

CONSORTIUM & CSCF BOARD OF DIRECTORS MEETING

JUNE 22, 2023



Meeting Details

Meeting Agenda

Welcome

Spotlight Story

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Recognition

Roll Call

Public Comment

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Board

6/22/23 CONSORTIUM & CSCF BOARD OF DIRECTORS MEETING DETAILS

What: Consortium and CSCF Board of Directors Meeting

When: Thursday, June 22, 2023

9:00 a.m. – 11:00 a.m.

Where: Camping World Stadium

1 Citrus Bowl Place (***Park in “East Entry” parking lot, off Rio Grande Ave.***)

Orlando, FL 32805

or

Virtual Option via Zoom:

Link: <https://careersourcecf.zoom.us/j/85714881771?pwd=c24xSFZhUXNIV05MSGxCVVZJQURBZz09>

Dial In: 1 (929) 205-6099 / Meeting ID: 857 1488 1771

Passcode: 997762

6/22/23 CONSORTIUM & BOARD MEETING AGENDA

Agenda Item	Topic	Presenter	Action Item
1.	Welcome <ul style="list-style-type: none"> • Pledge of Allegiance 	Mayor Demings	
2.	CSCF Spotlight Story	Nilda Blanco	
3.	Recognition of Board Services – Departing Board Members	Jody Wood	
4.	Roll Call: Consortium / Establishment of Quorum Roll Call: Board / Establishment of Quorum	Kaz Kasal	
5.	Public Comment		
6.	Consortium Action Items <ul style="list-style-type: none"> A. Approval of Minutes: 12/15/22 Consortium-Board Meeting B. Approval of Board Appointments 	Mayor Demings	X X
7.	Board and Consortium Action Items <ul style="list-style-type: none"> A. Approval of 2023-2024 CSCF Budget <ul style="list-style-type: none"> ➤ Board Approval ➤ Consortium Approval B. Direct Provider of Workforce Services Extension Request 2023-2024 <ul style="list-style-type: none"> ➤ Board Approval ➤ Consortium Approval 	Jody Wood Mayor Demings	X X
		Jody Wood Mayor Demings	X X
8.	Adjournment of Consortium	Mayor Demings	

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6/22/23 BOARD OF DIRECTORS MEETING AGENDA

Agenda Item	Topic	Presenter	Action Item
9.	Board Consent Agenda A. 4/24/23 Board Meeting Draft Minutes B. Proposed 2023-2024 Board – Committee Meeting Schedule C. Local Apprenticeship Policy (Career Services) D. Executive Compensation (Executive)	Jody Wood	X
10.	Information / Discussion / Action Items A. Chair's Report B. President's Report 1) Finance Report C. Committee Reports 1) Executive (<i>met on 4/20/23 & 6/15/23</i>) 2) Audit (<i>no report</i>) 3) Career Services (<i>met on 3/23/23 & 5/25/23</i>) 4) Community Engagement (<i>met on 6/8/23</i>) 5) Facilities Ad Hoc (<i>no report</i>) 6) Finance (<i>met on 4/12/23 & 6/7/23</i>) 7) Governance (<i>met on 5/10/23</i>) a) Slate of Officers 8) Revenue Diversity & New Markets (<i>met on 3/30/23</i>) D. CareerSource Central Florida - 2021-2022 Annual Performance	Jody Wood Pam Nabors Eric Ushkowitz Jody Wood Sheri Olson Andrew Albu David Sprinkle Matt Walton Eric Ushkowitz Richard Sweat Eric Jackson Daniel Harper Dept. of Economic Opportunity	X

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6/22/23 BOARD OF DIRECTORS MEETING AGENDA

Agenda Item	Topic	Presenter	Action Item
11.	Insights A. Legislative Wrap-Up	Chris Carmody	
12.	Other Business		
13.	Adjournment / Tour Begins		

Upcoming Meetings:

See Proposed 2023-2024 Consortium & Board Master Calendar (under Consent Agenda)

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WELCOME



The background of the image is a close-up, slightly blurred view of the American flag, showing the stars and stripes in a draped, wavy pattern. The colors are vibrant red, white, and blue.

**I pledge allegiance
to the flag
of the United States of America
And to the Republic
for which it stands,
One nation, under God,
indivisible,
With liberty and justice for all**

Special Thanks to our Host:



NEW CONSORTIUM MEMBER

CONSORTIUM WELCOME



Welcome to:
Commissioner Sean Parks
Lake County, FL

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SPOTLIGHT STORY



- Meeting Details
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BOARD RECOGNITION



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ROLL CALL OF CONSORTIUM & BOARD OF DIRECTORS



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PUBLIC COMMENT



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CONSORTIUM ACTION ITEMS



Approval of Draft Minutes of 12/15/22 Consortium Meeting





DRAFT
Consortium & Board of Directors Joint Meeting

Thursday, December 15, 2022, 9:00 a.m.

