements	43,200	16,200	30,600	-	-	90,000	
Subtotal	\$ 437,820	\$ 97,220	\$ 190,360	\$ 192,000	\$ 180,000	\$ 1,097,400	
Professional Services							
AE/FA - MRCOG	78,240	58,680	78,240	762,840	-	978,000	\$ 978,000
Program Support/Board Expense	-	-	-	64,354	-	64,354	
Contractual Services - Available	-	-	-	75,552	-	75,552	
Legal Services	-	-	-	20,000	-	20,000	
Audit Services	-	-	-	65,000	-	65,000	
Contingency, \$ Ticket to Work & \$ Sale of Lease	-	-	-	-	298,975	298,975	
Carved Out Plan for Carry In - Reserved for Initial part 2nd year - July - Sep 25	600,000	100,000	75,000	80,000	-	855,000	
Subtotal	\$ 678,240	\$ 158,680	\$ 153,240	\$ 1,067,746	\$ 298,975	\$ 2,356,881	
TOTAL WIOA EXPENSES	\$ 5,631,999	\$ 2,184,103	\$ 2,367,372	\$ 1,259,746	\$ 478,975	\$ 11,922,195	
USDOL Chances Grant Expenses 3.5 Yr 7-1-22 to 12-31-25							
US DOL Chances Client Services	-	-	-	-	730,790	730,790	
US DOL Chances Contracts to Sub Recipients (\$950,000 Started) Balance	-	-	-	-	542,648	542,648	
MRCOG Admin for Chances - Staffing (\$271,879 Started) Balance	-	-	-	-	121,278	121,278	
Audit Services - Chances Portion 3.5 yrs \$30,000	-	-	-	-	30,000	30,000	
TOTAL CHANCES GRANT EXPENSES	\$ -	\$ -	\$ -	\$ -	\$ 1,424,716	\$ 1,424,716	\$ 1,424,716
USDOL H1BP Career Pathways Expenses 5.0 Yr 9-30-23 to 9-30-28							
US DOL Career Pathways Client Services	-	-	-	-	794,340	794,340	
US DOL Career Pathways to Sub Recipients	-	-	-	-	-	-	
MRCOG Admin for H1BP - Remaining Mltple Yrs	-	-	-	-	1,022,267	1,022,267	
TOTAL H1BP GRANT EXPENSES	\$ -	\$ -	\$ -	\$ -	\$ 1,816,606	\$ 1,816,606	\$ -
TOTAL WCCNM EXPENSES	\$ 5,631,999	\$ 2,184,103	\$ 2,367,372	\$ 1,259,746	\$ 3,720,298	\$ 15,163,518	

WORKFORCE CONNECTION OF CENTRAL NEW MEXICO

PY24 BAR # 1 PROGRAM YEAR 7-1-24 to 6-30-25

October 21, 2024 Full Board Meeting

	PREVIOUS BUDGET PY24 Prelim	BUDGET ADJUSTMENT BAR # 1	REVISED BUDGET PY24
1 Adult/ Dislocated Service Provider SER & MRCOG			
Service Provider - Adult	\$ 1,280,400	\$ 6,600	\$ 1,287,000
Service Provider - Disl Wkr	659,600	3,400	663,000
Service Provider - NEG	-	-	-
Service Provider - Admin	-	-	-
Subtotal	\$ 1,940,000	\$ 10,000	\$ 1,950,000
2 Adult/Dislocated Wkr Client Services			
Participant Services - Adult	\$ 2,914,927	\$ 257,812	\$ 3,172,739
Participant Services - Disl Wkr	1,163,683	\$ 95,020	1,258,703
Participant Services - Adult Workpersons Comp	1,200	-	1,200
Participant Services - Disl Wkr Workpersons Comp	1,000	-	1,000
Participant Services - Adult Support Services	55,000	-	55,000
Participant Services - Disl Wkr Support Services	5,500	-	5,500
Subtotal	\$ 4,141,310	\$ 352,832	\$ 4,494,142
3 Youth Service Provider			
Service Provider - Youth	\$ 1,425,000	\$ (92,542)	\$ 1,332,458
Subtotal	\$ 1,425,000	\$ (92,542)	\$ 1,332,458
4 Youth Client Services			
Participant Services - Youth Work Exp YDI	497,609	(59,609)	438,000
Participant Services - YDI Transportation	20,000	-	20,000
Participant Services - Youth ITA's -MRCOG	134,114	74,200	208,314
Participant Services - Youth Supportive Services	25,000	-	25,000
Subtotal	\$ 676,723	\$ 14,591	\$ 691,314
5 Business & Career Center Facility Operation			
Business & Career Center Operation - Adult	\$ 566,400	\$ -	\$ 566,400
Business & Career Center Operation - Disl Wkr	153,000	-	153,000
Business & Career Center Operation - Youth	289,000	-	289,000
Subtotal	\$ 1,008,400	\$ -	\$ 1,008,400
6 Business & Career Center Facility Reimbursement			
Business & Career Center Operation - Adult	\$ (295,200)	\$ -	\$ (295,200)
Business & Career Center Operation - Disl Wkr	(110,700)	-	(110,700)
Business & Career Center Operation - Youth	(209,100)	-	(209,100)
Business & Career Center Operation - Admin	-	-	-
Subtotal	\$ (615,000)	\$ -	\$ (615,000)
7 Business & Career Center MRCOG - Operator			
Business & Career Center Operation - Adult	\$ -	\$ -	\$ -
Business & Career Center Operation - Disl Wkr	-	-	-
Business & Career Center Operation - Youth	-	-	-
Business & Career Center Operation - Admin	188,000	4,000	192,000
Subtotal	\$ 188,000	\$ 4,000	\$ 192,000
8 Business & Career Center MRCOG - Operations Staff			
Business & Career Center Operation - Adult	\$ 129,540	\$ (6,120)	\$ 123,420
Business & Career Center Operation - Disl Wkr	40,640	(1,920)	38,720
Business & Career Center Operation - Youth	83,820	(3,960)	79,860
Business & Career Center Apprenticeship Project NMDWS	-	180,000	180,000
Business & Career Center Operation - Improvements	90,000	-	90,000
Subtotal	\$ 344,000	\$ 168,000	\$ 512,000
9 Professional Services - AE/FA MRCOG Staff			
AE/FA - MRCOG - Adult	\$ 150,357	\$ (72,117)	\$ 78,240
AE/FA BCC Operator - MRCOG - DW	105,300	(46,620)	58,680
AE/FA BCC Operator - MRCOG - Youth	117,000	(38,760)	78,240
AE/FA BCC Operator - MRCOG - Admin	797,344	(34,504)	762,840
Subtotal	\$ 1,170,001	\$ (192,001)	\$ 978,000
10 Professional Services			
Program Support/Board Expense - Admin	\$ 60,000	\$ 4,354	\$ 64,354
Contract Services - Admin	-	-	-
Legal Services - Admin	20,000	-	20,000
Audit Services - Admin	65,000	-	65,000
Contingency - SS TTW	-	-	-
Contingency - Sale of Lease	297,921	1,054	298,975
Contingency - Admin	-	75,552	75,552
Subtotal	\$ 442,921	\$ 80,960	\$ 523,881
11 2nd year Monies - Planned Carryin			
Client Training Dollars - Adult	\$ 600,000	\$ -	\$ 600,000
Client Training Dollars - DW	100,000	-	100,000
Client Training Dollars - Youth	75,000	-	75,000
Client Training Dollars - Admin	80,000	-	80,000
Subtotal	\$ 855,000	\$ -	\$ 855,000
12 Total WIOA	\$ 11,576,355	\$ 345,840	\$ 11,922,195
13 USDOL CHANCES GRANT			
Client Services Dollars	\$ 717,430	\$ 2,286	\$ 719,716
Contracted Services - Sub Recipients	546,000	-	546,000
MRCOG Administrative Services	129,000	-	129,000
Audit Service - Chances Portion	30,000	-	30,000
14 Total Chances Grant	\$ 1,422,430	\$ 2,286	\$ 1,424,716
15 USDOL CAREER PATHWAYS GRANT - H1BP			
Client Services Dollars	\$ -	\$ -	\$ -
Contracted Services - Sub Recipients	264,000	530,339	794,339
MRCOG Administrative Services	1,544,000	(521,733)	1,022,267
Audit Service - Chances Portion	-	-	-
16 Total Career Pathways Grant	\$ 1,808,000	\$ 8,606	\$ 1,816,606
17 Total WCCNM	\$ 14,806,785	\$ 356,732	\$ 15,163,518

