

MEMBERS

Counties

Alamance
Caswell
Davidson
Davie
Forsyth
Guilford
Montgomery
Randolph
Rockingham
Stokes
Surry
Yadkin

Municipalities

Archdale
Asheboro
Bermuda Run
Bethania
Biscoe
Boonville
Burlington
Clemmons
Cooleemee
Danbury
Denton
Dobson
East Bend
Eden
Elkin
Elon
Franklinville
Gibsonville
Graham
Green Level
Greensboro
Haw River
High Point
Jamestown
Jonesville
Kernersville
King
Lewisville
Lexington
Liberty
Madison
Mayodan
Mebane
Midway
Mocksville
Mount Airy
Mt. Gilead
Oak Ridge
Pilot Mountain
Pleasant Garden
Ramseur
Randleman
Reidsville
Rural Hall
Seagrove
Staley
Stokesdale
Stoneville
Summerfield
Thomasville
Tobaccoville
Trinity
Troy
Village of Alamance
Walkertown
Walnut Cove
Wentworth
Whitsett
Winston-Salem
Yadkinville
Yanceyville



Piedmont Triad Regional Council Executive Committee

Agenda

Wednesday, March 6, 2013

12:00 noon

Paul J. Ceiner Botanical Gardens
215 South Main Street, Kernersville, NC

Item

Lunch

Please note the 11:45 a.m. start time and join us as you are able. RSVP to Cassidy Norris at (336) 761-2111 (ext. 4128) or by email at cnorris@ptrc.org. The Executive Committee RSVP telephone line may also be used at (336) 608-3580.

A. Call to Order, Welcome, and Moment of Silence

B. Approval of Minutes

Request for approval of February 6, 2013 PTRC Executive Committee Minutes (handout)

C. Action Items

- 1) Request to advance the pay and classification system implementation (*attachment*)
- 2) Request additional payment for external audit services (*attachment*)
- 3) Discussion on compensation goals and budgeting (*attachment*)

D. Legislative Discussion

- 1) Senate Bill 127 – Customer Service, Economic Development and Transportation (*attachment*)
- 2) House Joint Resolution 55 – Streamlining Workforce Development Areas (*attachment*)
- 3) Senate Bill 73 – Local Workforce Development/ Dislocated Workers (*attachment*)

Official

Cassidy Norris

Program Assistant

Darrell Frye

Chair

Darrell Frye

Chair

Matthew Dolge

Executive Director

Matthew Dolge

Executive Director

Matthew Dolge

Executive Director

Matthew Dolge

Executive Director

E. Executive Director's Report

Matthew Dolge
Executive Director

F. Old Business

Darrell Frye
Chair

G. New Business

Darrell Frye
Chair

H. Informational Items

Matthew Dolge
Executive Director

- 1) Building Update

I. Around the Region

At this time, Board members are asked to discuss any upcoming events or informational items that pertain to their local government or region.

Darrell Frye
Chair

J. Chairman's Remarks and Announcements

Darrell Frye
Chair

- 1) PTRC Board of Delegates Meeting**
Wednesday, April 17, 2013, 11:45 a.m.
Paul J. Ceiner Botanical Gardens
- 2) PTRC Executive Committee Meeting**
Wednesday, April 3, 2013
Paul J. Ceiner Botanical Gardens
- 3) 2013 PTRC Meeting Dates (attached)**

K. Adjournment

Darrell Frye
Chair

ACTION ITEM #1

M-E-M-O-R-A-N-D-U-M

TO: Executive Committee, Piedmont Triad Regional Council
FROM: Matthew Dolge, PTRC Executive Director
DATE: March 6, 2013
RE: Request to advance the pay and classification system implementation

In July 2013, PTRC is scheduled to fund the last phase of the three year plan to implement the pay study that was adopted at merger. The implementation called for salaries of employees that were below minimum to be advanced each fiscal (2012, 2013, and 2014) until the stated minimum was reached. In December 2012 and January 2013 we experienced vacancies in the position of Workforce Development Program Manager. A new manager position was hired at the starting salary of \$50,907 while incumbent positions remained below this minimum.

ACTION REQUESTED:

Staff requests that we advance the implementation date from July 2013 to be effective March 16, 2013. Adjusting the salaries of the four employees that remain below minimum will result in additional expenditure of \$13,285 on base salaries. \$11,670 will come from the Workforce Investment Act (WIA) administrative budget. This action is similar to the September 2011 action taken by the Board regarding the position of Career Facilitator.

