



GOVERNING BOARD MEETING AGENDA

Friday, June 19, 2020
9:00 AM

WANB Administrative Office
1546 First Street, Second Floor, Napa
Call-in number: +1 669 900 9128, Meeting ID: 424 486 1151

| CALL TO ORDER | |
|---|--|
| I. | <ul style="list-style-type: none"> A. Welcome, Introductions B. Public Comment C. Chair's Update – Damon Connolly D. Member's Update - All E. Executive Director's Update – Bruce Wilson <ul style="list-style-type: none"> a. Form 700's b. SB1333 Homeless Hiring Tax Credit c. Communication & Outreach |
| CONSENT CALENDAR | |
| <p>These matters typically include routine financial or administrative action items requiring a vote. Any item will be discussed separately at the request of any person. Items are approved with one single motion.</p> | |
| II. | <ul style="list-style-type: none"> A. Approve Meeting Minutes, March 20, 2020 [Attachment II.A] |
| REGULAR CALENDAR | |
| III. | <ul style="list-style-type: none"> A. Appointment of Regional Workforce Development members [Board Letter III.A] (Action) B. Approve WANB Agreements [Board Letter III.B] (Action) C. Accept the following State Formula Funds, Private Donations and Competitive Grant Allocations to the WANB [Board Letter III.C] (Action) D. Approve 2020-2021 Workforce Alliance Budget (Taylor Swain, WANB Fiscal Officer) Board members will review and adopt new Fiscal Year 2020-2021 budget. [Board Letter III.D, Attachment III.D] (Action) |
| INFORMATION / DISCUSSION ITEMS | |
| IV. | <ul style="list-style-type: none"> A. Ecological Restoration Initiative (Sally Bolger/ Mark Cederborg, Hanford Fund, Hanford Arc) Board members will hear a presentation on a budding private, public sector partnership with the ecological restoration construction industry that could lead to 1) a new industry sector partnership; 2) youth and adult ecology corps training; 3) industry recognized certifications; 4) apprenticeships; and more. [Attachment IV.A] (Presentation) (Discussion) B. COVID 19 Economic and Workforce Discussion – Staff will update the board on status of Career Center Operations, Rapid Response, and possible upcoming projects related to COVID 19. Staff requests further input and discussion on county specific initiatives. (Discussion) |

| CLOSED SESSION | |
|---------------------------|--|
| V. | <p>A. Personnel Matters [GC section 54957]: Considering the employment of a public employee. Position Title: Executive Director, Workforce Alliance of the North Bay [Attachment V.A]</p> <p>B. Labor negotiations [GC section 54957.6]: Salaries, compensation, and fringe benefits of WANB Executive Director Candidate [Attachment V.B]</p> |
| RECONVENE IN OPEN SESSION | |
| VI. | A. If negotiations are completed, authorize President to execute Employment Agreement with candidate for Executive Director. |
| ADJOURN | |
| VII. | A. Adjourn |



GOVERNING BOARD MEETING MINUTES

**Friday, March 20, 2020
9:00 AM**

Lake: Lake County Courthouse, Conference Room B, 255
N. Forbes Street, Lakeport, CA
Napa: 1456 First Street, Napa, CA

Marin: Marin County Civic Center, Terrace Room #326
3501 Civic Center Drive, San Rafael, CA
Phone: +1 669 900 9128, Meeting ID: 424 486 1151