Tab 4

Workforce Connection of Central New Mexico Board Member Nominees

New Board Member

Business Members

<u>Name</u>	<u>County</u>	<u>Business</u>
Robert Leming	Bernalillo	New Mexico Chamber of Commerce
Sara Limon	Bernalillo	Lovelace Health Systems
Leslie Munoz	Bernalillo	Maxeon
Elisha Torres-Saavedra	Bernalillo	PNM
David Vedera	Sandoval	Women's Economic Self Sufficiency Team

Partners

Education

<u>Name</u>	<u>County</u>	<u>Business</u>
Susan Yasenka	Valencia	UNM- Valencia Campus

Board Member Confirmation & Term Renewals

Business Members

<u>Name</u>	<u>County</u>	<u>Business</u>
Marvis Aragon	Bernalillo	American Indian Chamber of Commerce
Karla Causey	Bernalillo	African American Greater Albuquerque Chamber of Commerce
Vaadra Chavez (TR)	Bernalillo	Securin
Troy Clark (TR)	Bernalillo	New Mexico Hospital Association
Marni Goodrich	Bernalillo	Yearout Mechanical, Inc.
John Mierzwa (TR)	Bernalillo	PainScan Enterprises
Debbie Ortiz	Torrance	RDO Enterprises
Stacy Sacco	Bernalillo	Sacco Connections
Leslie Sanchez	Bernalillo	Dual Language Education of New Mexico
Diane Saya	Bernalillo	Bottom Line Funding NM, LLC
Jerry Schalow	Bernalillo	Rio Rancho Regional Chamber of Commerce
Tom Schuch	Bernalillo	New Mexico Restaurant Association
Jennifer Sinsabaugh	Bernalillo	New Mexico MEP

Partners

Labor Organization/Apprenticeship

<u>Name</u>	<u>County</u>	<u>Business</u>
Raymond Trujillo	Bernalillo	UA Local 412 Plumbers & Pipefitters Training Center

Education

<u>Name</u>	<u>County</u>	<u>Business</u>
David Valdes	Bernalillo	CNM Community College

Economic Development

<u>Name</u>	<u>County</u>	<u>Business</u>
Danielle Casey	Bernalillo	Albuquerque Economic Development

Workforce System Partners and Community Based Organization

<u>Name</u>	<u>County</u>	<u>Business</u>
Doug Calderwood	Bernalillo	Aging & Long-Term Services
Antoinette Holmes	Bernalillo	Department of Vocational Rehab
Waldy Salazar	Bernalillo	New Mexico Department of Workforce Solutions

Do Pass _____ Do Not Pass _____

WCCNM CEO Board, July 9, 2024

Modification to the WCCNM Bylaws & WCCNM CEO Agreement

Action Requested:

To approve revisions to the WCCNM Bylaws and WCCNM Chief Elected Officials (CEO) Agreement.

Recommendation is to approve these WCCNM Bylaws revisions to add language that provides guidance within the WCCNM Bylaws in the event that the WCCNM has difficulty or disagreement within any county of designating an Executive Committee Member.

Furthermore, the WCCNM CEO Agreement required clarifying language regarding quorum of County Representative and \ or designee and voting requirements.

Background:

We recently experienced significant disagreement regarding Executive Committee membership and if a WCCNM Officer (Chair, Chair-Elect and Treasurer) which represents the entire Central Region and also provide representation for an individual county. The Lead CEO's requested clarification and asked that we codify a perspective where if there is a disagreement or objection that the issue should be decided from within each county. Although, we have not had an issue such as this within the 20+ years it requires attention and clarification.

Additionally, the State specified in 2021 that only County Commissioners represent the State's CEO's Boards as voting members. The WCCNM CEOs did not agree with these provisions and requested a waiver (attached). This waiver was granted to the WCCNM CEOs in March 2023. This revision is to provide clarity for the WCCNM CEOs and Central Region staff and avoid any further quorum issues and clarify voting requirements.