ACTION ITEM #2

M-E-M-O-R-A-N-D-U-M

TO: Executive Committee, Piedmont Triad Regional Council
FROM: Matthew Dolge, PTRC Executive Director
DATE: March 6, 2013
RE: Request additional payment for external audit services

During the course of FY 2012 audit, work outside the scope of the original contract was completed. This work related to the valuation of our new "Other Post Employment Benefits" (i.e. the partial payment of insurance premiums for employees who retire with more than 20 years of service). McGladrey, LLC has request for an additional payment of \$10,000 for the additional work performed.

ACTION REQUESTED:

Staff request authorization to make the additional payment of \$10,000 to McGladrey, LLC.

ACTION ITEM #3

M-E-M-O-R-A-N-D-U-M

TO: PTRC Executive Committee
FROM: Matthew Dolge
DATE: March 6, 2013
RE: Discussion on compensation goals and budgeting

At merger the Board adopted a pay plan and compensation system that focused on advancing employees through the pay range. That plan is illustrated on the following page. The intention is to recruit employees at a reasonable rate which is less than the market average and then advance to the market average as good performance is demonstrated.

We have communicated to staff the concept of pay for performance along with the potential for advancement to mid-point in six years. However, we have not funded this plan in previous fiscal years because other priorities were present; the following table shows what was funded and what is needed:

FY Year	% for advancement through the range	% needed to make to maintain comp plan
2012	None, implementing pay study	4.0%
2013	2.5 %	
2014	To be determined	

A result of not funding progression through the salary range is salary compression. On average our staff has 8.58 years of longevity and is 5% above minimum. In the pay system we have adopted the average above minimum should be 25%. Therefore as new employees are hired their salaries are substantially equivalent to employees with considerably more years of service.

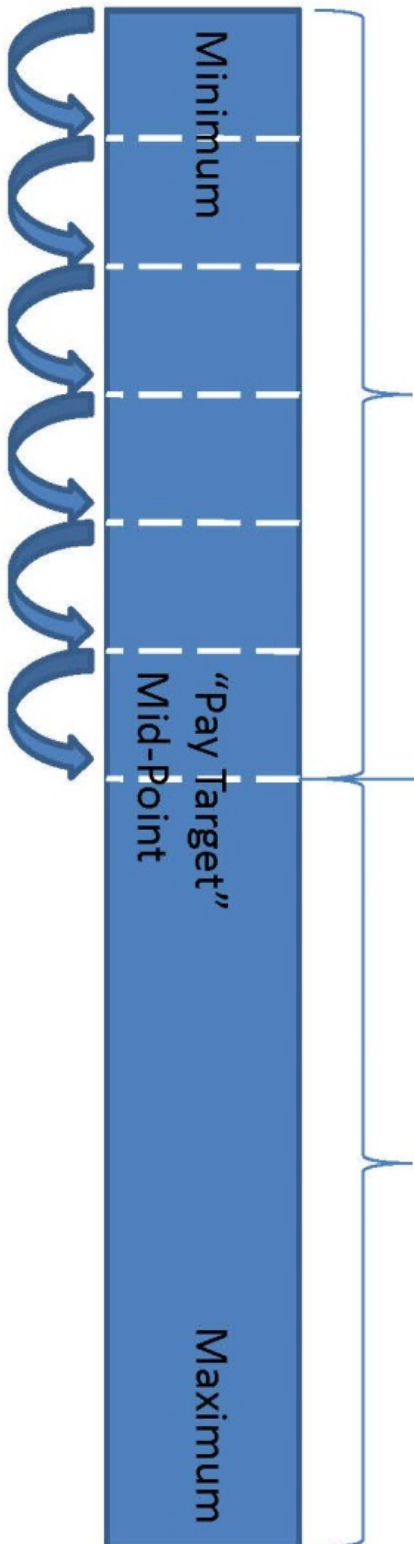
ACTION REQUESTED:

Staff needs direction from the Board on their commitment to the currently adopted plan or long term changes which more clearly meet their compensation intentions.

ACTION ITEM #3 CONT.

Developmental pay:
Employees with acceptable performance are planned to achieve the mid-point of the assigned pay range in 6 increments (usually years). Pay increases range from 3.85% to 5%

Experience pay:
Employees with five or more years of experience receive longevity pay. May be eligible for additional increase if performance is exceptional.



Developmental pay increases 1 through 6 are based flat dollar amounts per the pay grade assigned. E.g. the developmental increase value for grade 20 is \$1,994.