MINUTES

CONSORTIUM MEMBERS

PRESENT:

Mayor Jerry Demings, Commissioner Peggy Choudhry, Commissioner Lee Constantine, Commissioner Kirby Smith and Commissioner Roberta Ulrich

BOARD MEMBERS PRESENT:

Jody Wood, Joe Battista, Wendy Brandon, Keira des Anges, Sean Donnelly, Wendy Ford, John Gill, John Gyllin, Jeff Hayward, Eric Jackson, Sheri Olson, Bryan Orr, Gaby Ortigoni, Renee Quintanilla, Stelle Siracusa, Michelle Sperzel, David Sprinkle, Richard Sweat, DeAnna Thomas, Eric Ushkowitz, and Matt Walton

BOARD MEMBERS ABSENT:

Andrew Albu, Glen Casel, Kari Conley, Jessie Dziomey-Lukash, Tanisha Nunn Gary, Mark Havard, Shawn Hindle, Manuel Rascon, and Maria Vazquez

STAFF PRESENT:

Pam Nabors, Mimi Coenen, Leo Alvarez, Dyana Burke, Steven Nguyen, Nilda Blanco, Lorri Shaban, Andrea Wesser Brawner Angel Ramos, Maura King, Gina Ronokarijo, Janee Olds, Sean Masherella, Carla Sosa, Vanessa Noguiera and Kaz Kasal

GUESTS PRESENT:

Heather Ramos, Chris Carmody / GrayRobinson; Yasmine Clarke / Bee2Bee Network, Inc.; Scott Siverson / Siverson Law Firm PLLC; Joycelyn Hills / We Care Support Services

Consortium Meeting		
Agenda Item	Topic	Action Item / Follow Up Item
1	Welcome <ul style="list-style-type: none"> Mayor Demings, Consortium Chair, called meeting to order at 9:00 am and welcomed attendees. Ms. Quintanilla, Director, Student Success and Ms. Powell, Crummer Graduate School of Business, Rollins College welcomed attendees and provided an overview of programs with Crummer. Commissioner Constantine was welcomed on the Consortium representing Seminole County. Commissioner Constantine replaced Commissioner Herr effective 12/1/22. 	
2	Recognition of Board Services – Departing Board Member <ul style="list-style-type: none"> Ms. Wood recognized Mr. Scherer for his service on the CSCF Board, which concluded on 10/28/22. 	
3	Roll Call / Establishment of Quorum <ul style="list-style-type: none"> Ms. Kasal, Executive Coordinator, reported a quorum present on both the Consortium and CSCF Board. 	
4	Public Comment <ul style="list-style-type: none"> None offered. 	
5	Consortium Consent Agenda Mayor Demings asked the Consortium if any item on consent agenda, as listed below, should be moved off for further discussion: <ul style="list-style-type: none"> Draft Minutes of 6/23/22 Consortium & Board Meeting WIOA Plan 	Commissioner Smith made a motion to approve all items on the consent agenda. Commissioner Ulrich seconded; motion passed unanimously.





Consortium Meeting (continued)		
Agenda Item	Topic	Action Item / Follow Up Item
6	<p>Consortium Discussion / Action Items</p> <p><u>Vice Chair Nomination</u></p> <ul style="list-style-type: none"> Mayor Demings asked the Consortium for a nomination for Vice Chair of the Consortium. Commissioner Constantine offered to serve in this position. <p><u>Approval of Board Appointments</u></p> <ul style="list-style-type: none"> Reviewed appointments of CSCF Board (attachment). <p><u>Grievance</u></p> <ul style="list-style-type: none"> Ms. Ramos, Attorney for Consortium prefaced the following: <ul style="list-style-type: none"> CSCF entered a Memorandum of Understanding (MOU) for an apprenticeship program with The Bee2Bee Network, Inc. in 2022. CSCF terminated MOU on 7/8/22 because documentation required by the Workforce Innovation & Opportunity Act was not provided. On 7/12/22, Bee2Bee's attorney filed a grievance and the Consortium is required to conduct a grievance hearing and decide, from the information presented by the parties, the validity of CSCF terminating the MOU. Both parties, CSCF and Bee2Bee, presented their case with 5 minutes allotted time for each side. Mayor Demings then allowed each party to respond after initial presentations, as well as answer any questions from Consortium Members. <ul style="list-style-type: none"> After reviewing both sides, CSCF and Bee2Bee, the Consortium concurred that Bee2Bee did not provide required documents. 	<p>Commissioner Smith made a motion to approve Commissioner Constantine to be Vice Chair of the Consortium. Commissioner Ulrich seconded; motion passed unanimously.</p> <p>Commissioner Constantine made a motion to approve the Board Appointments, as presented. Commissioner Smith seconded; motion passed unanimously.</p> <p>Commissioner Ulrich made a motion to not approve the grievance. Commissioner Smith seconded; motion passed unanimously.</p>