Financial Impact:

None

Do Pass: _____

Do not Pass: _____

WCCNM CEO Meeting 11/18/2024



BYLAWS

**Adopted, November 17, 2003,
Revised, October 16, 2006
Amended, October 20, 2008
Revised, February 25, 2013
Amended June 16, 2014
Amended December 10, 2018
Amended October 18, 2021
Amended January 25, 2022
Amended August 9, 2022
Amended January 9, 2024
Amended July 29, 2024
Revised November 18, 2024**



“Equal Opportunity Program”

WORKFORCE CONNECTION OF CENTRAL NEW MEXICO BOARD BYLAWS

Article 1 - Establishment

1.0 The Workforce Connection of Central New Mexico Board (“WCCNM”) is established in accordance with Section 107 of Workforce Investment and Opportunity Act (“WIOA”) of 2014 and related New Mexico State statutes, rules and regulations. The WCCNM is to assist the Chief Elected Officials of the Local Area (“CEOs”) by carrying out the many WIOA functions, specifically, those of planning, coordinating and monitoring provision of programs and services.

1.1 These Bylaws are established in a manner consistent with the CEOs and Workforce Connection of Central New Mexico Partnership Agreement dated December 10, 2018 (“Agreement”) to implement the WCCNM. The Agreement outlines the roles and responsibilities of the CEOs and the WCCNM members.

Article 2 – Service Area

2.0 The WCCNM local area comprises Bernalillo, Sandoval, Torrance and Valencia Counties (the “Local Area”). The WCCNM official office location and mailing address is:

Workforce Connection of Central New Mexico
c/o Workforce Administrator
809 Copper Ave NW
Albuquerque, NM 87102

Article 3 - Purpose

3.0 The WCCNM, in partnership with the CEOs, is responsible for coordinating activities in the Local Area, as described in WIOA Sec 107 and 20 CRD 679.300:

3.0.1 Serve as a strategic leader and convener of local workforce development system stakeholders. WCCNM partners with employers and the workforce development system to develop policies and investments that support public workforce system strategies that support regional economies, the development of effective approaches including local and regional sector partnerships and career pathways, and high quality customer centered service delivery;

3.0.2 Provide strategic and operational oversight in collaboration with the required and additional partners and workforce stakeholders to help develop a comprehensive and high-quality workforce development system in the local area and larger planning region;

3.0.3 Assist in the achievement of the State's strategic and operational vision and goals as outlined in the Unified State Plan or Combined State Plan; and

3.0.4 Maximize and continue to improve the quality of services, customer satisfaction, effectiveness of the services provided.

Article 4- Objectives and Function

4.1 Objectives. The objectives of the WCCNM are to carry out functions and responsibilities according to the WIOA and New Mexico State statutes, and their rules and regulations. Those functions and responsibilities include:

4.1.1 As provided in WIOA sec. 107(d), WCCNM must:

4.1.1.1 Develop and submit a 4-year local plan for the local area, in partnership with the CEOs and consistent with WIOA sec. 108;

4.1.1.2 If the local area is part of a planning region that includes other local areas, develop and submit a regional plan in collaboration with other local areas. If the local area is part of a planning region, the local plan must be submitted as a part of the regional plan;

4.1.1.3 Conduct workforce research and regional labor market analysis to include:

a) Analyses and regular updates of economic conditions, needed knowledge and skills, workforce, and workforce development (including education and training) activities to include an analysis of the strengths and weaknesses (including the capacity to provide) of such services to address the identified education and skill needs of the workforce and the employment needs of employers;

b) Assistance to the Governor in developing the statewide workforce and labor market information system under the Wagner-Peyser Act for the region; and

c) Other research, data collection, and analysis related to the workforce needs of the regional economy as the WCCNM, after receiving input from a wide array of stakeholders, determines to be necessary to carry out its functions;

d) Convene local workforce development system stakeholders to assist in the development of the local plan under 20 CFR § 679.550 and in identifying non-Federal expertise and resources to leverage support for workforce development activities. Such stakeholders may assist the WCCNM and standing committees in

carrying out convening, brokering, and leveraging functions at the direction of the WCCNM;

e) Lead efforts to engage with a diverse range of employers and other entities in the region in order to:

4.1.1.4 Promote business representation (particularly representatives with optimum policy-making or hiring authority from employers whose employment opportunities reflect existing and emerging employment opportunities in the region) on the WCCNM;

4.1.1.5 Develop effective linkages (including the use of intermediaries) with employers in the region to support employer utilization of the local workforce development system and to support local workforce investment activities;

4.1.1.6 Ensure that workforce investment activities meet the needs of employers and support economic growth in the region by enhancing communication, coordination, and collaboration among employers, economic development entities, and service providers; and

4.1.1.7 Develop and implement proven or promising strategies for meeting the employment and skill needs of workers and employers (such as the establishment of industry and sector partnerships), that provide the skilled workforce needed by employers in the region, and that expand employment and career advancement opportunities for workforce development system participants in in-demand industry sectors or occupations;

4.1.1.8 With representatives of secondary and postsecondary education programs, lead efforts to develop and implement career pathways within the local area by aligning

the employment, training, education, and supportive services that are needed by adults and youth, particularly individuals with barriers to employment;

4.1.1.9 Lead efforts in the local area to identify and promote proven and promising strategies and initiatives for meeting the needs of employers, workers and job seekers, and identify and disseminate information on proven and promising practices carried out in other local areas for meeting such needs;

4.1.1.10 Develop strategies for using technology to maximize the accessibility and effectiveness of the local workforce development system for employers, and workers and job seekers, by:

a) Facilitating connections among the intake and case management information systems of the **one-stop partner** programs to support a comprehensive workforce development system in the local area;

b) Facilitating access to services provided through the **one-stop delivery system** involved, including access in remote areas;

c) Identifying strategies for better meeting the needs of individuals with barriers to employment, including strategies that augment traditional service delivery, and increase access to services and programs of the **one-stop delivery system**, such as improving digital literacy skills; and

d) Leveraging resources and capacity within the local workforce development system, including resources and capacity for services for individuals with barriers to employment;

4.1.1.11 In partnership with the chief elected officials for the local area:

a) Conduct oversight of youth workforce investment activities authorized under WIOA sec. 129(c), adult and dislocated worker employment and training activities under WIOA secs. 134(c) and (d), and the entire one-stop delivery system in the local area;

b) Ensure the appropriate use and management of the funds provided under WIOA subtitle B for the youth, adult, and dislocated worker activities, one-stop delivery system, and other workforce funds in the local area; and

c) Ensure the appropriate use management, and investment of funds to maximize performance outcomes under WIOA sec. 116;