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2013

S

1

SENATE BILL 127

Short Title: Customer Srvc., Econ. Dev., and Transport'n . (Public)

Sponsors: Senators Brown (Primary Sponsor); and Cook.

Referred to: Commerce.

February 25, 2013

A BILL TO BE ENTITLED

AN ACT TO ESTABLISH UNIFORM GEOGRAPHICAL ADMINISTRATIVE DIVISIONS FOR THE STATE AND TO CREATE THE COMMISSION ON REGIONALIZATION CONFORMITY TO DEVELOP RECOMMENDATIONS ON (I) CONFORMING THE EXISTING REGIONAL DIVISIONS OF THE DEPARTMENT OF TRANSPORTATION, THE DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES, AND THE SEVEN REGIONAL COMMISSIONS AND PARTNERSHIPS TO THESE UNIFORM DIVISIONS, AND (II) A SCHEDULE FOR CONFORMING REGIONAL DIVISIONS OF OTHER STATE AGENCIES THAT HAVE REGIONAL OFFICES.

The General Assembly of North Carolina enacts:

PART I. CREATION OF UNIFORM REGIONAL DIVISIONS

SECTION 1.(a) Intent to Create Uniform Regional Divisions. – It is the intent of the General Assembly to establish geographically uniform administrative regions in this State for State agencies that have regional offices and, to the extent feasible, to consolidate regional offices and to establish a one-stop source in each region for citizens and businesses seeking State services at a regional office.

SECTION 1.(b) Establishment of Regional Divisions. – For purposes of regionalization conformity, the State is hereby divided into seven regions as follows:

- (1) Region I, consisting of Buncombe, Burke, Cherokee, Clay, Graham, Haywood, Henderson, Jackson, Macon, Madison, McDowell, Mitchell, Polk, Rutherford, Swain, Transylvania, and Yancey Counties.
- (2) Region II, consisting of Alexander, Alleghany, Ashe, Avery, Caldwell, Catawba, Cleveland, Gaston, Iredell, Lincoln, Surry, Watauga, Wilkes, and Yadkin Counties.
- (3) Region III, consisting of Alamance, Caswell, Davidson, Davie, Forsyth, Guilford, Orange, Rockingham, Rowan, and Stokes Counties.
- (4) Region IV, consisting of Anson, Cabarrus, Chatham, Hoke, Lee, Mecklenburg, Montgomery, Moore, Randolph, Richmond, Scotland, Stanly, and Union Counties.
- (5) Region V, consisting of Durham, Edgecombe, Franklin, Granville, Halifax, Johnston, Nash, Person, Vance, Wake, Warren, Wayne, and Wilson Counties.
- (6) Region VI, consisting of Bladen, Brunswick, Columbus, Cumberland, Duplin, Harnett, New Hanover, Onslow, Pender, Robeson, and Sampson Counties.



- 1 (7) Region VII, consisting of Beaufort, Bertie, Camden, Carteret, Chowan,
2 Craven, Currituck, Dare, Gates, Greene, Hertford, Hyde, Jones, Lenoir,
3 Martin, Northampton, Pamlico, Pasquotank, Perquimans, Pitt, Tyrrell, and
4 Washington Counties.

5 **PART II. IMPLEMENTATION OF UNIFORM REGIONAL DIVISIONS IN**
6 **PROGRAMS ADMINISTERED BY THE DEPARTMENTS OF**
7 **TRANSPORTATION, ENVIRONMENT AND NATURAL RESOURCES, AND**
8 **THE REGIONAL ECONOMIC DEVELOPMENT COMMISSIONS AND**
9 **PARTNERSHIPS**

10 **SECTION 2.(a)** Agency-Level Study Required. – The following shall each
11 conduct a self-study of (i) how their processes for customer and regulated client services and
12 their existing regional alignments and online services may be most efficiently and economically
13 aligned with the regions set out in Section 1(b) of this act and (ii) how their programs and
14 activities at the regional level may be best coordinated with those of the other entities listed
15 below and with other State agencies to create one-stop regional services for citizens and
16 businesses:

- 17 (1) The Department of Transportation.
18 (2) The Department of Environment and Natural Resources.
19 (3) Each of the four regional economic development commissions created in
20 Chapter 158 of the General Statutes (the Western North Carolina Regional
21 Economic Development Commission (AdvantageWest), North Carolina's
22 Northeast Commission, the Southeastern North Carolina Regional Economic
23 Development Commission, and North Carolina's Eastern Region
24 Development Commission).
25 (4) Each of the three remaining regional economic development partnerships
26 (the Charlotte Regional Partnership, Inc., the Piedmont Triad Regional
27 Partnership, and the Research Triangle Regional Partnership).