7	<p>President's Report</p> <ul style="list-style-type: none"> Ms. Nabors, President/CEO, Ms. Nabors reported on following highlights (attachment): <ul style="list-style-type: none"> CSCF's scorecard through 1st quarter (7/1/22 - 9/30/22) Thanks to Ms. Wood for sponsoring CSCF Executive Leadership meeting. CSCF's partnership with Curium, an organization guiding CSCF towards positive change and growth for the better. REACH Act Updates. CSCF's FORTE Initiative was recognized for two top HR awards. Level Up Orange (LUO) updates to include CSCF receiving another \$5M to continue its work in Orange County. Video on LUO was viewed. National Emergency Grant provided funds for CSCF to support those impacted by Hurricane Ian and continued support for those facing challenges from COVID-19. Osceola County's partnership with CSCF is helping to provide more opportunities to high-growth jobs in emerging regional industries. <p><u>Finance Report</u></p> <ul style="list-style-type: none"> Mr. Alvarez, CFO, reviewed financials through 9/30/21, 1st quarter, trending on target at 25% expended. 	
8	<p>Other Business None offered</p>	
9	<p>Adjournment of Consortium</p> <ul style="list-style-type: none"> Consortium adjourned at 10:18 am. 	



Board of Directors Meeting
December 15, 2022
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Board Meeting (continued)		
Agenda Item	Topic	Action Item / Follow Up Item
	<p><u>Committee Reports (continued)</u></p> <p><u>Audit</u> Ms. Olson, Audit Committee Chair, stated no reports. Committee will meet jointly with Finance Committee on 1/18/23.</p> <p><u>Career Services</u> Ms. Blanco, VP of Service Delivery, on behalf of Mr. Albu, Career Services Committee Chair, reported on the following:</p> <ul style="list-style-type: none"> • Met on 11/17/22. • Reviewed scorecard for 1st quarter (7/1/22 thru 9/30/22). • Reviewed Level Up Orange updates. • Discussed what concierge service looks like. • Approved for Board's final approval New Training Providers (which Board approved under this meeting's Consent Agenda). • Reviewed evaluation results on following two procurements and approved for Board's final approval: <ol style="list-style-type: none"> 1) Top six scoring proposers for Engage program for Summer Youth 2023 (attachment). 2) All six proposers for Explorer program for Summer Youth 2023 (attachment). <p><u>Community Engagement</u> Mr. Sprinkle, Community Engagement Committee Chair, stated no reports. Committee will meet on 2/2/23.</p>	<p>Mr. Hayward made a motion to allow CSCF staff to negotiate with the top six providers, as presented, to offer Engage programming options not to exceed not to exceed a budget of \$700K. Mr. Walton seconded with Mr. Battista abstaining; motion passed unanimously.</p> <p>Mr. Donnelly made a motion to allow CSCF staff to negotiate with the six providers, as presented, to offer Explore programming options not to exceed a budget of \$700K. Mr. Jackson seconded, with Ms. Thomas, Mr. Battista, and Dr. Gyllin abstaining; motion passed.</p>





Board Meeting (continued)		
Agenda Item	Topic	Action Item / Follow Up Item
	<p><u>Facilities Ad Hoc</u> Mr. Walton, Facilities Ad Hoc Committee Chair, reported the following:</p> <ul style="list-style-type: none"> Met on 11/16/22. Reviewed current lease terms on CSCF offices. Committee to tour the next two offices up for renewal: Lake and Southeast Orange. Looking to include additional members to this Committee. <p><u>Finance Committee</u> Mr. Ushkowitz, Finance Committee Chair, reported the following:</p> <ul style="list-style-type: none"> Met on 10/19/22. Reviewed Financials for 1st quarter (7/1/22 thru 9/30/22). Approved for Board's final approval: 1) FY 2022-2023 budget adjustment and 2) CSCFs Accounting Policy regarding check signature authority (which Board approved at this meeting under Consent Agenda). Reviewed updates on CSCF's retirement plan. <p><u>Governance</u> Mr. Sweat, Governance Committee Chair, stated there were no reports. Committee will be meeting on 1/11/23.</p> <p><u>Revenue Diversity and New Markets</u> Mr. Jackson, Revenue Diversity and New Markets Chair, reported the following:</p> <ul style="list-style-type: none"> Met on 11/30/22. Reviewed year-to-date results and in progress activities. Reviewed strategies to increase Ticket-To-Work revenue and caseloads. Reviewed fundraising strategies. Mr. Sweat presented on his progress with Career Passport project. Next steps pending further review. 	
13	<p><u>Insight Legislative Update</u></p> <ul style="list-style-type: none"> Mr. Chris Carmody, GrayRobinson, provided a presentation entitled "2023 Legislative Preview" (attachment) and reviewed election highlights, overview of upcoming session to include meeting schedule, key issues and "wildcard" issues. 	
14	<p><u>Other Business</u></p> <ul style="list-style-type: none"> Ms. Joycelyn Hill, Program Liaison with We Care Support Services, extended her thanks to CSCF and Disney. CSCF helped her disabled client attain a job at Disney. 	
15	<p><u>Adjournment</u> Meeting adjourned at 10:55 am.</p>	

Respectfully submitted,
Kaz Kasal
Executive Coordinator



FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MIDDLE NAME Battista, Joseph	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE CareerSource Central Florida Board of Directors
MAILING ADDRESS Valencia College, P.O. Box 3028	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: <input type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input checked="" type="checkbox"/> OTHER LOCAL AGENCY
CITY Orlando	COUNTY Orange
DATE ON WHICH VOTE OCCURRED 12/15/22	NAME OF POLITICAL SUBDIVISION: MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTEE

WHO MUST FILE FORM 8B

This form is for use by any person serving at the county, city, or other local level of government on an appointed or elected board, council, commission, authority, or committee. It applies to members of advisory and non-advisory bodies who are presented with a voting conflict of interest under Section 112.3143, Florida Statutes.

Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing and filing the form.

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

A person holding elective or appointive county, municipal, or other local public office **MUST ABSTAIN** from voting on a measure which would inure to his or her special private gain or loss. Each elected or appointed local officer also **MUST ABSTAIN** from knowingly voting on a measure which would inure to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent, subsidiary, or sibling organization of a principal by which he or she is retained); to the special private gain or loss of a relative; or to the special private gain or loss of a business associate. Commissioners of community redevelopment agencies (CRAs) under Sec. 163.356 or 163.357, F.S., and officers of independent special tax districts elected on a one-acre, one-vote basis are not prohibited from voting in that capacity.

For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

* * * * *

ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; and

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

* * * * *

APPOINTED OFFICERS:

Although you must abstain from voting in the situations described above, you are not prohibited by Section 112.3143 from otherwise participating in these matters. However, you must disclose the nature of the conflict before making any attempt to influence the decision, whether orally or in writing and whether made by you or at your direction.

IF YOU INTEND TO MAKE ANY ATTEMPT TO INFLUENCE THE DECISION PRIOR TO THE MEETING AT WHICH THE VOTE WILL BE TAKEN:

- You must complete and file this form (before making any attempt to influence the decision) with the person responsible for recording the minutes of the meeting, who will incorporate the form in the minutes. (Continued on page 2)

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Joseph Battista, hereby disclose that on December 15, 20 22 :

(a) A measure came or will come before my agency which (check one or more)

☐ inured to my special private gain or loss;

☐ inured to the special gain or loss of my business associate, _____ :

☐ inured to the special gain or loss of my relative, _____ :

☒ inured to the special gain or loss of Valencia College, by whom I am retained; or

☐ inured to the special gain or loss of _____, which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

The CareerSource Central Florida Board of Directors voted to approve "2023 Summer Youth Programs RFP - Engage" recommendations" (Agenda Item 12B 3) a) 1.). As VP for Global, Professional, and Continuing Education, I would not benefit personally but my employer, Valencia College, could benefit.

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

12/15/22

Date Filed

Signature

Joseph Battista

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.

FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MIDDLE NAME Thomas, DeAnna		NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE CareerSource Central Florida Board of Directors	
MAILING ADDRESS Lake Technical College, 2001 Kurt Street		THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF:	
CITY Eustis	COUNTY Lake	<input type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input checked="" type="checkbox"/> OTHER LOCAL AGENCY	
DATE ON WHICH VOTE OCCURRED 12/15/22		NAME OF POLITICAL SUBDIVISION:	
		MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTIVE	

WHO MUST FILE FORM 8B

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Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing and filing the form.

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

A person holding elective or appointive county, municipal, or other local public office **MUST ABSTAIN** from voting on a measure which would inure to his or her special private gain or loss. Each elected or appointed local officer also **MUST ABSTAIN** from knowingly voting on a measure which would inure to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent, subsidiary, or sibling organization of a principal by which he or she is retained); to the special private gain or loss of a relative; or to the special private gain or loss of a business associate. Commissioners of community redevelopment agencies (CRAs) under Sec. 163.356 or 163.357, F.S., and officers of independent special tax districts elected on a one-acre, one-vote basis are not prohibited from voting in that capacity.

For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; *and*

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

APPOINTED OFFICERS:

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APPOINTED OFFICERS (continued)

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DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, DeAnna Thomas, hereby disclose that on December 15, 20 22 :

(a) A measure came or will come before my agency which (check one or more)

- ☐ insured to my special private gain or loss;
- ☐ insured to the special gain or loss of my business associate, _____ ;
- ☐ insured to the special gain or loss of my relative, _____ ;
- ☒ insured to the special gain or loss of Lake Technical College, by whom I am retained; or
- ☐ insured to the special gain or loss of _____, which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

The CareerSource Central Florida Board of Directors voted to approve "2023 Summer Youth Programs RFP - Explore" recommendations" (Agenda Item 12B 3) a) 2.). As Executive Director, I would not benefit personally but my employer, Lake Technical College, could benefit.

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

12/15/22

Date Filed


Signature

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LAST NAME—FIRST NAME—MIDDLE NAME Battista, Joseph	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE CareerSource Central Florida Board of Directors
MAILING ADDRESS Valencia College, P.O. Box 3028	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: <input type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input checked="" type="checkbox"/> OTHER LOCAL AGENCY
CITY Orlando	COUNTY Orange
DATE ON WHICH VOTE OCCURRED 12/15/22	NAME OF POLITICAL SUBDIVISION: MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTEE

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Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing and filing the form.