4.1.1.12 Negotiate and reach agreement on local performance indicators with the chief elected officials and the Governor;

4.1.1.13 Negotiate with CEOs and required partners on the methods for funding the infrastructure costs of one-stop centers in the local area in accordance with 20 CFR § 678.715 or must notify the Governor if they fail to reach agreement at the local level and will use a State infrastructure funding mechanism;

4.1.1.14 Select the following providers in the local area, and where appropriate terminate such providers in accordance with 2 CFR parts 200:

a) Providers of youth workforce investment activities through competitive grants or contracts based on the recommendations of the youth standing committee (if such a committee is established); however, if the WCCNM determines there is an insufficient number of eligible training providers in a local area, the WCCNM may award contracts on a sole-source basis as per the provisions at WIOA sec. 123(b);

b) Providers of training services consistent with the criteria and information requirements established by the Governor and WIOA sec. 122;

c) Providers of career services through the award of contracts, if the one-stop operator does not provide such services; and

d) One-stop operators in accordance with 20 CFR §§ 678.600 through 678.635;

4.1.1.15 In accordance with WIOA sec. 107(d)(10)(E) work with the State to ensure there are sufficient numbers and types of providers of career services and training services serving the local area and providing the services in a manner that maximizes consumer choice, as well as providing opportunities that lead to competitive integrated employment for individuals with disabilities;

4.1.1.16 Coordinate activities with education and training providers in the local area, including:

a) Reviewing applications to provide adult education and literacy activities under WIOA title II for the local area to determine whether such applications are consistent with the local plan;

b) Making recommendations to the eligible agency to promote alignment with such plan; and

c) Replicating and implementing cooperative agreements to enhance the provision of services to individuals with disabilities and other individuals, such as cross training of staff, technical assistance, use and sharing of information,

cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination;

4.1.1.17 Develop a budget for the activities of the WCCNM, with approval of the chief elected officials and consistent with the local plan and the duties of the WCCNM;

4.1.1.18 Assess, on an annual basis, the physical and programmatic accessibility of all one-stop centers in the local area, in accordance with WIOA sec. 188, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101*et seq.*); and

4.1.1.19 Certification of one-stop centers in accordance with § 678.800.

Article 5 – WCCNM Board

5.1 Appointment. The CEOs will appoint the WCCNM Board from the individuals nominated as required by the WIOA Sec 107 (b)(1) and (2) and 20 CFR 679.320. Chief elected officials must establish a formal nomination and appointment process, consistent with the criteria established by the Governor and State Workforce Development Board under sec. 107(b)(1) of WIOA for appointment of members of the Local WDBs, that ensures:

5.1.1 Business representatives are appointed from among individuals who are nominated by local business organizations, business trade associations and WCCNM outreach;

5.1.2 Labor representatives are appointed from among individuals who are nominated by local labor federations (or, for a local area in which no employees are represented by such organizations, other representatives of employees); and

5.1.3 When there is more than one local area provider of adult education and literacy activities under title II, or multiple institutions of higher education

providing workforce investment activities as described in WIOA sec. 107(b)(2)(C)(i) or (ii), nominations are solicited from those particular entities.

5.1.4 An individual may be appointed as a representative of more than one entity if the individual meets all the criteria for representation for each entity.

5.1.5 All required WCCNM members must have voting privilege. The chief elected official may convey voting privileges to non-required members.

5.2 Membership. The WCCNM consists of the following members, pursuant to 20 CFR 679.320. Members must be individuals with optimum policy-making authority within the entities they represent:

5.2.1. Business Representatives. A majority of the members of the WCCNM must be representatives of business in the local area. At a minimum, two members must represent small business as defined by the U.S. Small Business Administration. Business representatives serving on WCCNM also may serve on the State Workforce Development Board. Each business representative must meet the following criteria:

5.2.1.1 Be an owner, chief executive officer, chief operating officer, or other individual with optimum policy-making or hiring authority; and

5.2.1.2 Provide employment opportunities in in-demand industry sectors or occupations, as those terms are defined in WIOA sec. 3(23).

5.2.2 Workforce Sector. At least 20 percent of the members of the WCCNM must be workforce representatives. These representatives:

5.2.2.1 Must include two or more representatives of labor organizations, where such organizations exist in the local area. Where labor organizations do not exist, representatives must be selected from other employee representatives;

5.2.2.2 Must include one or more representatives of a joint labor-management, or

union affiliated, registered apprenticeship program within the area who must be a training director or a member of a labor organization. If no union affiliated registered apprenticeship programs exist in the area, a representative of a registered apprenticeship program with no union affiliation must be appointed, if one exists;

5.2.2.3 May include one or more representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment, training or education needs of individuals with barriers to employment, including organizations that serve veterans or provide or support competitive integrated employment for individuals with disabilities; and

5.2.2.4 May include one or more representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives of organizations that serve out-of-school youth.

5.2.3 The WCCNM also must include:

5.2.3.1 At least one eligible training provider administering adult education and literacy activities under WIOA title II;

5.2.3.2 At least one representative from an institution of higher education providing workforce investment activities, including community colleges; and

5.2.3.3 At least one representative from each of the following governmental and economic and community development entities:

a) Economic and community development entities;

b) The State Employment Service office under the Wagner-Peyser Act (29 U.S.C. 49*et seq.*) serving the local area; and

c) The programs carried out under title I of the Rehabilitation Act of 1973, other than sec. 112 or part C of that title;

5.2.4 The membership of the WCCNM Board may include individuals or representatives of other appropriate entities in the local area, including:

5.2.4.1 Entities administering education and training activities who represent local educational agencies or community-based organizations with demonstrated expertise in addressing the education or training needs for individuals with barriers to employment;

5.2.4.2 Governmental and economic and community development entities who represent transportation, housing, and public assistance programs;

5.2.4.3 Philanthropic organizations serving the local area; and

5.2.4.4 Other appropriate individuals as determined by the chief elected official.

5.3 Diversity. In recommending or nominating to the Board, recommending bodies and all nominating committees must consider categorical representations, gender, ethnicity, and geographical representations.