CALL TO ORDER

- | | |
|----|--|
| I. | <p>A. Welcome, Introductions</p> <p>Supervisor Connolly called the meeting to order at 9:12 AM.</p> <p>Members Present: Supervisor Damon Connolly, Supervisor Dennis Rodoni, Supervisor Brad Wagenknecht, Supervisor Moke Simon, Supervisor Eddie Crandell.</p> <p>Workforce Alliance Staff Present: Executive Director Bruce Wilson, Chief Strategist Racy Ming, Legal Counsel Jack Govi, Fiscal Officer Taylor Swain, Business Outreach Stacey Caico, Workforce Development Analyst Sylwia Palczewska, Operations Analyst Tamara Ochoa.</p> <p>Guests: John Chamberlain, Shery Parr, Cynthia Gunselman, Deidre Smith, Amar Inalsingh, Deidre Smith, Carolyn Purdy, Anthony Crouch, David Tam, Suzie Byrne, Teresa Brown.</p> <p>B. Public Comment</p> <p>Cynthia Gunselman thanked the Alliance for their quick response to request for resources and questions from employers.</p> <p>C. Chair's Update – Damon Connolly</p> <p>Chair Connolly stressed out that it's a very challenging time for everyone, but small businesses are affected the most. He underscored the work that WANB staff made to keep the public updated on services and benefits available to those affected by COVID-19.</p> <p>D. Member's Update</p> <p>None.</p> <p>E. Executive Director's Update – Bruce Wilson</p> <ul style="list-style-type: none"> a. Day at the Capitol [Attachment I.E] b. Status of Operations |
|----|--|

CONSENT CALENDAR

These matters typically include routine financial or administrative **action items** requiring a vote.
Any item will be discussed separately at the request of any person. Items are approved with one single motion.

- | | |
|-----|--|
| II. | <p>A. Approve Meeting Minutes, March 5, 2020 [Attachment II.A]</p> <p>Motion made as requested.</p> <p>M/S: Brad Wagenknecht / Moke Simon</p> <p>Motion carried: 5-0</p> <p>Yea: 5</p> <p>Nay: 0</p> <p>Abstentions: 0</p> |
|-----|--|

| | |
|---------------------------------------|---|
| | Absent: Dan Gjerde, John Haschak, Alfredo Pedroza |
| INFORMATION / DISCUSSION ITEMS | |
| III. | <p>A. Return on Investment Report [Attachment III.A] Executive Director Wilson presented quantitative and qualitative Return on Investment Report for the program year 2018/2019. Separate reports were prepared for each county and one for the whole region. Wilson underscored that ROI number on each report is a positive number higher than \$1.00.</p> |
| REGULAR CALENDAR | |
| IV. | <p>A. Accept 2019/20 2nd Quarter CareerPoint Dashboard Reports [Board Letter IV.A] [Attachment IV.A] (Action) Motion made as requested. M/S: Brad Wagenknecht / Dennis Rodoni Motion carried: 5-0 Yea: 5 Nay: 0 Abstentions: 0 Absent: Dan Gjerde, John Haschak, Alfredo Pedroza</p> <p>B. Reappoint a Regional Workforce Development member [Board Letter IV.B] (Action) Motion made as requested. M/S: Brad Wagenknecht / Eddie Crandell Motion carried: 5-0 Yea: 5 Nay: 0 Abstentions: 0 Absent: Dan Gjerde, John Haschak, Alfredo Pedroza</p> <p>C. Review contract and proposed timeline and approval of contract for consultant work to transition WANB to employer of record [Board Letter III.C] [Attachment III.C] (Action) Board members discussed proposed by consultant John Chamberlain timeline and expenses accompanying of hiring Executive Director for WANB. It was decided to create a Subcommittee with Damon Connolly and Brad Wagenknecht, that will explore possibility of direct hire of Bruce Wilson as Executive Director.</p> |
| ADJOURN | |
| VI. | <p>A. Adjourn The meeting was adjourned at 10:13 AM.</p> |

Public comments will be accepted via email at info@workforcealliancenorthbay.org

BOARD LETTER III.A



TO: GOVERNING BOARD
FROM: STAFF
SUBJECT: BOARD LETTER III.A – APPOINTMENT OF WORKFORCE DEVELOPMENT BOARD MEMBERS
DATE: JUNE 19, 2020
CC: FILE

The Workforce Alliance of the North Bay (WANB) Regional Workforce Development Board (RWDB) is a legislatively mandated business led board. In partnership with the WANB Governing Board, the Workforce Development Board oversees workforce development activities and establishes policies and programs in response to the workforce needs of Marin, Napa, Mendocino and Lake Counties. It is the region's only organization that has workforce development as its sole purpose and function.

The WIOA Section 107(b)(2)(A) through (E) states the requirements for nominating and selecting members in each membership category:

1. Representatives of Business (majority of board)
2. Representatives of Labor (>20%)– including labor, apprenticeship, community-based organizations, and youth serving organizations.
3. Representatives of Education – including adult & literacy activities, higher education, agencies and organizations addressing the education or training needs of individuals with barriers to employment.
4. Representatives of Economic and Community Development – including state employment office, vocational rehabilitation and economic development.