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

A person holding elective or appointive county, municipal, or other local public office **MUST ABSTAIN** from voting on a measure which would inure to his or her special private gain or loss. Each elected or appointed local officer also **MUST ABSTAIN** from knowingly voting on a measure which would inure to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent, subsidiary, or sibling organization of a principal by which he or she is retained); to the special private gain or loss of a relative; or to the special private gain or loss of a business associate. Commissioners of community redevelopment agencies (CRAs) under Sec. 163.356 or 163.357, F.S., and officers of independent special tax districts elected on a one-acre, one-vote basis are not prohibited from voting in that capacity.

For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

* * * * *

ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; and

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

* * * * *

APPOINTED OFFICERS:

Although you must abstain from voting in the situations described above, you are not prohibited by Section 112.3143 from otherwise participating in these matters. However, you must disclose the nature of the conflict before making any attempt to influence the decision, whether orally or in writing and whether made by you or at your direction.

IF YOU INTEND TO MAKE ANY ATTEMPT TO INFLUENCE THE DECISION PRIOR TO THE MEETING AT WHICH THE VOTE WILL BE TAKEN:

- You must complete and file this form (before making any attempt to influence the decision) with the person responsible for recording the minutes of the meeting, who will incorporate the form in the minutes. (Continued on page 2)



APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Joseph Battista, hereby disclose that on December 15, 20 22 :

(a) A measure came or will come before my agency which (check one or more)

- ☐ injured to my special private gain or loss;
- ☐ injured to the special gain or loss of my business associate, _____ ;
- ☐ injured to the special gain or loss of my relative, _____ ;
- ☒ injured to the special gain or loss of Valencia College, by whom I am retained; or
- ☐ injured to the special gain or loss of _____, which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

The CareerSource Central Florida Board of Directors voted to approve "2023 Summer Youth Programs RFP - Explore" recommendations" (Agenda Item 12B 3) a) 2.). As VP for Global, Professional, and Continuing Education, I would not benefit personally but my employer, Valencia College, could benefit.

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

12/15/22

Date Filed

Signature

Joseph Battista

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.

FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MIDDLE NAME Gyllin, John		NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE CareerSource Central Florida Board of Directors	
MAILING ADDRESS Seminole State College, 1055 AAA Drive		THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF:	
CITY Heathrow	COUNTY Seminole	<input type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input checked="" type="checkbox"/> OTHER LOCAL AGENCY	NAME OF POLITICAL SUBDIVISION:
DATE ON WHICH VOTE OCCURRED 12/15/22		MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTEE	

WHO MUST FILE FORM 8B

This form is for use by any person serving at the county, city, or other local level of government on an appointed or elected board, council, commission, authority, or committee. It applies to members of advisory and non-advisory bodies who are presented with a voting conflict of interest under Section 112.3143, Florida Statutes.

Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing and filing the form.

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

A person holding elective or appointive county, municipal, or other local public office **MUST ABSTAIN** from voting on a measure which would inure to his or her special private gain or loss. Each elected or appointed local officer also **MUST ABSTAIN** from knowingly voting on a measure which would inure to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent, subsidiary, or sibling organization of a principal by which he or she is retained); to the special private gain or loss of a relative; or to the special private gain or loss of a business associate. Commissioners of community redevelopment agencies (CRAs) under Sec. 163.356 or 163.357, F.S., and officers of independent special tax districts elected on a one-acre, one-vote basis are not prohibited from voting in that capacity.

For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; and

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

APPOINTED OFFICERS:

Although you must abstain from voting in the situations described above, you are not prohibited by Section 112.3143 from otherwise participating in these matters. However, you must disclose the nature of the conflict before making any attempt to influence the decision, whether orally or in writing and whether made by you or at your direction.

IF YOU INTEND TO MAKE ANY ATTEMPT TO INFLUENCE THE DECISION PRIOR TO THE MEETING AT WHICH THE VOTE WILL BE TAKEN:

- You must complete and file this form (before making any attempt to influence the decision) with the person responsible for recording the minutes of the meeting, who will incorporate the form in the minutes. (Continued on page 2)

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, John Gyllin, hereby disclose that on December 15, 20 22 :

(a) A measure came or will come before my agency which (check one or more)

- ☐ inured to my special private gain or loss;
- ☐ inured to the special gain or loss of my business associate, _____;
- ☐ inured to the special gain or loss of my relative, _____;
- ☒ inured to the special gain or loss of Seminole State College, by whom I am retained; or
- ☐ inured to the special gain or loss of _____, which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

The CareerSource Central Florida Board of Directors voted to approve "2023 Summer Youth Programs RFP - Explore" recommendations" (Agenda Item 12B 3) a) 2.). As VP, Resource Development & Executive Director, Foundation for Seminole State College of Florida, Inc., I would not benefit personally but my employer, Seminole State College, could benefit.

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

12/15/22

Date Filed

Signature



NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.