5.4 Terms.

A. Each WCCNM member will serve a term of three years and may serve successive terms.

B. Members will be appointed so as to assure that the WCCNM is staggered with one-third of the WCCNM, or as close thereto as possible, appointed annually.

5.5 Change of Status.

A. A WCCNM member who no longer holds the position or status for which he or she was appointed must inform the chair of such change in status and resign his or her position as a member of the WCCNM.

B. WCCNM members will certify annually that they fulfilled the requirements of the category they represent.

C. The CEOs will certify annually that WCCNM members are eligible to serve.

5.6 Removal.

A. WCCNM members shall serve at the pleasure of the CEOs.

B. A WCCNM member is automatically removed from the WCCNM if such member does not meet the requirements of the particular membership category for which he or she was appointed and has not resigned such position. The chair shall inform the CEOs, the WCCNM and the individual in question that the individual has been removed.

C. Any member who misses three consecutive regular meetings of the WCCNM may be removed.

D. Any member will be removed by the CEOs for documented conflict of interest; proof of fraud, or violation of the Code of Conduct, or for violation of any policy or procedure as provided in WCCNM's Program, Policy and Procedure Manual.

5.7 Vacancy. An appointment to fill a vacant position on the WCCNM will be made by the CEO within 90 days of the vacancy.

5.8 Quorum. The majority of the current WCCNM board membership constitutes a quorum for the transaction of business and a quorum must be maintained to conduct official business.

5.9 Voting. The affirmative vote of the majority of the WCCNM members present constitutes an official act of the WCCNM. Voting by proxy is not permitted.

5.10 Designees. A WCCNM member may not delegate any of his or her duties, including attendance at meetings or voting.

Article 6 - Officers

6.1 Officers. The officers of the WCCNM include a Chair, a Chair-elect, a Secretary and a Treasurer.

6.2 Chair.

A. The chair must be a business member.

- B. The chair's authority includes:
- (i) Presiding at all meetings;
 - (ii) Appointing members to all committees and task forces;
 - (iii) Appointing chairs of all committees and task forces;
 - (iv) Preserving order and decorum;
 - (v) Reviewing the proposed agenda;
 - (vi) Deciding all questions of order, subject to member's right to appeal to the board and/or committee as a whole;
 - (vii) Speaking to points of order in preference to other members;
 - (viii) Speaking on general questions from the chair;
 - (ix) Announcing the result promptly on the completion of every vote;
 - (x) Signing all contracts, resolutions and other formal written actions passed;
 - (xi) Imposing at his or her discretion, a time limit on presentations made at meetings; and
 - (xiii) Other matters delegated to the chair by the WCCNM or the CEOs.

6.3 Chair-Elect. The chair-elect must be a business member. The chair-elect will perform the duties of the chair in the absence of the chair and all other duties assigned by the chair. The chair-elect will assume the position of chair at the end of the chair's term.

6.4 Secretary. The Secretary of the Board shall ensure that the minutes of all meetings are recorded, that all books and records are maintained, and shall perform all the duties incident to those of a secretary of a private corporation. The Secretary may delegate the performance of these tasks to, or have assistance for these tasks from, the staff of WCCNM's administrative entity.

6.5 Treasurer. The treasurer must be a member of the WCCNM and is responsible for

reviewing financial management, budget, accounting, auditing relating to WCCNM.

6.6 Term. All elected officers will serve a term of one year. Elected officers may only serve two consecutive terms in the same position.

6.7 Removal. An elected officer will be removed if he or she no longer meets the requirements of the elected position, and may be removed by the WCCNM for malfeasance in office, neglect of duties, or for cause.

6.8 Vacancy. The WCCNM will fill any elected officer vacant position and the individual elected will serve the balance of the term of the former officer.

Article 7 - Meetings

7.1 Conduct of Business.

7.1.1 The WCCNM will conduct business in an open manner as required by WIOA, and by the New Mexico Open Meetings Act, N.M.S.A. 1978 § 10-15-1 *et seq.*

7.1.2 The WCCNM will conduct its business as outlined in the Partnership Agreement between the Chief Elected Officials and WCCNM Board, dated December 10, 2018.

7.2 Regular Meetings. The WCCNM will meet at least once each quarter at a time and location to be determined by the WCCNM.

7.3 Special Meeting. The chair may call a special meeting at a time and place to be determined in the call of the meeting.

7.4 Emergency Meeting. The chair has sole discretion of calling an emergency meeting.

7.5 Time and Place. All meetings will be held in the Local Area at a place, time and date determined by the chair.

7.6 Teleconference. WCCNM members, or any committee, task force of the WCCNM, may participate in a meeting of the WCCNM by means of a conference telephone or similar communications equipment by means of which all persons participating in the meeting can hear

each other at the same time.

7.7 Notice. Once a meeting date, time and location of a meeting have been determined, the secretary will send the WCCNM members notice of such meeting at least five days before a regular meeting, three days before a special meeting and twenty-four hours before an emergency meeting.

7.8 Electronic or Telephonic Notification. Any combination of telephone calls, e-mail notices, or facsimile correspondence may be used to notify each member of a meeting.

7.9 Minutes. The secretary will record the minutes of the proceedings for each WCCNM meeting. Those minutes will be in accordance with the Open Meetings Act. Minutes will document both attendance and official action taken by the WCCNM. The secretary will prepare and distribute draft minutes to each member no later than seven days before regular meetings and three days before special meetings. Prior to the next scheduled regular or special meeting, the minutes and agenda, as well as supporting and informational material of any meeting will be posted on the WCCNM website.

Article 8 - Committees

8.1 Standing Committees. Standing committees of the WCCNM include an Executive Committee, Youth Standing Committee, Operations Standing Committee, Finance Standing Committee, and Disability Standing Committee.

8.2 Executive Standing Committee.

A. The Executive Committee will consist of the following members_

Any member of the Executive Committee may not hold more than one position within the Executive Committee unless the member is the only WCCNM Board Member from the county:

1) WCCNM Chair;

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- 2) WCCNM Chair-elect;
- 3) Past WCCNM Chair (if a member of the WCCNM board);
- 4) WCCNM Treasurer;
- 5) WCCNM Standing Committee Chairs, including Co-chairs;
- 6) WCCNM CEO Representative;
- 7) One WCCNM member from Bernalillo County to be elected by members of Bernalillo County;
- 8) One WCCNM member from Sandoval County to be elected by members of Sandoval County;
- 9) One WCCNM member from Valencia County to be elected by members of Valencia County;
- 10) One WCCNM member from Torrance County to be elected by members of Torrance County;
- 11) Youth Council chair (voting member only if member of Full-Board, if not, non-voting member and not counted in quorum).

