

C.L. "BUTCH" OTTER
GOVERNOR



Trent Clark
Chair
B. J. Swanson
Vice Chair

WORKFORCE DEVELOPMENT COUNCIL
317 West Main Street, Boise, Idaho 83735-0510

Meeting Minutes

Date: Wednesday, October 24, 2018
Time: 8:30 a.m. – 5:00 p.m. (Mountain Time)
Location: Dennis Technical Center
8201 W. Victory Rd.
Boise, ID 83709

Meeting Conducted By: Trent Clark, Chairman

Attendees: Trent Clark, BJ Swanson, Shelli Bardsley, Donna Butler, Linda Clark, Jane Donnellan, Audrey Fletcher, Marie Hattaway, Angela Hemingway, Steinar Hjelle, Deni Hoehne, John Revier (proxy for Mark Holubar), Dwight Johnson, Kelly Kolb, Kate Lenz, Joe Maloney, Jeff McCray, Bobbi-Jo Meuleman, Bret Moffett, Jan Nielsen, Todd Schwarz, John Smith, Melinda Smyser, Heather Sprague, Matt Van Vleet, Steve Widmyer, Kenneth Wiesmore, Lori Wolff, Travis Woolsey, John Young

Staff: Wendi Secrist, Paige Nielebeck, Matthew Thomsen, Caty Solace, William Burt

*Workforce Development Council is hereafter referred to as WDC

Call to order at 8:30

Welcome & Introductions

Chairman Clark briefly welcomed everyone.

Roll Call – quorum met

***Review/Approve Agenda**

Motion by Dwight Johnson to approve the agenda as written. Second by Todd Schwarz. Motion carried.

***Approve Minutes from July 18, 2018 Meeting**

Motion by BJ Swanson to approve the July 18, 2018 minutes as written. Second by Dr. Clark. Motion carried.

Financial Update

WORKFORCE DEVELOPMENT COUNCIL OPERATING BUDGET				
STATE EXPENDITURE CATEGORY	TOTAL BEGINNING BUDGET	TOTAL YTD Spent	TOTAL YTD Spent %	TOTAL ENDING BALANCE
Salary	\$350,319.75	\$74,350.66	21.20%	\$275,969.09
Benefits	\$121,380.25	\$33,537.33	27.60%	\$87,842.92
PERSONNEL	\$471,700.00	\$107,887.99	22.90%	\$363,812.01
Administrative Services & Supplies	\$5,171.00	\$1,800.59	34.80%	\$3,370.41
Communication Costs	\$7,500.00	\$670.43	8.90%	\$6,829.57
Computer Services & Supplies	\$22,100.00	\$5,612.39	25.40%	\$16,487.61
Employee Development Costs	\$8,500.00	\$349.09	4.10%	\$8,150.91
Employee Travel Costs	\$46,000.00	\$5,014.81	10.90%	\$40,985.19
General & Professional Services	\$337,200.00	\$62,493.00	18.50%	\$274,707.00
Miscellaneous Expenditures	\$47,629.00	\$6,166.58	12.90%	\$41,462.42
Rentals & Operating Leases	\$4,200.00	\$50.00	1.20%	\$4,150.00
Repair & Maintenance Services & Supplies	\$1,600.00	\$1,352.43	84.50%	\$247.57
OPERATING	\$479,900.00	\$83,509.32	17.40%	\$396,390.68
Grand Total	\$951,600.00	\$191,397.31	20.10%	\$760,202.69
		% OF YR ELAPSED	25.00%	

STATE EXPENDITURE CATEGORY	TOTAL BEGINNING BUDGET	TOTAL YTD Spent	TOTAL YTD Spent %	TOTAL ENDING BALANCE
TRUSTEE AND BENEFITS (REIMBURSEMENTS)	\$7,601,500.00	\$639,812.59	8.40%	\$6,961,687.41

WORKFORCE DEVELOPMENT FUND GRANT BALANCES	
WDTF Cash Balance 10/15/18	\$18,140,489.53
Obligated Balance Employer Grants	\$7,164,799.06
Obligated Balance Industry Sector Grants	\$1,495,777.19
Obligated Balance Micro Grants	\$87,296.53
FY 19 WDTF Admin Costs	\$645,681.72
WDTF Obligated Balance	\$9,393,554.50
Unobligated Balance	\$8,746,935.03
Proposals before Grant Review Committee	\$1,638,406.00
Proposals in pipeline	\$810,358.00
Unobligated Balance if all funded	\$6,298,171.03

Approximately 20% of the operating budget has been spent with 25% of the fiscal year elapsed. Just over \$1.6 million in grant applications will be reviewed at this meeting. The Workforce Development

Training Fund is currently about 50% obligated. There are a few projects still in the works that could bring up the obligated amount to 70%.