28 Each entity shall report the results of the study to the Study Commission on Regionalization
29 Conformity no later than September 1, 2013.

30 **SECTION 2.(b)** Funding. – Each entity conducting the self-study directed in
31 subsection (c) of this section shall use funds otherwise available to the entity to conduct the
32 study.

33 **SECTION 3.(a)** Creation of Commission. – The Study Commission on
34 Regionalization Conformity is established in the General Assembly.

35 **SECTION 3.(b)** Membership. – The Study Commission on Regionalization
36 Conformity shall consist of eight members, four Senators appointed by the President Pro
37 Tempore of the Senate and four Representatives appointed by the Speaker of the House of
38 Representatives.

39 **SECTION 3.(c)** Cochairs; Vacancies; Quorum. – The Study Commission on
40 Regionalization Conformity shall have two cochairs, one designated by the President Pro
41 Tempore of the Senate and one designated by the Speaker of the House of Representatives
42 from among their respective appointees. The Commission shall meet upon the call of the
43 cochairs. Any vacancy on the Commission shall be filled by the original appointing authority.
44 A majority of the members of the Commission constitutes a quorum.

45 **SECTION 3.(d)** Compensation; Administration. – Members of the Study
46 Commission on Regionalization Conformity shall receive per diem, subsistence, and travel
47 allowances in accordance with G.S. 120-3.1. The Commission, while in the discharge of its
48 official duties, may exercise all powers provided for under G.S. 120-19 and G.S. 120-19.1
49 through G.S. 120-19.4. The Commission may meet in the Legislative Building or the
50 Legislative Office Building.

1 With approval of the Legislative Services Commission, the Legislative Services
2 Officer shall assign professional staff to assist the Study Commission on Regionalization
3 Conformity in its work. The House of Representatives' and the Senate's Directors of Legislative
4 Assistants shall assign clerical staff to the Study Commission on Regionalization Conformity,
5 and the expenses relating to the clerical employees shall be borne by the Commission. The
6 Study Commission on Regionalization Conformity may contract for professional, clerical, or
7 consultant services as provided by G.S. 120-32.02.

8 **SECTION 4.(a) Duties.** – The Study Commission on Regionalization Conformity
9 shall study and develop recommendations to implement the alignment of the regional divisions
10 of the Department of Transportation, the Department of Environment and Natural Resources,
11 and the seven regional commissions and partnerships ("the entities" or "these entities"). The
12 study shall include a review of the self-studies submitted by these entities. The
13 recommendations shall include:

- 14 (1) Within each region, a location suitable for a shared regional office. In
15 developing this recommendation, the Commission shall consider:
 - 16 a. The need to include at a future time the regional offices of additional
17 State agencies and programs.
 - 18 b. The need to reduce any economic impact on localities losing existing
19 regional or local offices.
 - 20 c. How well a consolidated regional office at this location would be
21 able to interface with other regional entities and multicounty areas.
 - 22 d. Any savings or additional costs that may result from the choice of
23 location.
 - 24 e. Any other factor the Commission identifies as relevant.
- 25 (2) A plan for shared regional facilities and shared staff, equipment, and support
26 services located at the regional facilities. The plan may include provisions
27 for dual employment status and for intra-agency funding agreements among
28 the entities that may need to be made. In developing this plan, the
29 Commission shall include the identification and consideration of any savings
30 or costs that may result, including possible reductions in staff and the need
31 for training new staff at new locations.
- 32 (3) A plan for cross-training staff who provide direct services to citizens and
33 businesses, especially frontline staff.
- 34 (4) Which services and programs provided by these entities at regional offices
35 can be consolidated. In making this recommendation, the Commission shall
36 identify what improvements in service to citizens and businesses and what
37 savings or additional costs may result.
- 38 (5) A plan to enhance communication between the entities.
- 39 (6) Whether entities should share or cross-link Web sites.
- 40 (7) A plan for requiring local commerce entities to leverage private funding
41 whenever possible.
- 42 (8) A proposed time line for implementation of the Commission's
43 recommendations. In developing the time line, the Commission shall
44 identify and consider as factors current leases, current contracts that would
45 be affected by the proposed consolidation, obligations under federal law, any
46 need for the economic development partnerships to amend their articles of
47 incorporation, the need for legislative or administrative rule changes, and
48 any other factor the Commission identifies as relevant.
- 49 (9) Other State departments, agencies, boards, or commissions with regional
50 offices that should be aligned with the uniform regional divisions established

1 in Section 1(b) of this act and a proposed schedule for studying their
2 alignment.