B. If a county is unable to designate one member as a WCCNM Executive Committee representative or if there is a selection dispute within the WCCNM Board Members of a county, the WCCNM CEOs of the affected county will convene and select a member as the county representative.

CB. **Chair.** The chair of the WCCNM will serve as the chair of the Executive Committee.

CD. The Executive Committee has the authority to act on behalf of the WCCNM on:

- issues that cannot be deferred to the next WCCNM Full Board meeting, or;
- for approval of policies that are mandated by federal or state law/regulatory changes and does not contain criteria that is applicable only to the Central Region, or for editorial changes or other minor modifications.

8.3 Youth Standing Committee.

The Youth Standing Committee will review and make recommendation to the Executive Committee on matters related to WCCNM’s WIOA Youth Program and other youth related initiatives.

8.4 Operations Standing Committee.

The Operations Standing Committee will provide recommendations to the WCCNM

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Full Board and/or Executive Committee for the following:

- A. Will review and make recommendations regarding matters related to WCCNM's Training and Service Provider Programs, in addition, will review and make recommendations on all program \ operations related policies
- B. Will develop performance standards for each program, monitor their progress, and provide oversight and tracking of all affiliated data collection systems.
- C. Will define and provide oversight and guidance for Continuous Quality Improvement Initiatives.
- D. Will oversee and monitor all aspects of service delivery to support both employer and job seeker needs.

8.5 Finance Standing Committee

The Finance Standing Committee will provide financial control and work with the Fiscal Agent and Workforce Director to monitor finances, procurement and contract management. This committee will provide recommendations to the Chief Elected Officials, WCCNM Full Board and Executive Committee.

8.6 Disability Standing Committee.

The Disability Committee will review, advocate, and make recommendations for New Mexicans with Disabilities to the Executive Committee/Full Board on matters related to WCCNM's operations.

8.7 Ad Hoc Committees. The chair may establish ad hoc committees, as the chair deems necessary or convenient to conduct WCCNM business. When establishing an ad hoc committee, the chair will indicate the purpose of the committee and the date it will disband.

8.8 Task Forces. The chair of the WCCNM may appoint one or more task forces from the

membership of the WCCNM. Task forces may only make recommendations to the WCCNM and may not act on any policy issues.

8.9 Members and Chair. The chair of the WCCNM will appoint all members and the chair of any committee or task force, except the Youth Council and Executive Committee.

8.10 Meetings. Committees will meet at the time and place within the Local Area as determined by the chair of the committee. All meetings of the Executive Committee must comply with the Open Meetings Act.

8.11 Minutes. All committee chairs, or their designees, will give a verbal update to the Full Board on Committee issues and actions taken. A copy of each Committee meeting agenda will be maintained at the office of the Administrative Entity.

8.12 Quorum.

A. A majority of the members of the Executive Committee will constitute a quorum for the transaction of any business of the Executive Committee.

B. The presence of at least one member will constitute a quorum of all committees, other than the Executive committee.

8.13 Voting. An affirmative vote of a majority of a quorum of members present at a meeting constitutes action by that committee. Voting by proxy is not permitted.

8.14 Notice. The chair of a committee will give each member at least twenty-four hours notice of any committee meeting. Notice may be written by mail, e-mail, or facsimile.

Article 9 - Policies and Procedures

The WCCNM will promulgate policies and procedures that will be followed in conducting its business.

Article 10 - Code of Conduct

The WCCNM shall promulgate a policy concerning Code of Conduct with respect to the

WCCNM, officers, contractors and the Youth Council. At a minimum, such policy must provide for conflict of interest, prevention of fraud and abuse, nepotism, prohibited political activities and other related code of conduct issues. The code of conduct shall strive to instill the highest standards of honesty and integrity in handling federal monies with the objective of ensuring the highest level of services to clients of the program and proper expenditure of funds pursuant to the Acts, all regulations promulgated thereunder, and all other applicable laws or regulations. The WCCNM shall not enter into any procurement contract for services, construction or items of personal tangible property with a WCCNM member or with a business in which the WCCNM member has an interest unless the WCCNM member has disclosed their interest and unless the contract is awarded in accordance with the competitive bidding or proposal provisions of the Procurement Code and WCCNM policy. Any contract awarded to any WCCNM member must be approved by the CEOs.

Article 11 – Conflict of Interest

11.1 A local board member may not vote on any matter that would provide direct financial benefit to the member or the member’s immediate family, or on matters of the provision of services by the member or the entity the member represents.

11.2 A local board member shall avoid even the appearance of a conflict of interest. Prior to taking office, local board members shall provide to the local board chair a written declaration of all substantial business interests or relationships they, or their immediate families, have with all businesses or organizations that have received, currently receive, or are likely to receive contracts or funding from the local board. Such declarations shall be updated annually or within 30 days to reflect any changes in such business interests or relationships. The local board shall appoint an individual to timely review the disclosure information and advise the local board chair and appropriate members of potential conflicts.

11.3 Prior to a discussion, vote, or decision on any matter before a local board, if a member, or a person in the immediate family of such member, has a substantial interest in or relationship to a business entity, organization, or property that would be affected by any official local board action, the member shall disclose the nature and extent of the interest or relationship and shall abstain from discussion and voting on or in any other way participating in the decision on the matter. All abstentions shall be recorded in the minutes of the local board meeting and be maintained as part of the official record.

11.4 It is the responsibility of the local board members to monitor potential conflict of interest and bring it to the local board's attention in the event a member does not make a self-declaration.

11.5 In order to avoid a conflict of interest, a local board shall ensure that the local board's workforce service providers shall not employ or otherwise compensate a current or former local board member or local board employee who was employed or compensated by the local board or its administrative entity, fiscal agent, or grant recipient anytime during the previous 12 months.

11.6 Local board members or their organizations may receive services as a customer of a local workforce service provider or workforce system partner. To avoid conflict of interest, a local board shall ensure that the local board, its members, or its administrative staff do not directly control the daily activities of its workforce service providers, workforce system partners or contractors.