***Industry Sector Grant – College of Eastern Idaho**

Please see attached Grant Summary

Motion by Ms. Hoehne to approve the College of Eastern Idaho Industry Sector Grant in the full amount of \$84,000. Second by Bobbi-Jo Meuleman.

Discussion:

This training is critically important to supporting Idaho's nuclear energy workforce. Governor Otter's leadership and executive order on this subject is greatly appreciated.

Will CEI be charging tuition for these courses?

- The grant is specific for curriculum development and marketing. This is not a grant only specific to INL workers. Employers will be asked to cover the cost of the delivery of the program.

Motion carried.

***Employer Grant – Simplot**

Please see attached grant summary

Motion by Deni Hoehne to approve the Simplot Employer Grant in the amount of \$552,438. Second by Melinda Smyser.

Discussion:

Some of the training that is being requested in this grant falls into the category of safety training. Businesses are required to provide this training to their employees. The Grant Review committee is concerned that this type of the training is not providing transferrable skills. As a result, most of these trainings were removed from the recommended grant amount by the Grant Review Committee.

With employer grants there is concern about tax dollars taken from across businesses, being used to only benefit one business. Safety training is vitally important, and the Council does not want to come across as being unsupportive of safety training, but this is a cost of doing business that some feel should be taken care of by the employer. There is also a concern with the Council being viewed as picking the winners and losers. All employers should be equally important. Representative Syme has provided his proxy to Chairman Clark and asked that his vote be "no" on all the employer grants for these reasons.

It is important to keep track of what training options are not being reimbursed because the Grant Review Committee is setting a precedent. It is important to ensure that all employers are getting equal treatment.

Motion carried.

***Employer Grant – Basic American Foods**

Please see attached grant summary

Motion by Deni Hoehne to approve the Basic American Foods Employer Grant in the amount of \$54,990.90. Second by John Young.

Discussion:

Ms. Nielsen states that she has a conflict of interest on this grant and is recusing herself from voting. There is nothing currently in the bylaws that requires a council member to leave the room during while a grant they have an interest in is being discussed, but this topic is going to be addressed later in the meeting during the Policy Committee Proposal. Ms. Nielsen has volunteered to leave the room while the Council takes action on the Basic American Foods Grant.

There is a concern with approving the ERP training as it is typically company specific and does not necessarily provide transferrable skills. Approving this grant could set a precedent for all of the other employers applying for grants even though there is nothing in the WDTF policy that excludes this type of training. The Grant Review Committee sent the first iteration of this proposal back to the company asking for additional information on how the training would provide transferrable skills.

- Basic American shared with the committee that the majority of their employees had no computer skills – while training them on the ERP, they would be gaining transferrable skills that are a must for any job.
- The ERP training is something that is something that could be added to a resume and is a hireable skill. In the manufacturing industry there is a skills gap in the incumbent workers and the skills that they will need to keep up with advancing technology.
- This is a type of training that will be seen again and again on applications. Is this something that should not be funded? That is a question that the council needs to decide.
- Versions of ERP training are going to keep coming up. Since this is a technology that is continually changing, should be a cost borne the business?
 - If there was a software upgrade Basic American Foods could technically come back and request funding for training for that upgrade and the Council could choose the fund that training.

Is this a commercial off the shelf ERP and how much of the dollars is going towards customization? The return on investment on this is calculated to 58 times. Why is the employer themselves not investing in the ERP training is it has such a large return on investment?

- Basic American Foods has done customization to their system (unsure as to the extent of customization). Why would the council penalize them for making this training customizable to their company?

ERP training is a comprehensive IT system setup software that involves everyone in the plant inputting data. It is a comprehensive method of collecting data and information and then analyzing it to determine the performance of the plants. Part of the training would be learning how to read and interpret the data which would also be a very transferrable skill.

Motion carried. (Note – Representative Syme voted no by proxy)

***Employer Grant – D & A Glass**

Please see attached grant summary

**Motion by Deni Hoehne to approve the D & A Glass Employer Grant in the amount of \$110,655.
Second by BJ Swanson.**

Discussion:

D & A Glass has developed an apprenticeship program that is included in this application; however, they did not register the apprenticeship program with the US Department of Labor. Members expressed concern with them not being registered. There should be a requirement in our policy that apprenticeship programs should be registered with USDOL.