WANB Staff received two completed applications for appointment to the Regional Workforce Development Board. Staff have reviewed the applications and the applicants have been routed through appropriate WANB standing committees and are submitted herein for consideration and appointment.

| Representative of Labor | Representative of Economic and Community Development |
|--|--|
| Keith Dias – Business Representative, Sheet Metal Workers Local #104 | Vincent Smith – Community Development Director, City of Napa |

STAFF RECOMMENDATION

Appoint both candidates for the Regional Workforce Development Board.

BOARD LETTER III.B



TO: GOVERNING BOARD
FROM: STAFF
SUBJECT: BOARD LETTER III.B – RATIFY APPROVAL OF WORKFORCE ALLIANCE AGREEMENTS
DATE: JUNE 19, 2020
CC: FILE

JPA staff Governing Board ratification for the following agreements and amendments enacted by the Executive Committee and Workforce Development Board:

| CONTRACTOR | NEW/ AMENDMENT | AMOUNT | COMMENTS |
|---------------------------------------|-------------------|-----------|--|
| Napa County Health and Human Services | Amendment | \$595,449 | Provision of WIOA Adult, Dislocated Worker and Youth program services for program year 2019-2020 in Napa County. Also includes One-Stop Operator funds and Prison to Employment program services. Amendment decreases total contract maximum by \$36,234 |
| WSI Next Gen Marketing | New | \$21,560 | Website and social media services. |

Paragraph 10 - Powers/ Responsibilities of the Agency exercised by the Governing Board of the JPA, states that the “Agency shall have the power to exercise any power common to all Member Counties authorized by Chapter 5 of Division 7 of Title 1 of the Government Code of the State of California (commencing with section 6500) and is hereby authorized to do all acts necessary for the exercise of these common powers, including...:

- (3) Employ agents, employees, consultants, advisors, independent contractors and other staff;
- (4) Make and enter into contracts, including contracts with public and private organizations and individuals;”

STAFF RECOMMENDATION

Ratify agreements with the above noted contractors and partners and authorize board chair and/or executive director to sign final negotiated agreements.

BOARD LETTER III.C



TO: GOVERNING BOARD
FROM: STAFF
SUBJECT: BOARD LETTER III.C – NEW ALLOCATIONS TO THE WANB
DATE: JUNE 19, 2020
CC: FILE

In accordance with the Workforce Innovation and Opportunity Act, the work of the Regional Board is performed in partnership with the Governing Board. The role of the Regional Board is to direct federal, state, and local funding to workforce development programs within the Regional Area. Additionally, the Regional Board conducts research on these programs and the needs of their regional economy. They also competitively procure and oversee the American Job and Career Center systems (AJCC's), where job seekers can get employment information, find out about career development and training opportunities, and connect to various employment and support programs in their area. AJCC's also provide many no-cost services to employers as well.

Below is a summary of the 13 core responsibilities of Regional Board:

- Submission of a local plan
- Workforce research and regional labor market analysis
- Convening, brokering, and leveraging of local stakeholders
- Sector partnerships and employer engagement
- Education partnerships and career pathways development
- Promote and disseminate information on proven and promising practices
- Develop strategies for use of technology to maximize accessibility and effectiveness of the local workforce development system
- Program oversight
- Negotiation of local performance measures
- Competitive selection and ongoing oversight of service providers
- Coordination with education and training providers, including reviewing the applications to provide adult education and literacy activities in the local area to ensure alignment with the local plan
- Budget and administration
- Annual assessment of one stop to ensure accessibility for individuals with disabilities

BOARD LETTER III.C

In June 2020, the Regional Workforce Development Board, reviewed and approved acceptance of the following allocations for the WANB.