3 **SECTION 4.(b)** Additional Study. – The Study Commission on Regionalization
4 Conformity shall also study and identify whether there are (i) opportunities for citizens and
5 businesses seeking services from the entities or (ii) activities performed by the entities at
6 regional offices that could be better done by that entity's office in Raleigh through the Internet
7 or other means or that could be better done at the county or local level.

8 **SECTION 4.(c)** Report. – The Study Commission on Regionalization Conformity
9 shall report the results of its study and its recommendations to the General Assembly. The
10 Commission shall file an interim report with the 2014 Regular Session of the 2013 General
11 Assembly and a final report with the 2015 Regular Session of the 2015 General Assembly. In
12 addition to the recommendations required by subsection (a) of this section, the reports shall
13 include any savings or added costs identified by the Commission that would be likely to result
14 from establishing uniform regions and consolidating regional offices. The reports may also
15 include any recommended legislative changes, including conforming amendments.

16 **SECTION 4.(d)** Agency Cooperation. – All State departments and agencies and
17 local governments and their subdivisions shall furnish the Study Commission on
18 Regionalization Conformity with any information in their possession or available to them.

19 **SECTION 4.(e)** Commission Termination. – The Study Commission on
20 Regionalization Conformity shall terminate on July 1, 2015, or upon the filing of its final
21 report, whichever occurs first.

22 **PART III. EFFECTIVE DATE AND CONSTRUCTION**

23 **SECTION 5.** Nothing in this act shall be construed to obligate the General
24 Assembly to appropriate funds to implement this act.

25 **SECTION 6.** This act is effective when it becomes law.

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2013

H

1

HOUSE JOINT RESOLUTION 55

Sponsors: Representative Howard (Primary Sponsor).

For a complete list of Sponsors, refer to the North Carolina General Assembly Web Site.

Referred to: Commerce and Job Development.

February 5, 2013

1 A JOINT RESOLUTION EXPRESSING THE OPINION OF THE GENERAL ASSEMBLY
2 THAT THE LOCAL PROVISION OF WORKFORCE INVESTMENT ACT SERVICES
3 SHOULD BE STREAMLINED BY REALIGNING LOCAL WORKFORCE
4 DEVELOPMENT AREAS WITH THE BOUNDARIES OF COUNCILS OF
5 GOVERNMENTS ESTABLISHED PURSUANT TO G.S 160A-470, AS
6 RECOMMENDED BY THE PROGRAM EVALUATION DIVISION AND ENDORSED
7 BY THE JOINT LEGISLATIVE PROGRAM EVALUATION OVERSIGHT
8 COMMITTEE.

9 Whereas, North Carolina and the federal government have been engaged in
10 workforce development activities for nearly 80 years; and

11 Whereas, workforce development programs established by the State and the federal
12 government were designed to help address the high unemployment rate and skills gap between
13 unemployed workers and available positions, while spurring business growth and
14 competitiveness in a global economy; and

15 Whereas, the program established pursuant to the federal Workforce Investment Act
16 of 1998 (WIA) is a central component of North Carolina's workforce development system; and

17 Whereas, a key feature of the WIA is the local workforce development areas, which
18 oversee the JobLink Career Centers that are a service delivery mechanism designed to be
19 one-stop shops for workforce development services; and

20 Whereas, the Joint Legislative Program Evaluation Oversight Committee (JLPEOC)
21 directed the Program Evaluation Division (PED) to complete a full review of the workforce
22 development system and present recommendations regarding its appropriate organization and
23 administration to foster the most efficient and effective system for North Carolina; and

24 Whereas, the PED, in its March 28, 2012, report to the JLPEOC titled "State and
25 Local Improvement Needed for Workforce Development System Integration and
26 Accountability," found that North Carolina's local workforce development areas are based on
27 criteria that were established through federal employment and training programs from almost
28 40 years ago, and the areas are not strategically aligned with economic development activities
29 in the State, and this structure compromises effectiveness; and

30 Whereas, the report found that, although maintaining a local focus is required to
31 meet State and federal rules, reducing the number of local workforce development areas has the
32 advantage of increasing resources available to job seekers because population partly determines
33 area funding. The larger the area, the more funding it receives, and increased funding allows
34 local workforce development areas to have more programs or use their money more effectively
35 by having more types of programs; and