Article 12 - Amendment of Bylaws

These Bylaws may be amended or repealed by a majority vote of a quorum of the Chief Elected Officials with notification of such amendments to the full WCCNM membership in compliance with Article 7, Meetings, of these Bylaws.

Article 14 - Compliance with Law

In execution of its business, the WCCNM will comply with:

- A. The WIOA and regulations; and
- B. All applicable New Mexico statutes, regulations and policies.

Notice Provided to WCCNM by the Chief Elected Officials on ~~January 9XXXXXX~~, November 18, 2024

Passed, Approved and Adopted by the Chief Elected Officials on ~~January 9XXXXXX~~, November 18, 2024

SIGNATURE PAGES FO
WORKFORCE CONNECTION OF CENTRAL NEW MEXICO
Bylaws Signature Page

_____ Date: _____
Chair, WCCNM

_____ Date: _____
Lead CEO



Chief Elected Official (CEO) Agreement

Adopted, November 17, 2003
Revised, December 14, 2006
Amended, October 23, 2008
Revised, January 7, 2013
Revised, January 31, 2019
Revised, February 14, 2023
Revised, November 18, 2024

“Equal Opportunity Program”



WORKFORCE CONNECTION OF CENTRAL NEW MEXICO

CHIEF ELECTIVE OFFICER AGREEMENT

This Agreement is made and entered into by and among the Chief Elected Officials of the Bernalillo, Sandoval, Tarrant and Valencia Counties (“CEO” or “CEOs”).

WHEREAS, under the Workforce Innovation and Opportunity Act of 2014 (“WIOA”), Pub L. 113-128, Title I, Section 107, if a local area includes more than one unit of general local government, the CEOs of such units may execute an agreement that specifies the respective roles of the individual CEOs; and

WHEREAS, 11.2.4.9 N.M.A.C. (N, 7/1/2018; A, 06/22/2021) requires that the CEOs execute a CEO Agreement that specifies their respective roles and responsibilities in carrying out their joint duties assigned to them under WIOA; and

WHEREAS, the CEOs wish to execute this Agreement in compliance with such laws and rules; and

WHEREAS, the CEOs developed and submitted a request for waiver, dated August 25, 2022, of NMAC 11.2.4.7 Definitions, which specifies the following “*NMAC 11.2.4.7 Definitions - A. Chief elected official (CEO) is the chief elected executive officer of a unit of general local government in a local area. CEOs shall consist of one county commissioner from each county located in the area. In a case in which a local area includes more than one unit of general local government, the points of contact shall only be the recognized CEOs for each county located in that area.*”

WHEREAS, the CEOs received approval of waiver request from the NM State Administrative Entity (SAE) on January 27th, 2023 with the following stipulations:

The CEO Agreement is modified to define a quorum as three fourths of the county commissioners present.

- The CEO Agreement is modified to establish CEOs as voting members if the county or municipality has signed the agreement and assumes fiduciary responsibility for WIOA funds.

NOW THEREFORE, the CEOs agree:

Article I General Provisions

1.1 The Workforce Connection of Central New Mexico’s (WCCNM) CEO Agreement dated January 31, 2019, is terminated as of the effective date of this Agreement.

1.2 Terms used in this Agreement adhere to definitions contained in the WIOA, 11.2.4.7 N.M.A.C. (N, 7/1/2018; A, 06/22/2021) and consistent with approved waiver dated January 27th, 2023

1.3 **Name**. The name of the local workforce development investment board is the Workforce Connection of Central New Mexico (“WCCNM”).

1.4 **Region**. The WCCNM is responsible for the oversight of services provided under the WIOA to the following four (4) counties located in central New Mexico: Bernalillo, Sandoval, Torrance, and Valencia. The four (4) counties are referred to in this Agreement as the “Local Area.”

1.5 **CEO Local Government Composition**. The CEOs voting members comprise (a) the Commission Chairs or a designated elected official from the Board of County Commissioners of each of the four (4) counties; and (b) the Mayors, or a designated elected official of the municipalities of the four (4) counties located in the Local Area. The name and contact information of each participating CEO is included in the signature page to this Agreement pursuant to 11.2.4.7 N.M.A.C. (N, 7/1/2018; A, 06/22/2021) and agreed upon approved waiver dated January 27th, 2023. A signed WCCNM CEO Agreement is required for a CEO to participate as a voting member.

1.6 **Action of the CEOs**. The presence at a meeting of a minimum of three (3) voting member CEOs or their official designee that represent the County Commissioners from counties of Bernalillo, Sandoval, Torrance and Valencia constitutes a quorum for the meeting. The affirmative vote of the CEOs present at a meeting constitutes the official action of the CEOs. Each CEO shall have one vote in all matters that come before the CEOs. Voting by proxy is permitted so long as the proxy is in writing and pertains only to the meeting specified in the writing.

1.6.1 The CEOs shall meet at least once annually to deal with WCCNM matters and at least once annually with the WCCNM.

1.6.2 A CEO may designate a senior staff member or a CEO from another local government entity from their associated county to attend a meeting and vote on any matter that comes before the CEOs.

1.6.3 CEO meetings shall be conducted in accordance with the New Mexico Open Meetings Act Section 10-15-1 *et seq* N.M.S.A. 1978.

1.6.4 A CEO may participate in a meeting by means of a conference telephone or other similar communications equipment and participation by such means shall constitute presence at a meeting.

Article II Election of a New CEO

2.1 Pursuant to 11.2.4.9.(A)(6) N.M.A.C. (N, 7/1/2018; A, 06/22/2021), within ninety (90) days of being elected as a CEO within a Local Area, the WCCNM shall be informed of such new CEO and the WCCNM shall ensure that the new CEO submits to the WCCNM a written statement acknowledging that he or she:

- a) has read, understands and shall comply with this Agreement; and
- b) reserves the option to request negotiations to amend this Agreement at any time during his or her tenure as a CEO.

Article III Lead CEO

3.1 The CEOs shall select from among themselves, by a majority vote, a lead CEO who shall act on behalf of the CEOs with respect to WCCNM related matters. The lead CEO shall serve a term of one (1) year with the option of successive terms. The CEO's shall send to the WCCNM (i) the name, contact information, and term of the lead CEO, and (ii) the process by

which the lead CEO was selected. The CEOs shall also inform the WCCNM that the lead CEO shall serve as the signatory for the CEOs and that the designated lead CEO may vote on any item presented to the WCCNM or the Executive Committee of the WCCNM. See 11.2.4.9(B)(1) N.M.A.C. – (N, 7/1/2018; A, 06/22/2021).