NEW ALLOCATIONS

| | |
|---|-----------|
| 2020-2021 FORMULA FUNDS – YOUTH | \$820,510 |
| 2020-2021 FORMULA FUNDS – ADULT | \$857,121 |
| 2020-2021 FORMULA FUNDS – DISLOCATED WORKER | \$919,321 |
| COVID19 – NDWG | \$600,000 |
| COVID19 – ADDITIONAL ASSISTANCE ALLOCATION | \$54,000 |
| WELLS FARGO | \$20,000 |

2020-2021 YOUTH BREAKDOWN

| | |
|------------------|-----------|
| LAKE COUNTY | \$242,887 |
| MARIN COUNTY | \$149,793 |
| MENDOCINO COUNTY | \$227,012 |
| NAPA COUNTY | \$118,768 |

2020-2021 ADULT BREAKDOWN

| | |
|------------------|-----------|
| LAKE COUNTY | \$244,484 |
| MARIN COUNTY | \$185,599 |
| MENDOCINO COUNTY | \$230,413 |
| NAPA COUNTY | \$110,913 |

2020-2021 DISLOCATED WORKER BREAKDOWN

| | |
|------------------|-----------|
| LAKE COUNTY | \$168,985 |
| MARIN COUNTY | \$277,085 |
| MENDOCINO COUNTY | \$164,563 |
| NAPA COUNTY | \$216,756 |

COVID19-NDWG BREAKDOWN (ALLOCATED BY WEEKLY UNEMPLOYMENT CLAIMS)

| | |
|------------------|-----------|
| LAKE COUNTY | \$61,524 |
| MARIN COUNTY | \$229,090 |
| MENDOCINO COUNTY | \$82,530 |
| NAPA COUNTY | \$166,856 |

COVID19- ADDITIONAL ASSISTANCE BREAKDOWN

| | |
|------------------|----------|
| LAKE COUNTY | \$8,000 |
| MARIN COUNTY | \$19,000 |
| MENDOCINO COUNTY | \$8,000 |
| NAPA COUNTY | \$19,000 |

STAFF RECOMMENDATION

Ratify approval of new Allocations to the WANB as shown.



TO: GOVERNING BOARD
FROM: STAFF
SUBJECT: BOARD LETTER III.D – 2020-2021 PROPOSED BUDGET
DATE: JUNE 19, 2020
CC: FILE

The Workforce Alliance of the North Bay (WANB) Joint Powers agreement states the following under Paragraph 12, Agency Funding and Budget:

- (a) Fiscal Year. The fiscal year of the Agency shall be from July 1 of each year to the succeeding June 30.
- (b) Budget. As soon as practicable after the effective date of this Agreement, and thereafter at least thirty (30) days prior to the commencement of each fiscal year, the Executive Director shall present a proposed budget to the Governing Board for the forthcoming fiscal year. The annual budget shall include the amount of money necessary to support its activities for the next succeeding fiscal year. The Member Counties agree that funding for the Agency will be comprised of WIOA allocations, rapid response funds and grants. If the Agency determines that funds in addition to those provided through the WIOA program are required, the Governing Board shall seek additional funds from Member Counties.

Key highlights regarding the proposed budget:

Revenues:

- The Workforce Alliance of the North Bay Annual Budget for 2020-2021 has been prepared with formula allocations provided by the State of California Employment Development Department. The total allocation has increased by 4% over the previous year.
- Rapid Response and Rapid Response Layoff Aversion funds have not yet been published and have been assumed to be unchanged.
- The budget assumes estimated amounts for carry-in funds from the prior year's allocations and these are subject to change based on final invoicing.
- The budget assumes that the WANB Governing Board will accept the various grant funds that come to the Alliance to help achieve its workforce development mission.

BOARD LETTER III. D

- Total revenue for the North Bay Region is anticipated to rise from \$5,420,203 to \$6,287,529, a 16% increase of \$867,326.
- Total revenue for WANB staff and operations has increased from \$1,109,653 to \$1,303,828, a 17% increase of \$194,175. WANB revenue increased due to new emergency grants, unspent formula carry-in and new private donations.
- After final invoicing, Innovation Grants funded by private donations have an excess of \$29,602 remaining.

