

Larimer County Workforce Development Board (WDB) Meeting

November 13, 2019

7:45 – 9:30 a.m.

200 West Oak Street, Fort Collins, CO

MEETING MINUTES

1. Networking and Breakfast

2. Welcome (Eric Lea)

- a. Roll call and verification of a quorum

Members Present (16):

Teri Brogdon	Carol Cochran	Debbie Glasco
Ann Hutchison	Eric Lea	Heather Lelchook
Tracy Mead	Steve Moos	Mike O’Connell
Nancy Patton	Sylvia Robinson	Jean Runyon (proxy)
Joyce Saffel	Beth Sowder	Deb Spotts
Margie Wagner		

Members Absent (10):

Julie Cila	Miranda DeZwarte	Bill Dowling
Stacy Evans	Steve Johnson	Richard Martinez
Miki Roth	Jackie Sindelar	Derek Strader
Grant Thayer		

Associate Members, Guests and CDLE Staff Present (12)

Kristen Batalden	Jesus Borrego	Heather Cure
Cheryl DeGrave	Paulette Hansen	Eric Hottenstein
Mark Johnston	Warrell Mouton	Nancy Murray
David Slivken	Ariel Steele	Lee Wheeler-Berliner

- b. Review agenda
c. Public comment on topics not on the agenda

- d. Announcements
 - i. December Gala Gala!
 - ii. 2020 WDB Planning: Survey via email
 - iii. November is Apprenticeship Month!

- 1. Columbine Health Award: 2019 Colorado Employer Apprenticeship Award
- 2. LCEWD Intern Award

Eric Lea congratulated Columbine Health Services on receiving a Governor's Summer Job Hunt award for supporting young people. Please join us for the 2019 WDB Gala Gala in Loveland for an amazing event.

3. Larimer County High Performing Board Recognition (Lee Wheeler-Berliner)

Lee Wheeler-Berliner presented Eric Lea, on behalf of the entire WDB, a certificate honoring the WDB for achieve high performing board status.

4. Election of 2020 Officers (Eric Lea)

- a. Nominating committee report
- b. Nominations from the floor
- c. Election of officers *vote*

The Executive Committee served as the 2020 officer nominating committee. The following WDB members have been nominated to serve as 2019 WDB officers.

- **Chair: Joyce Saffel**
- **Chair-Elect: Sylvia Robinson**

- **Secretary/Treasurer: Nancy Patton**

Eric called for additional nominations, with no additional nominations offered, the slate of officers was unanimously approved. The term for officer positions is January 1, 2020 to December 31, 2020.

5. Employee Retention

- a. Essential components of a retention plan
 - i. Benefits
 - ii. Work life balance
 - iii. Professional development
 - iv. Culture

- b. Local employers with good retention

Invited Panelists:

- c. **Kristen Batalden** , Human Resources Manager, Kaufman & Robinson

- d. **Paulette Hansen**, Director of Career Development, Neenan Construction
- e. **Warrell Mouton**, Human Resources Manager, Motherlove Herbal Company

Moderator:

Eric Lea, Vice President/Branch Manager, Professional Staffing Services, Robert Half

- c. Employee Retention Questions and Answers
- d. Next Steps

Panelists provided an overview of their organization and recruitment and retention practices. Some key takeaways shared by the panelists.

- **Transparency is most important from the top down. Financials and sales information is regularly shared with all staff.**
- **We listen to and seek input from staff. When we have a staff suggestion, it's brought to the table and discussed.**
- **We encourage team members to learn new skills and grow professionally.**

6. Adjourn (*Eric Lea*)

The meeting adjourned at 9:13 a.m.