



Serving as the Workforce Development Board for the Lower Shore of Maryland

**Workforce Development Board Minutes
Special Voting Session**

October 25, 2021

3:00 p.m.

Hosted via GoToMeeting teleconference service

Members Present: Ruth Baker, James Brannon, Nick Caruso, Jason Cunha, Bo Duke, Paula Erdie, Michele Garigliano, Denean Jones-Ward, Walter Maizel, Roger Martinson, Tony Nichols, Whitney Palmer, Jennifer Shahan, Danny Thompson, Pattie Tingle, Francisco Vega, and Ivy Wells

Members Absent: Mike Corbin, Joey Gardner, Tim Howlett, Rebecca Maldonado, Freddy Mitchell, Jena Paquin, Mitzi Scott, and Nelson Sheppard

Guest Present: Greg Padgham, Executive Director, Tri-County Council for the Lower Eastern Shore of Maryland

Staff Present: Shelly Brown and Dione Shaw

The Chairman called the meeting to order at 3:03 p.m. A quorum was present. He thanked everyone for participating in today's teleconference. This Special Voting Session of the Lower Shore Workforce Development Board was called today to discuss and confirm the hiring of a new Workforce Director.

The Chairman asked Greg Padgham, Executive Director, Tri-County Council for the Lower Eastern Shore of Maryland, to give the Board an overview of the selection committee process, how it was presented to the Steering Committee, and how we came to be here today.

The Executive Director began by saying that only five of the 70 applications received met all the requirements and level of experience needed for this particular position. After interviewing all five candidates, one withdrew from consideration. Leslie Porter-Cabell displayed a significantly better skill set, experience, management style and inter-personal skills than the others. The Executive Director told the Board that he personally decided to put Leslie Porter-Cabell's name before the Steering Committee and the Board because he believes her experience is extensive, and her style during the interview was one of absolute professionalism and thoroughness. He hopes that the Board will confirm what he considers to be a good decision. However, under 20 CFR section 679.400, you as a Board have the authority to hire the Director of the Local Workforce Development Board.

At this time, the Chairman ask for a motion to confirm Leslie Porter-Cabell as the new Workforce Director.

MOTION: Michelle Garigliano moved to make an offer to the candidate as presented. Pattie Tingle seconded motion.

The Chairman said that the floor is now open for discussion. Several members of the Board expressed concerns about the selection process and the involvement of the Board in that process. The concerns were addressed by the TCC Executive Director and/or the Deputy Workforce Director since both participated in the interview and recommendation process.

After much discussion, the Chairman said that he felt the Board was at a crossroads. Before voting on the motion on the floor, the Board needs to decide if they want to move forward or amend the motion to

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include an interview with the candidate. This interview would include the Chairman and as many Steering Committee members that would like to participate. Michelle Garigliano said that she was going to restate her motion without amendment. **MOTION:** Michelle Garigliano moved to make an offer to the candidate as presented. Walt Maizel seconded motion.

The Chairman asked if there was any further discussion; there was none. The Chairman called for a roll call vote. After the roll call vote, the ayes were 12 and the nays were 4. The motion is carried. TCC will extend an offer of hire to Leslie Porter-Cabell.

The Chairman thanked everyone for participating in today's Special Voting Session.

Adjourn: The meeting was adjourned at 3:40 p.m.

Respectfully submitted,

Dione Shaw
Operations Coordinator

Approved October 25, 2021

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