Expenses:

- Staffing costs show an increase to \$900,513 from \$863,061, a 4% increase of \$37,452 which reflects the addition of extra help positions that were eliminated in prior year budget due to revenue reductions.
- The budget reflects no change in total contract expenditures. Highlights include:
 - A decrease in Strategy Consulting due to contract expenditures limitations;
 - An increase in Marketing and Outreach due to a new contract with WSI to provide website services.
 - An increase in miscellaneous contracts to allow for the purchase of products and services to facilitate operations and grants.
- The budget reflects growth in rents & leases to reflect an expected increase in rent if the current offices are retained for a new lease, as well as any growth for remotely located staff in Mendocino, Lake and Marin counties.
- All other operational line items have stayed the same as no additional funds are expected to be necessary.
- The budget reflects a surplus of \$228,716.

Any suggested changes to the budget in excess of 10% will be brought back to the Governing Board for approval, as will additional revenues and expenses that are currently not known.

STAFF RECOMMENDATION

Approve Workforce Alliance proposed budget for 2020-2021 and authorize the Executive Director to implement Workforce Alliance business in accordance with the budget.

ATTACHMENT III.D

Workforce Alliance of the North Bay Budget 2019 - 2020

| | 18-19 Budget | 19-20 Budget | 20-21 Budget | 20-21 WANB Budget | Contractors | Service Providers |
|--|------------------|------------------|------------------|-------------------|----------------|-------------------|
| REVENUE: | | | | | | |
| WIOA Revenue | | | | | | |
| Formula Allocation | 2,716,448 | 2,503,693 | 2,856,647 | 259,695 | - | 2,596,952 |
| Formula Allocation (Carry-In) | 105,000 | 325,014 | 603,365 | 176,893 | - | 426,473 |
| Rapid Response | 318,034 | 286,794 | 286,794 | 276,794 | 10,000 | |
| Rapid Response (Carry-In) | 388,618 | | | | | |
| RR Layoff Aversion | 74,159 | 72,408 | 72,408 | 72,408 | | |
| RR Layoff Aversion (Carry-In) | 65,147 | | | | | |
| Storm19 (Carry-In) | | 1,020,000 | 885,920 | 104,245 | - | 781,675 |
| Fire19 (Carry In) | | | 463,432 | 213,432 | 30,000 | 220,000 |
| Fire | 985,000 | 773,501 | | | | |
| P2E | | 325,895 | 302,463 | 52,463 | 17,000 | 233,000 |
| COVID-19 Underserved Individuals | | - | 54,000 | | | 54,000 |
| COVID-19 Employment Recovery | | - | 600,000 | 60,000 | | 540,000 |
| Regional Implementation Grant | 250,000 | | | | | |
| NBEC RIG (EARN) | 107,300 | | | | | |
| MISC Revenue | | | | | | |
| Non-WIOA Revenue | | | | | | |
| NCCPA | | 82,898 | 82,898 | 52,898 | 30,000 | |
| Wells Fargo Donation | | 30,000 | 50,000 | 35,000 | 15,000 | |
| County Contributions | | | - | | | |
| Innovation Grants | 90,000 | | 29,602 | | 29,602 | |
| Total Regional Revenue | 5,099,706 | 5,420,203 | 6,287,529 | 1,303,828 | 131,602 | 4,852,100 |
| EXPENDITURES: | | | | | | |
| Staff: | | | | | | |
| WANB Staff | 687,552 | 653,615 | 691,067 | 691,067 | - | - |
| WANB Extra Help | 179,110 | 89,028 | 89,028 | 89,028 | | |
| Contracted Staff | 105,000 | 120,418 | 120,418 | 120,418 | | |
| Total Regional Staff Expenditures | 971,662 | 863,061 | 900,513 | 900,513 | - | - |
| Contracts: | | | | | | |
| Legal | 35,000 | 35,000 | 35,000 | 35,000 | | |
| Fiscal | 80,000 | 18,000 | 18,000 | 18,000 | | |
| EMSI | | | | | | |
| Innovation Fund - Round 1 | 138,807 | | - | - | - | - |
| Innovation Fund - Round 2 | 75,000 | | | | - | |
| XR Marin | | 15,000 | 15,000 | | 15,000 | |
| Strategy Consulting | 72,000 | 60,000 | 25,000 | | 25,000 | |
| Marketing and Outreach | 23,226 | 5,000 | 21,560 | | 21,560 | |
| Miscellaneous Contracts | 50,000 | 25,000 | 43,440 | | 43,440 | |
| Total Contracts | 474,033 | 158,000 | 158,000 | 53,000 | 105,000 | 0 |
| Operation: | | | | | | |
| Travel | 60,000 | 20,000 | 20,000 | 20,000 | - | - |
| Board & Staff Development | 40,000 | 20,000 | 20,000 | 20,000 | - | - |
| Equipment/Technology | 45,000 | 7,500 | 7,500 | 7,500 | - | - |
| Insurance | 15,000 | 12,000 | 12,000 | 12,000 | | |
| Memberships/Dues | 10,000 | 6,200 | 6,200 | 6,200 | - | - |
| Audit Fee | 15,000 | 17,500 | 17,500 | 17,500 | | |
| Supplies | 35,000 | 15,000 | 15,000 | 15,000 | | |
| Rent & Leases | 43,080 | 45,000 | 50,000 | 50,000 | | |
| Total Operation Expenditures | 263,080 | 143,200 | 148,200 | 148,200 | 0 | 0 |
| General Fund Contribution | - | - | - | - | - | - |
| Total Regional Expenditures | 1,708,775 | 1,164,261 | 1,206,713 | 1,101,713 | 105,000 | - |
| Client Services | 3,194,803 | 4,210,550 | 4,852,100 | - | - | 4,852,100 |
| Total Expenditures | 4,903,578 | 5,374,811 | 6,058,813 | 1,101,713 | 105,000 | 4,852,100 |
| Surplus (Deficit) | 196,128 | 45,392 | 228,716 | 202,114 | 26,602 | 0 |