How much longer would it take for them to become a registered apprenticeship program?

- From the standpoint of getting the program registered it is not a time issue. D & A Glass pursued registered apprenticeship but once it came time sign the paperwork to make it a registered apprenticeship program they decided to not to based on the accompanying federal requirements.
- This can be a challenge for smaller business because they not have the resources a big company has.

There are a couple of training items that are OSHA required. Were those items taken out of the fund amount?

- Those items were not taken out of the recommended amount.

There is nothing currently in our policy that stipulates that employers have to offer a registered apprenticeship program. It is up to the employer to choose. There is a new program rolling out from US Department of Labor called the Industry Recognized Apprenticeship Program (IRAP) and the Council has the option to choose if they want to engage in the program or not.

There should be a policy created that steers applicants in the direction of registered apprenticeships. Before we can start steering people in that direction the Council needs to work on figuring out how to help smaller businesses with the additional cost of creating registered apprenticeship programs. If the council decides to say that there is only support for registered apprenticeships is that may be limiting for some businesses.

Why is continuing education being funded?

- This training is math skills. On the summary is called Continuing Education in Production, but upon further investigation it was for math skills.

Why are the OSHA 10 and OSHA 30 trainings not excluded?

- OSHA 10 and OSHA 30 on a resume show a level of qualification that some employers may value highly.

By funding this grant it is creating a loophole for businesses because D & A Glass had every opportunity to create a registered apprentice program. There are resources available to businesses for starting up a registered apprentice program. Mr. Maloney will be voting no for the reasons above.

Mr. Wiesmore amends the motion to approve the D & A Glass Employer Grant by reducing the amount \$4,950 by removing the rigging and fall protection training. Second by Deni Hoehne.

It important to ensure that the same type of training is being removed from all of the grants. In the first grant the rigging training was not removed.

Why would certification be taken out of a grant?

- Fall protection is something required by an employer. It is a standard. It is the same with the rigging training. There is concern with employers just applying for training to fund their safety training.
- If someone is fall protection certified they could go to another company and have that certification accepted. The person would not have to start as an entry level employee.
 - It depends on the employer. Some would require you to go through the training again.

One thing to consider is whether safety training was incorporated into an Industry Sector Grant would it be funded as part of the grant? Most likely it would be included as part of the grant award. A red flag would be raised if safety training was the only thing requested on the application.

Training costs are a lot higher for small businesses. Registered apprenticeship programs are expensive to run. What is good for all business in Idaho? The registered apprenticeship programs are great for the employees who have the capacity to take them on, but they do not make sense for all areas of Idaho. This is about all of Idaho.

These grants are about training. Rigging and Fall Protection training can be put on a resume and it can earn them an increased wage. It is a transferrable skill.

The Chair called for a vote on the amended motion. The motion did not pass.

What is the added cost for registered versus unregistered?

- There are additional payroll costs associated with having a registered apprentice.
- There are systems that can be used for this process that would not cost much.
- For a small business another payroll employee may have to be added in order to handle the increased requirements which is a large cost to a small business.

The Chair called for a vote on the original motion to approve the D & A Glass Employer Grant in the amount of \$110,655. Motion carried.

Ken Wiesmore, Joe Maloney, Travis Woolsey, and Representative Syme (by proxy) were opposed.

Transition to Community Grants

The Workforce Development Council is working on transitioning to an online platform for grant applications. Employers will be able to go into the portal and apply for those grants.

Does the Council desire to review the grants in the portal or continue to receive paper copies of the summaries?

- This council was set up with a committee structure for a reason. The Grant Review Committee is expected to do the heavy lifting. It makes sense for the Grant Review Committee to review the full applications and for the Council to receive the summary.
- No one would be voting on the grants through the system. The summaries can still be posted to the general public.

The Council has agreed that they would like the Grant Review Committee to have access and they are satisfied with the summaries being provided to them.

There is concern with having the wage information published in the grant summaries and distributed at meetings. Does the Council desire to have the wage information included in the grant summaries?

- This is competitive information and can cause some conflict with competitors.
- It is useful information and it has been expressed by a few members that they would still like to see this information in the grant summaries.
- This information would have to be provided as part of the public record request but the Council can limit distribution of the information during meetings.