Approval of Board Appointments

REGIONAL WORKFORCE BOARD (RWB) MEMBERSHIP
Central Florida Workforce Development Board, d/b/a CareerSource CentralFlorida REGION NUMBER 12

Vacancies/Replacements

Yellow: Renewing (Expiring 6/30/23)

Green: New Seat

ACTIVE BOARD MEMBERS: 32

NUMBER OF VACANCIES: 2

EFFECTIVE DATE: 7/1/23

BUSINESS SEATS				
NAME OF RWB MEMBER	Organization/Company	AREA(S) OF REPRESENTATION	County	Current Term
Albu, Andrew	Albu & Associates, Inc.	BU	Orange	7/1/2021 - 6/30/2024
Brandon, Wendy	UCF Lake Nona Medical Center	BU	Orange	7/1/2022 - 6/30/2025
Gary, Tanisha Nunn	African American Chamber of Commerce of Central Florida	BU	Orange	7/1/2022 - 6/30/2025
Havard, Mark	Hyatt Regency Orlando	BU	Orange	7/1/2022 - 6/30/2025
Laws, Phillip	Nemours Children's Health	BU	Orange	12/15/22 - 6/30/2025
LeWinter, Lindsey <i>(replacing Eric Jackson)</i>	Fairwinds	BU	Orange	7/1/2023 - 6/30/2026
Nakagawa, Steve <i>(replacing Kari Conley)</i>	Florida High Tech Corridor	BU	Orange	7/1/2023 - 6/30/2026
Ortigoni, Gaby	Hispanic Chamber of Commerce of Metro Orlando	BU	Orange	7/1/2022 - 6/30/2025
VACANT <i>(replacing Jody Wood)</i>		BU	Orange	
Martz, Nicole	Sanford Airport Authority	BU	Seminole	7/1/2023 - 6/30/2026
Sprinkle, David	Veritas Recruiting Group, LLC	BU	Seminole	7/1/2021 - 6/30/2024
Sweat, Richard	.decimal	BU <i>Small Business</i>	Seminole	7/1/2022 - 6/30/2025
Walton, Matt	MiGre Engineers, LLC	BU	Seminole	7/1/2021 - 6/30/2024
Hindle, Shawn	Hanson, Walter & Associates, Inc.	BU	Osceola	7/1/2021 - 6/30/2024
Larry, Ben <i>(replacing Manuel Rascon)</i>	Skywalker Technologies, Inc.	BU	Osceola	7/1/2023 - 6/30/2026
Siracusa, Stella	Tomato Express, Inc.	BU <i>Small Business</i>	Osceola	7/1/2023 - 6/30/2026
Olson, Sheri	South Lake Hospital	BU	Lake	7/1/2021 - 6/30/2024
Bryan Orr	Kalos Services, Inc.	BU	Lake/Sumter	7/1/2022 - 6/30/2025
VACANT <i>(replacing Brooke Morris)</i>		BU	Sumter	

REGIONAL WORKFORCE BOARD (RWB) MEMBERSHIP
Central Florida Workforce Development Board, d/b/a CareerSource CentralFlorida REGION NUMBER 12

PUBLIC SEATS

NAME OF RWB MEMBER	Organization/Company	AREA(S) OF REPRESENTATION	County	Current Term
Battista, Joseph	Valencia College	ETPC	Multi-County	7/1/2022 - 6/30/2025
Cunha, Gui	Seminole County Government, Office of Economic Development & Tourism	GRED	Seminole	7/1/2023 - 6/30/2026
des Anges, Keira	Division of Vocational Rehabilitation / Florida Department of Education	GRVRD	Multi-County	7/1/2021 - 6/30/2024
Donnelly, Sean	Central Florida Electrical Joint Apprenticeship & Training Committee (J.A.T.C.) / Central Florida AFL-CIO	WOLO/WOJ	Multi-County	7/1/2023 - 6/30/2026
Dziomey-Lukash, Jessie	International Union of Painters & Allied Trades (IUPAT DC 78), Florida Finishing Trades	WOLO/WOJ	Multi-County	7/1/2023 - 6/30/2026
Ford, Wendy	Osceola Council on Aging	CBO	Osceola	7/1/2022 - 6/30/2025
Gill, John	Quest, Inc.	WOD (CBO representing Individuals & Disabilities)	Multi-County	7/1/2022 - 6/30/2025
Gray, Kristin <i>(replacing Charles Scherer)</i>	State of Florida Department of Children & Families	GRO	Multi-County	7/1/2023 - 6/30/2026
Hayward, Jeff	Heart of Florida United Way	WOD/WOV (CBO representing Disabilities/Veterans)	Multi-County	7/1/2023 - 6/30/2026
Kostenbauder, Molly <i>(replacing John Gyllin)</i>	Seminole State College	ETPA	Seminole	7/1/2023 - 6/30/2026
Quintanilla, Renee	Crummer Graduate School of Business at Rollins College	ETPC	Multi-County	7/1/2022 - 6/30/2025
Sperzel, Michelle	Harbor House	CBO	Multi-County	7/1/2022 - 6/30/2025
Thomas, DeAnna	Lake Technical College	ETPA	Multi-County	7/1/2022 - 6/30/2025
Ushkowitz, Eric	City of Orlando <i>(transitioned from Orange County Gov' to City of Orlando)</i>	GRED	Region	7/1/2021 - 6/30/2024
Vazquez, Dr. Maria	Orange County Public Schools	ETPA	Orange	12/16/2021 - 6/30/2024