The Case for a More Highly Trained Ecological Restoration Workforce

Growth of Ecological Restoration Funding

As the impacts of climate change become more apparent and as California's natural resources continue to be strained by its growing population, the importance of conservation and restoration efforts is escalating. Ecosystem service projects and mitigation projects for public works infrastructure are increasing in size and complexity as the demand for impactful restoration and resource protection grows. In addition, the need to protect civic infrastructure from climate change has resulted in many traditional public works projects integrating environmental resiliency and contingency measures.

California has demonstrated its commitment to restoring ecological function through a number of large-scale efforts, using a variety of funding mechanisms (bond measures, state and local government contributions, NGO project sponsorship and private donations). Proposition 1 (The Water Quality, Supply, and Infrastructure Improvement Act) passed in 2014 authorized \$7.545 billion in general obligation bonds to fund ecosystems and water supply infrastructure projects, of which \$1.495 billion was specifically directed to watershed protection and restoration. In 2018, Proposition 68 (California Drought, Water, Parks, Climate, Coastal Protection, and Outdoor Access For All Act) passed, authorizing another \$4.1 billion in bond funding for resource conservation, parks and ecosystem restoration work.

These bond measures reflect a growing commitment to ecological restoration and well-being. Public perception of ecosystem services is evolving as economic and scientific data show that restored ecosystems provide economic benefits that often outweigh the benefits of the economy's long-standing resource-extraction model. The perception shift is clearly demonstrated by the voters' willingness to approve the sweeping bond measures mentioned above.

Shortage of Skilled Restoration Workers

Although public support and dedicated funding are positive developments and represent enormous opportunities, several challenges lay ahead for the field of ecological restoration. Chief among these challenges is a shortage in skilled workers. Industry leaders report significant challenges in finding workers with the understanding and skills to work effectively

on ecologically sensitive projects. Ecosystem service projects are primarily constructed within or in close proximity to sensitive resources, including wetlands and streams within resource agencies' jurisdictions, often overlain with critically endangered or threatened species habitat and underlain by precious cultural resources. Without properly trained crews that can work in these environments, construction activities that are intended to 'restore' or 'enhance' the resources can result in environmental degradation, species mortality, and destruction of artifacts instead.