1 Whereas, the report recommends aligning local workforce development areas with
2 the boundaries of councils of governments (COG) established pursuant to G.S. 160A-470.
3 Currently, COGs are the administrative entity for 13 of the 23 local workforce development
4 areas, and all COGs already have an administrative structure in place to manage aging,
5 transportation planning, Housing and Urban Development grants, and several other state and
6 federal programs; and

7 Whereas, the report found that realigning local workforce development areas using
8 COG regions would reduce the number of local workforce development areas from 23 to 16
9 and would change the current structure by disbanding nine areas, including the six
10 single-county areas. Under this structure, the number of counties for local workforce
11 development areas would increase in range from three to 12 counties, and the area population
12 would range from 172,000 to 2,000,000; Now, therefore,

13 Be it resolved by the House of Representatives, the Senate concurring:

14 **SECTION 1.** The General Assembly finds that the large number of and variability
15 among local workforce development areas compromise the effectiveness and efficiency of the
16 workforce development system.

17 **SECTION 2.** It is the opinion of the General Assembly that the local provision of
18 WIA services should be streamlined by realigning the local workforce areas with the
19 boundaries of the COGs established pursuant to G.S. 160A-470.

20 **SECTION 3.** This resolution is effective upon ratification.

SENATE BILL 73

Short Title: Local Workforce Dev./Dislocated Workers. (Public)

Sponsors: Senator Hartsell (Primary Sponsor).

Referred to: Commerce.

February 11, 2013

A BILL TO BE ENTITLED

AN ACT TO REQUIRE THAT LOCAL WORKFORCE DEVELOPMENT BOARDS USE A COMPETITIVE SELECTION PROCESS TO AWARD ADULT AND DISLOCATED WORKER SERVICES PROVIDER CONTRACTS AUTHORIZED IN THE WORKFORCE INVESTMENT ACT OF 1998.

The General Assembly of North Carolina enacts:

SECTION 1. G.S. 143B-438.11 reads as rewritten:

"§ 143B-438.11. Local Workforce Development Boards.

(a) Duties. – Local Workforce Development Boards shall have the following powers and duties:

- (1) To develop policy and act as the governing body for local workforce development.
- (2) To provide planning, oversight, and evaluation of local workforce development programs, including the local One-Stop Delivery System.
- (3) To provide advice regarding workforce policy and programs to local elected officials, employers, education and employment training agencies, and citizens.
- (4) To develop a local plan in coordination with the appropriate community partners to address the workforce development needs of the service area.
- (5) To develop linkages with economic development efforts and activities in the service area and promote cooperation and coordination among public organizations, education agencies, and private businesses.
- (6) To review local agency plans and grant applications for workforce development programs for coordination and achievement of local goals and needs.
- (7) To serve as the Workforce Investment Board for the designated substate area for the purpose of the federal Workforce Investment Act of 1998.
- (7a) To designate through a competitive selection process, by no later than July 1, 2014, the providers of adult and dislocated worker services authorized in the Workforce Investment Act of 1998.
- (8) To provide the appropriate guidance and information to Workforce Investment Act consumers to ensure that they are prepared and positioned to make informed choices in selecting a training provider. Each local Workforce Development Board shall ensure that consumer choice is properly maintained in the one-stop centers and that consumers are provided the full array of public and private training provider information.



- 1 (9) To provide coordinated regional workforce development planning and labor
- 2 market data sharing."
- 3 **SECTION 2.** This act is effective when it becomes law.

**PTRC Board of Delegates and
PTRC Executive Committee Meeting Dates
2013**

**Paul J. Ciener Botanical Gardens
215 South Main Street
Kernersville, NC
12:00 Noon**

PTRC Executive Committee 1st Wednesday	PTRC Board of Delegates 3rd Wednesday
January – None	January – None
February – Wednesday, February 6, 2013	February, Wednesday, February 20, 2013
March – Wednesday, March 6, 2013	March – None
April – Wednesday, April 3, 2013	April - Wednesday, April 17, 2013
May – Wednesday, May 1, 2013	May – None
June – Wednesday, June 5, 2013	June - Wednesday, June 19, 2013
July – None	July – None
August – Wednesday, August 7, 2013	August - Wednesday, August 21, 2013
September - Wednesday, September 4, 2013	September – None
October - Wednesday, October 2, 2013	October - Wednesday, October 16, 2013
November - Wednesday, November 6, 2013	November – None
December - Wednesday, December 4, 2013	December - Wednesday, December 18, 2013