The council has agreed that they would like to continue seeing the wage information in the summaries for decision making purposes. If someone outside the Council would like access to this information they can file an open records request. The wage information will be printed on a different color paper and distributed to the Council at the meeting. After the meeting those sheets will be collected and properly disposed of. If the number of employees is small enough to where people could be individually identified, the summaries will show a percentage of the wage gain or range rather than the specific wage. It might be a good idea to give more aggregated data rather than starting wages.

Break: 10:15 am – 10:30 am

Dennis Tech – Student Led Tours

Mr. Johnson briefly introduced Coby Dennis.

Coby Dennis welcomed everyone and gave a quick overview of the Dennis Technical Center. Jason Hutchison introduced the students who are leading the tours.

The Council members and guests toured the Dennis Technical Center Facility.

Lunch: 12:00 pm – 1:00 pm

WDTF Program Goals

Please see attached presentation

After reviewing feedback from multiple stakeholders, the Workforce Development Policy Committee discussed the goals of the Workforce Development Training Fund so that we could develop policy recommendations with the goals in mind. The program is about providing economic mobility to our citizens through jobs. The Committee also wants to be responsive to businesses but desire to begin a transition towards efforts that serve multiple employers rather than one employer at a time. There are those among the committee that want to see that happen as quickly as possible, but we all agree that proactive talent development strategies are the future. If the council is increasing economic mobility of our citizens and assisting businesses, we will be most definitely supporting the growth of Idaho's economy.

With these proposed policy changes the Committee will be able to better track the return on investment that we are making and share that with our stakeholders. You'll see that we spent time developing and refining the metrics that we will use for the grants.

Innovation and replication of best practices are a high priority for the Council – the Policy Committee is proposing to rename the Micro Grant program to an Innovation Grant and you'll see flexibility built into the program to support “innovate training solutions to meet industry-specific workforce needs or local workforce challenges” which is what the legislature has asked us to do.

As mentioned, many of the ideas the Policy Committee considered were held up to whether they support increased usage of sector and innovation grants. The Committee used the feedback gathered from stakeholders and identified some of the barriers that are keeping our education partners and community leaders from applying. The Committee is not interested in lowering our standards but where we can provide flexibility and simplicity, we are willing to do so.

The Policy Committee weighed how we are using information that is being required in the applications and reports and came to the conclusion that we need to have separate metrics for each program, rather than trying to fit all of them into the same buckets. While knowing whether the money we are investing is directly leading to jobs and/or increased wages, there are important outreach and communications efforts that we need to lead so that we have people developing the skills and entering the training programs that will connect them to employment. The results of those types of efforts aren't immediate and we need to be patient as we transition to a proactive approach in preparing our workforce.

Another area that garnered a lot of discussion is whether the playing field is level between urban and rural Idaho. We identified ways to help do that by making minor modifications to the scoring matrix and simplifying the application process for the Innovation Grants if there is an opportunity to serve more than one part of the state.

Finally, the Committee made an effort to separate policy from process. With our new structure, the way grants are being reviewed and the fact that we now have staff dedicated to the Council, we think it is important to establish clear policies and allow the committees and staff who are doing the work to establish the processes that will meet those expectations.

***Outreach Committee Proposal**

Mr. Young gave a presentation on the Outreach Committee Proposal. Please see attached presentation.

Motion by John Young to approve the establishment of an Outreach Project Program under the Workforce Development Training Fund as outlined in the policy recommendation and allocating up to \$500,000 for FY2019 to be awarded by the Outreach Committee. Second by BJ Swanson.

Discussion:

Is there any plan that the Committee would present their own ideas for outreach efforts?

- Yes. The Workforce Development Council would have the opportunity to propose projects they deem appropriate for outreach efforts for the Council.

One of the challenges the Council faces is a lack of awareness. Awareness needs to be brought of to the public on the workforce programs that are available to them. Having a budget for this kind of work is critical to bringing this awareness.

The budget requested is only through June 30 of 2019, but as the Council prepares a new budget after June 30 the Committee will present a new budget to the Council.

What is the outreach efforts to broadcast these funds?

- The Council members can send out information to their networks and spread the word. This will be a very collaborative project.

In the early stages of the Council a recommendation for a PR program was frequently brought up, but there were never enough funds to put those recommendations into action.

Motion carried.