In initial conversations with industry leaders, they report that the extent in which workers are trained in this specialty varies dramatically between contractors, NGO's and government agencies – and is primarily based on on-the-job training, with no set standards across the industry. This represents an enormous strategic opportunity for the ecological restoration industry to elevate itself and position the industry for the future. If industry leaders work with education and workforce development partners to establish training standards and a training model, leading to a standardized curriculum with milestones and an industry-recognized certificate, this could serve to advance the industry on a number of fronts:

- By assisting businesses in accessing more skilled workers to meet the demands of ecological restoration projects,
- By moving more job seekers into these occupations which provide excellent wages and benefits, and
- By more successful restoration projects which benefit the community at large.

Even traditional large civil construction projects have environmentally sensitive aspects to them, and so the need for these skills extends beyond specialty firms. A conservative formula of 10% of the total project cost to design & permitting and 10% to administration, means that 80% of total project cost to go to the contractor, 40% of which goes to the on the ground workforce, resulting in an estimated 32% of total project cost going into labor wages.

According to a Gallup report on How Millennials Want to Work and Live, Millennials want to work for organizations with a mission and purpose. Whereas Baby Boomers worked for a paycheck in order to focus on their families and communities, Millennials are driven by purpose. Their work must have meaning. As more young people identify climate change as the defining issue of their generation, more are seeking careers that will have a positive environmental impact. This comes at a time when a variety of environmental jobs are projected to have above-average growth over the next 10 years, according to the [Bureau of Labor Statistics](#).

Increased Economic Efficiency and Reduction of Regulatory Burden

In an effort to minimize the negative outcomes that can result from untrained personnel working in sensitive habitats, the resource agencies who issue permits for these projects impose stringent regulations and constraints on construction activities such as logistics, work windows

and methods. These constraints increase costs which are not always considered during project conception, budgeting and planning. Furthermore, while the direct interaction with the natural resources is occurring at the trade workers' level, during the procurement process there is no current vetting of their skill sets for working in ecologically sensitive zones nor is there currently any value assigned when planning or evaluating for project success.

Training will provide resource agencies with a reliable metric that they can use to select qualified firms, thereby reducing the need for what will become unnecessary regulations and constraints that are currently intended to avoid the damage caused by under-trained workers. This will lead to lower costs for projects while resulting in better environmental outcomes. The establishment of training benchmarks, leading to a standardized curriculum with milestones and an industry-recognized certificate will result not only in providing jobs with excellent wages and benefits, but will result in more successful restoration project outcomes, benefitting both the community at large and environmental resilience to a changing climate.

Impact on Restoration Industry

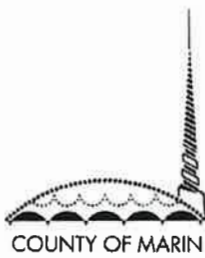
The limiting factor for contractors doing restoration work is the availability of trade workers with the requisite training in permitting, endangered species, and working in sensitive environments. This workforce shortage is threatening the long-term viability of the industry at a time when it is on the cusp of exponential growth, with more projects in the pipeline than there are environmentally trained workers to do them.

The potential development of entirely new job classifications will help to elevate these jobs – jobs which do not require college degrees and allow individuals to support their families while doing important work to protect natural resources for future generations. Furthermore, trained ecological restoration construction workers will be a force to promote future projects and ensure laws are passed that further protect and enhance the industry.

The Workforce Alliance and HanfordARC are exploring ways to address these pressing industry issues, including gathering input from other industry leaders, analyzing relevant occupational and economic data, exploring training models and developing strategies to move forward. For more information, or to join the conversation, contact:

Bruce Wilson, Executive Director
Workforce Alliance of the North Bay
bwilson@workforcealliancencorthbay.org

Mark Cederborg, CEO
HanfordARC
m.cederborg@hanfordarc.com



OFFICE OF THE
COUNTY COUNSEL

Brian E. Washington
COUNTY COUNSEL

Jack F. Govi
ASSISTANT COUNTY COUNSEL

Renee Giacomini Brewer
CHIEF DEPUTY COUNTY COUNSEL

Patrick M. K. Richardson
Stephen R. Raab
Steven M. Perl
Brian C. Case
Jenna J. Brady
Valorie R. Boughey
Kerry L. Gerchow
Tarisha K. Bal
Deidre K. Smith
Brandon W. Halter
Sarah B. Anker