Article IV Grant Funds

4.1 **Grant Recipient.** The CEOs shall serve as the grant recipient for the grant funds allocated to the Local Area under the WIOA. The CEOs designate the WCCNM as the entity that shall receive and administer the grant funds. See WIOA 107(d)(12)(B)(i); 20 CFR § 683.710, 11.2.4.9(A)(1) N.M.A.C (N, 7/1/2018; A, 06/22/2021).

4.2 **Liability for Misuse.** The CEOs acknowledge that they are liable for any misuse of grant funds allocated to the Local Area. The CEOs shall share any such liability in proportion to the relative population of the counties and municipalities they represent. The WCCNM shall procure and maintain professional liability insurance coverage for its members and provide the CEOs as named insured. The WCCNM also shall require appropriate coverage from contract service providers based on the type of service provided and further require that the service providers agree to indemnify the WCCNM and the CEOs for any liability imposed on the CEOs. See WIOA 107 (d)(12)(B)(i)(I); 20 CFR Part 679.310(e); 11.2.4(9)(A)(1) N.M.A.C (N, 7/1/2018; A, 06/22/2021).

4.3 The CEOs shall appoint a fiscal agent to administer and account for grant funds per 20 CFR Part 679.420; 11.2.4.9(A)(3). The CEOs shall appoint such fiscal agent after receiving a recommendation from WCCNM. If the CEOs reject such recommendation, the CEOs shall notify the WCCNM within 120 days, indicating its reasons for such rejection and instructing the WCCNM to again recommend a fiscal agent. The CEOs appoint the Mid-Region Council of Governments as the fiscal agent as of the date of this Agreement and until they appoint a successor

fiscal agent.

Article V Oversight of WCCNM

5.1 The CEOs shall appoint members of the WCCNM as provided in the CEO and WCCNM Partnership Agreement, dated December 10, 2018 and incorporated in this Agreement.

5.2 The CEOs annually shall review the members of the WCCNM and ensure that such membership comports with the WIOA 107(b), 20 CFR § 679.320 and 11.2.4.11 N.M.A.C. – (N, 7/1/2018; A, 06/22/2021) and that the membership fairly and equitably represents each of the counties and municipalities located in the Local Area.

5.3 The CEOs shall approve WCCNM’s budget annually at a meeting held before the beginning of the fiscal year to which the budget applies. See WIOA 107(d)(12)(A) and 20 CFR 679.370(o).

Article VI

Joint Meeting

The CEOs shall have at least one joint meeting with the WCCNM annually.

Article VII

Miscellaneous

7.1 **Amendments.** Any CEO may request that this Agreement be amended by submitting the proposed amendment to all the CEOs. At a regularly scheduled meeting or a special meeting called for such purposes, the CEOs shall consider whether to adopt such amendment. Any amendments to this Agreement shall be made with a majority vote of the CEOs present at the meeting. All amendment or changes shall be maintained at the local administrative entity office and available for monitoring by the state administrative entity.

7.2 **Duration.** This Agreement must be ratified every four (4) years by the CEOs.

7.3 **Authority to Act.** Each CEO signing on behalf of a given jurisdiction shall obtain the necessary authorization required.

7.4 **Counterparts.** This Agreement may be executed in separate counterparts, each of which when so executed shall be an original, but all of such counterparts shall together constitute but one and the same instrument.

Passed, Approved and Adopted by the Chief Elected Officials at their meeting on November 18, 2024

Chief Elected Officials
Lead CEO:

_____ Date: _____

CEO Members

Bernalillo County

date: _____

Sandoval County

date: _____

Torrance County

date: _____

Valencia County

date: _____

Edgewood

date: _____

Los Ranchos de
Albuquerque

date: _____

Tijeras

date: _____

Bernalillo

date: _____

Corrales

date: _____

Cuba

date: _____

Jemez Springs

date: _____

Rio Rancho

date: _____

San Ysidro

date: _____

Encino

date: _____

Estancia

date: _____

Moriarty

date: _____

Mountainair

date: _____

Willard

date: _____

Belen

date: _____

Bosque Farms

date: _____

Los Lunas

date: _____

Peralta

date: _____

MICHELLE LUJAN GRISHAM
GOVERNOR



SARITA NAIR
SECRETARY

HOWIE MORALES
LT. GOVERNOR

STATE OF NEW MEXICO
DEPARTMENT OF WORKFORCE SOLUTIONS
401 Broadway, NE
PO Box 1928
Albuquerque, NM 87103
(505) 841-8405/ FAX (505) 841-8491

January 27, 2023

Greggory Hull, Lead WCCNM CEO
Mayor, City of Rio Rancho
809 Cooper Avenue NW
Albuquerque, NM 87102

RE: Waiver Request

Mayor Greggory Hull,

Thank you for your waiver request submission to the New Mexico Department of Workforce Solutions (NMDWS) regarding certain regulatory provisions of the Workforce Innovation and Opportunity Act (WIOA). The waiver request was received August 10, 2022. This letter provides NMDWS official response to your request. This action is taken under the Secretary's authority to waive certain requirements of WIOA Title I.

Requested Waiver: Waiver of the definition of chief elected official under NMAC 11.2.4.7.

ETA Response: NMDWS approves Workforce Connection of Central New Mexico's (WCCNM) request to modify the definition of chief elected official to include Mayors that have signed the WCCNM CEO Agreement. NMDWS reviewed WCCNM's waiver request and has determined that requirement requested to be waived does not impede its ability to engage with the Chief elected officials. Therefore, NMDWS approves this waiver under the following conditions:

- The CEO Agreement is modified to define a quorum as three fourths of the county commissioners present.
- The CEO Agreement is modified to establish CEO's as voting members if the county or municipality as signed the agreement and assumes fiduciary responsibility for WIOA funds.
- The CEO Agreement is modified to require a vote of county commissions if the initial vote of all CEO's as defined by the CEO Agreement fails to reach unanimous decision.

Sincerely,

Margarito Aragon
WIOA Operations and Performance Manager

AN EQUAL OPPORTUNITY EMPLOYER