REGIONAL WORKFORCE BOARD (RWB) MEMBERSHIP
Central Florida Workforce Development Board, d/b/a CareerSource CentralFlorida REGION NUMBER 12

Key Codes:

Areas of Representation:

- BU – Business (20 Seats)
- WOLO – Workforce-Labor Organization
- WOJ – Workforce-Joint labor-management Apprenticeship Program
- WOD – Workforce-Community-based Organizations representing Individuals with Disabilities (optional)
- WOV – Workforce-Community-based Organizations representing Veterans (optional)
- WOY – Workforce-Community-based Organizations representing Youth (optional)
- ETPA – Education and Training Provider-Adult Education and Literacy
- ETPC – Education and Training Provider-Institution of Higher Education
- ETPO – Education and Training Provider-Other Providers (optional)
- GRED – Government Representative-Economic Development
- GRES – Government Representative-Employment Service
- GRVRD – Government Representative-Vocational Rehabilitation
- GRO – Government Representative-Other (optional) **CareerSource Central Florida operates the Wagner Peyser (GRO) function
- OTHER – Other (please specific group/program being represented) (optional)

June 22, 2023

Central Florida Area Workforce Development Consortium ("Consortium")
c/o CareerSource Central Florida
390 N. Orange Ave., Suite 700
Orlando, FL 32801

Dear Consortium Members:

Below is the list of appointments and re-appointments to the CareerSource Central Florida Board of Directors, in terms described, for consideration by the Consortium for approval. All individuals listed have agreed to serve.

Appointments (see attached nomination letters):

Public Sector Seats representing Central Florida Region:

- **Florida Department of Children & Families nominating:**
Ms. Kristin Gray, Family Well-Being Director, to serve in the public seat representing Government Representative – Other (GRO). **Term: 7/1/23 – 6/30/2026**
- **Seminole State College nominating:**
Dr. Molly Kostenbauder, Associate Vice President for the School of Business, Health & Public Safety, to serve in the public seat representing Education and Training Provider – Adult Education and Literacy (ETPA). **Term: 7/1/23 – 6/30/2026**

Private Sector Seats:

- **Orlando Economic Partnership nominating:**
Ms. Linsey LeWinter, Senior Vice President of Human Resources, Fairwinds Credit Union, to serve in the business seat representing Orange County. **Term: 7/1/23 – 6/30/2026**
- **The Florida High Tech Corridor nominating:**
Mr. Steve Nakagawa, ~~Confluence~~ Program Director, Florida High Tech Corridor, to serve in the business seat representing Orange County. **Term: 7/1/23 – 6/30/2026**
- **Sanford Airport Authority nominating:**
Ms. Nicole Martz, President & CEO, Sanford Airport Authority, to serve in the business seat representing Seminole County. **Term: 7/1/23 – 6/30/2026**
- **The Osceola Chamber nominating:**
Mr. Ben Larry, Director of Human Resources SWFL, ~~SkyWater~~ Technology, Inc., to serve in the business seat representing Osceola County. **Term: 7/1/23 – 6/30/2026**



Re-Appointments (*nomination letters not required*):Public Sector Seats

- Mr. Guilherme "Gui" Cunha, Administrator, Office of Economic Development & Tourism, Seminole County Government, to serve in the public seat representing Government Representative Economic Development (GRED). **Term: 7/1/23 – 6/30/2026**
- Mr. Sean Donnelly, Director, Electrical Training Alliance of Central Florida, to serve in the public seat representing Workforce Labor Organization/Workforce Joint Labor Management Apprenticeship Program (WOLO/WOJ). **Term: 7/1/23 – 6/30/2026**
- Ms. Jessie Dziorney-Lukash, Director of Training, Florida Finishing Trades Institute, to serve in the public seat representing Workforce Labor Organization/Workforce Joint Labor Management Apprenticeship Program (WOLO/WOJ). **Term: 7/1/23 – 6/30/2026**
- Mr. Jeff Hayward, President/CEO, Heart of Florida United Way, to serve in the public seat representing Workforce Community-Based Program for Individuals with Disabilities and Veterans (WOD/WOV). **Term: 7/1/23 – 6/30/2026**

Private Sector Seats

- Ms. Stella Siracusa, CFO, Tomato Express, Inc., to serve in the business seat representing Osceola County. **Term: 7/1/23 – 6/30/2026**

With regard to reappointments, according to Section II, B of the *Central Florida Area Workforce Investment Consortium Interlocal Agreement*... "Reappointment for one additional three-year term and one additional two year shall be automatic so long as the duly appointed board member is in good standing, the seat on the Board continues to exist, and the Board member wishes to serve another term."

If appointments are approved at the 6/22/23 Consortium Meeting, their terms shall be effective as described above.