***Policy Committee Proposal**

Mr. Smith presented on the Policy Committee Proposal. Please see attached presentation.

What does it mean to reserve the right to intellectual property?

- Through the grant we are paying to produce curriculums, flyers, etc. and would like to retain the right to share that with other businesses across the state. This also helps prevent the duplication of efforts.
- The Council would have the capability to share the underlying curriculum with other entities. It is important to be sharing resources so other programs do not have start from scratch.

Motion by John Smith to approve the Workforce Development Training Fund Policy for Industry Sector, Innovation, and Employer Grants, along with updating the conflict of interest policy. This includes revoking previous policies for the respective programs. Second by BJ Swanson.

How does tracking beyond the training happen logistically?

- The employee gives consent to provide their social security number to be able to track them during and after training to see if they are still employed with the same employer, moved on to another employer, etc. The Workforce Development Council is working hand in hand with Department of Labor to track this information. The Committee decided that this information was important to continue tracking to see the impact of the training. Not all the grants will require them to provide Social Security Numbers (Sector Grants do require Social Security Numbers), they will be asked as appropriate to provide those numbers.
- This is also a requirement of the Employer Grants

At one time there was a system that was intended to be able to take a 7-digit educational institution ID number and then it would be able to be linked to their social security number. Is that working?

- An education institution must send a file to the State Board of Education with Social Security numbers to then be replaced with a 7-digit ID number, then the file is sent back, etc. It is a very complicated process.

Should the limit of what can/cannot be funded (safety training, etc.) be a policy or be left up to the Grant Review Committee?

- Department of Commerce has a program that gives funds to businesses who move to Idaho. Some of these funds are used for onboarding training. The Policy Committee had a long discussion of what should be considered as a cost of doing business and what should be funded by a grant. The Committee runs the risk of businesses wondering why their safety training is not being funded. Businesses can only apply for these grants if they are expanding company. The message is not that safety training is not important. Safety training is extremely important and transferrable.
- The Grant Review Committee has requested that the specific trainings that will not be funded be spelled out in the policy.
- Safety training is an extremely broad definition. What is safety training? Also, the businesses are also investing their own resources into the training. Mr. McCray is not in support of this change due to the reasons above.
- It is unfair to those who are applying for Employer Grants for the Council to say no to funding safety training when if they apply for an Industry Sector Grant they are being funded.
- It would also be beneficial to define what safety training is.
- The Council needs to figure out what would disqualify safety training from being funded.

Why are employee wages not being funded?

- This is not a change to the policy. The wages for the internal trainer are being paid for, but not for the employees taking the training.

Motion by Mr. McCray to amend the original motion of adopting the new policies with the removal of “periodic training to meet specific regulatory requirements” and “safety training” in the “Expenditures that are not Reimbursable” section of the Employer Grant policy, and to send those items back to the Policy Committee for further discussion. This includes revoking previous policies for the respective programs and updating the conflict of interest policy. Second by Mr. Young.

It is important to define what safety training is, determine what part of safety training would disqualify the training from being funded, and have a thorough discussion on the topic. Safety training is integrated into almost everything that businesses do and it is almost impossible not to give funds to some aspect of safety training.

The Chair called for a vote on the amended motion. Motion carried to amend the original motion.

The Chair called for a vote on the motion. Motion carried.

WIOA State and Local Board Responsibilities

Ms. Secrist went over the responsibilities of the WIOA State and Local Board. Please see attached documents.

A One-Stop Procurement Process Policy will have to be created from scratch. Currently our committee structure is not built for this issue. This is an issue important to both committees. Chairman Clark would like to propose the idea of tasking a portion of the One-Stop Committee and a portion of the Policy

Committee to come together to create this policy. This committee would be disbanded once the issue has been resolved.

Do the procurement regulations change from state to state?

- They do change from state to state. There is still an opportunity to reach to other states to look at their policies, but they must be compliant with Idaho's Procurement requirements.

The issue the Federal Department of Labor saw was that it was not procured competitively.

The Council is in full support of creating an Ad Hoc Committee to create the One-Stop Procurement Process Policy.

Future Meetings

Is the Council interested in incorporated into the one-day council meeting or have a full day of Committee meetings either the day before or day after the Council meetings?

This is a great suggestion and it would be a good idea to incorporate it into the one-day meetings.

It is important for the Committee members to meet face-to-face regularly. A lot of work can be accomplished in those meetings.

The Council is in support of incorporating the committee meetings into the one-day Council Meetings.