DEPUTIES

Colleen McGrath
ADMINISTRATIVE SERVICES
OFFICER

Marin County Civic Center
3501 Civic Center Drive
Suite 275
San Rafael, CA 94903
415 473 6117 T
415 473 3796 F
415 473 2226 TTY
www.marincounty.org/cl

June 8, 2020

Board of Directors
Workforce Alliance of the North Bay
1546 1st Street
Napa, CA 94559

Re: Closed Session – Personnel Matters [GC section 54957]: Considering the Employment of a Public Employee

Dear Board Members:

I request that you conduct a closed session during your regular meeting on June 19, 2020 to consider the employment of a candidate for the position of Executive Director of the Workforce Alliance of the North Bay (WANB). The WANB holds the power to hire employees pursuant to its Joint Powers Agreement. In my opinion, the Brown Act authorizes this topic to be discussed in closed session.

The specific reasons and the legal authority for the closed session are:

Government Code section 54957. This chapter shall not be construed to prevent the legislative body of a local agency from holding closed sessions during a regular or special meeting to consider the appointment, employment, evaluation of performance, discipline, or dismissal of a public employee or to hear complaints or charges brought against the employee by another person or employee unless the employee requests a public session.

It should be noted that Government Code section 54954.2(a)(1) requires that the Closed Session item be posted on the Board agenda. Government Code section 54954.5 endorses the listing of this agenda item as set forth below.

PUBLIC EMPLOYEE APPOINTMENT

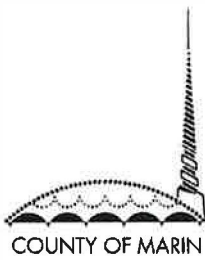
Title: Executive Director, Workforce Alliance of the North Bay

Should you have any questions, please do not hesitate to contact me.

Respectfully submitted,

A handwritten signature in blue ink that reads "Deidre K. Smith".

Deidre K. Smith
Deputy County Counsel


 OFFICE OF THE
COUNTY COUNSEL

June 8, 2020

Brian E. Washington
 COUNTY COUNSEL

Jack F. Govi
 ASSISTANT COUNTY COUNSEL

Renee Giacomini Brewer
 CHIEF DEPUTY COUNTY COUNSEL

Patrick M. K. Richardson
 Stephen R. Raab
 Steven M. Perl
 Brian C. Case
 Jenna J. Brady
 Valorie R. Boughay
 Kerry L. Gerchow
 Tarisha K. Bal
 Deidre K. Smith
 Brandon W. Halter
 Sarah B. Anker

DEPUTIES

Colleen McGrath
 ADMINISTRATIVE SERVICES
 OFFICER

Marin County Civic Center
 3501 Civic Center Drive
 Suite 275
 San Rafael, CA 94903
 415 473 6117 T
 415 473 3796 F
 415 473 2226 TTY
www.marincounty.org/cl

Board of Directors
 Workforce Alliance of the North Bay
 1546 1st Street
 Napa, CA 94559

Re: Closed Session – Labor Negotiations [GC section 54957.6]: Salaries, Compensation and Fringe Benefits of WANB Executive Director Candidate

Dear Board Members:

I request that you conduct a closed session during your regular meeting on June 19, 2020 to discuss the salary, compensation, and benefits of the WANB Executive Director candidate. In my opinion, the Brown Act authorizes these topics to be discussed in closed session.

The specific reasons and the legal authority for the closed session are:

Government Code section 54957.6(a). A legislative body of a local agency may hold closed sessions with the local agency's designated representatives regarding the salaries, salary schedules, or compensation paid in the form of fringe benefits of its represented and unrepresented employees.

It should be noted that Government Code section 54954.2(a)(1) requires that the Closed Session item be posted on the Board agenda. Government Code section 54954.5 recommends that the agenda item description should include the name of the Agency Negotiator and the position title of the unrepresented employee in question as set forth below.

CONFERENCE WITH LABOR NEGOTIATORS

California Government Code section 54957.6

Agency Negotiator: Board subcommittee members Connolly and Wagenknecht

Unrepresented employee: Future Executive Director, WANB

Should you have any questions, please do not hesitate to contact me.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Deidre K. Smith".

Deidre K. Smith
 Deputy County Counsel