A reminder that important subjects should not be left to discuss at the last minute. The Council does have to comply with open meeting laws and agendas must be posted at least 48 hours in advance of the meeting.

Was the tour a valuable part of the meeting?

- It was a very valuable opportunity and very informative. It gives the Council members to see the programs in action.
- It is important to ensure that the tours are expanding beyond CTE programs and highlighting the other programs available.

It is laid out in the bylaws that once a year the Council would meet outside of Boise. Is the Council open to having a meeting outside of Boise?

- The Council agrees that this should remain a requirement of the council.
- Keep in mind the weather for those who travel to the meetings.

Would people be able to call in for these meetings?

- It is a goal in the future to be able to use technology for those who can't make it to the meeting.
- There is a lot of benefit from meeting in-person. People network and make connections.

Committee Reports

Ms. Secrist has asked the Council if there are any questions on the Committee Reports.

Please see attached committee reports.

Break: 3:00 pm – 3:15 pm

Problem Solving – Youth in the Workplace

Many employers have a perception that they cannot have anyone under the age of 18 in the workplace. There are exemptions that do allow people under the age of 18 to participate in the workplace.

Mr. Sean Kelly from the Dennis Technical Center talked about this reoccurring issue with finding their students work before they are under the age of 18. Under the STRAP (School to Registered Apprenticeships) program there is a waiver that allows students 16 and older to participate in the program. These students are wanting to find work and be part of the workforce but are losing those opportunities since they are under 18. Wisconsin has a student learner exemption written into state code. It is important to message the Apprenticeships are on the same level as other Postsecondary education. On November 13 from 12:30-2:00 the Dennis Technical Center is going to host a youth apprenticeship summit to discuss this topic.

Sometimes the employer says no because if business is done with larger international companies there is a higher standard.

The group has been asked to split up into small groups to come up with a baseline communication plan to address this issue.

The notes from these groups will be summarized, sent out to the Council Members, and post on the Workforce Development Council Website

Water/Wastewater Apprenticeship Program – Occupational Licensing

Dr. Cloonan introduced and gave some background information on herself.

An alarming number of licensees are nearing retirement and not very many people were joining the profession. These are environmental positions and system operators. The Board reached out the Idaho Rural Water Association and Idaho Career & Technical Education to address the issue. These partners along with others worked on creating a Water/Wastewater Apprenticeship Program. This board will be proposing rules to the 2019 Legislature that allow individuals to utilize approved Apprenticeship programs to qualify for a class 2 license in a shorter amount of time. This reduces barriers to employment and recognizes a new pathway to the occupation. These rules allow the Workforce Development Council to promote this program to High School Students. The goal of the board is to protect the public.

Is there a licensing exam?

- Yes, there is a license exam. There is a different exam for each level. It is a different set of exams for drinking water professionals vs. Wastewater professionals.

Is there a requirement to sit for the exam? Can anyone sit for the exam?

- There are some minimal requirements. You must have a certain amount of experience and education required to sit for the exam. The amount needed for the exam goes up according to

the level the person is testing for. The Apprenticeship program is intended to make this process simple and get people the skills they need to move up into the higher levels of the programs.

Each of the Technical Education institutions is now able to administer the exams on an as needed basis. People do not have to travel to Boise to sit for the exam. This has been a very helpful addition.

Does Idaho not have any relevant continuing education classes?

- Idaho does have approved/relevant courses. If the course is approved by any of those states listed Idaho automatically accepts them.

How dependent is the success of this on the Rural Water Association and is it limited by their limitations?

- This program is available to everyone. They do not have to be a member of the Rural Water Association to use this program/host apprentices. It is not limited by the particular association at all. This was a joint effort through many agencies not just the Rural Water Association.

A lot of people have served in the military whose job was to install wastewater systems. Some states are trying to wave the fees associated with testing and licensing. Is this something that would be beneficial to Idaho?

- The fees for the testing and licenses are not high (testing fee is \$37; licensing fee is \$25). Idaho has also recognized the experience that the veterans have gained. Testing is still important for those individuals to do. It would have to be legislative approval for those fees to be waived. There will be more discussion coming in the state government on this issue.

Chair's Closing Remarks

Chairman Clark thanked everyone for attending the meeting.

The next Full Council Meeting will be on January 10 and the new Governor will be invited to be the keynote.

Motion by Mr. McCray to adjourn. Motion carried.

Adjourned at 4:32