Regards,

Pamela Nabors
Pamela Nabors
President/CEO





ORANGE COUNTY MAYOR

Jerry L. Demings

P.O. BOX 1393, 201 SOUTH ROSALIND AVENUE, ORLANDO, FL 32802-1393
PHONE: 407-836-7370 • FAX: 407-836-7360 • EMAIL: MAYOR@OCFL.NET

February 9, 2023

Central Florida Area Workforce Development Consortium
c/o CareerSource Central Florida
390 N. Orange Ave., Suite 700
Orlando, FL 32801

Dear Consortium:

I am pleased to approve the appointment of the individual listed below to serve in the business seat on the CareerSource Central Florida Board for the term 7/1/23 thru 6/30/26.

Private Sector Seat representing Orange County:

Appointment (see attached nomination letter):

- Ms. Lindsey LeWinter, Senior Vice President of Human Resources, Fairwinds

Sincerely,

Jerry L. Demings
Orange County Mayor

c: Pamela Nabors, President/CEO, CareerSource Central Florida



February 2, 2023



The Honorable Mayor Jerry Demings
Chair, Central Florida Area Workforce Development Consortium
Orange County Government
201 South Rosalind Ave., 5th Floor
Orlando, FL 32801

Dear Mayor Demings:

The Orlando Economic Partnership is pleased to nominate Ms. Lindsey LeWinter to serve in the business seat representing Orange County on the CareerSource Central Florida Board of Directors.

Ms. LeWinter serves as Senior Vice President, Human Resources, Fairwinds Credit Union and we are proud to recommend this individual for consideration.

Please let me know if you have any questions or need further information.

Regards,

Tim Giuliani

A handwritten signature in black ink that reads "Tim Giuliani".

cc: Jeffrey Newton, Orange County Attorney
Pamela Nabors, President/CEO, CareerSource Central Florida





ORANGE COUNTY MAYOR

Jerry L. Demings

P.O. BOX 1393, 201 SOUTH ROSALIND AVENUE, ORLANDO, FL 32802-1393
PHONE: 407-836-7370 • FAX: 407-836-7360 • EMAIL: MAYOR@OCFL.NET

March 21, 2023

Central Florida Area Workforce Development Consortium
c/o CareerSource Central Florida
390 N. Orange Ave., Suite 700
Orlando, FL 32801

Dear Consortium:

I am pleased to approve the appointment of the individual listed below to serve in the business seat on the CareerSource Central Florida Board for the term 7/1/23 thru 6/30/26.

Private Sector Seat representing Orange County:

Appointment (see attached nomination letter):

- Mr. Steve Nakagawa, Confluence Program Director, Florida High Tech Corridor

Sincerely,

Jerry L. Demings
Orange County Mayor

cc: Pamela Nabors, President/CEO, CareerSource Central Florida



**the
florida
high tech
corridor**

March 20, 2023

The Honorable Mayor Jerry Demings
Chair, Central Florida Area Workforce Development Consortium
Orange County Government
201 South Rosalind Ave., 5th Floor
Orlando, FL 32801

Dear Mayor Demings:

The Florida High Tech Corridor is pleased to nominate Mr. Steve Nakagawa to serve in the business seat representing Orange County on the CareerSource Central Florida Board of Directors.

Mr. Nakagawa serves as Cenfluence Program Director, Florida High Tech Corridor, and we are proud to recommend this individual for consideration.

Please let me know if you have any questions or need further information.

Sincerely,



Paul Sohl, Rear Adm. USN (ret.)
CEO, Florida High Tech Corridor Council

cc: Jeffrey Newton, Orange County Attorney
Pamela Nabors, President/CEO, CareerSource Central Florida

3201 E. Colonial Drive, Suite A20
Orlando, FL 32803

floridahightech.com



BOARD OF COUNTY COMMISSIONERS



May 11, 2023

Ms. Pamela Nabors, President/CEO
CareerSource Central Florida
390 N. Orange Avenue, Suite 700
Orlando, FL 32801

Dear Ms. Nabors:

At the Board of County Commissioners' meeting on May 9, 2023, the BCC unanimously approved a motion to appoint Ms. Nicole Martz, President & CEO of the Sanford Airport Authority, to serve in the business seat representing Seminole County on the CareerSource Central Florida (CSCF) Board.

Ms. Martz will serve in the business seat representing Seminole County for the term of July 1, 2023 through June 30, 2026.

Please feel free to call my office at 407-665-7201 with any questions or concerns.

Sincerely,

Amy Lockhart, Chairman
Seminole County Board of County Commissioners

C: Board of County Commissioners
County Commission Records
Jennifer T. Dane Esq., Sanford Airport Authority





**SANFORD AIRPORT
AUTHORITY**
Board of Directors

Jennifer T. Dane, Esq.
Chairman

Clyde H. Robertson, Jr.
Vice Chair

Kenneth Bentley
Secretary/Treasurer

Benny Crosby
Board Director

Tom Green
Board Director

Chick Gregg, Sr.
Board Director

Frank S. Ioppolo, Jr., Esq.
Board Director

William R. Miller
Board Director

Stephen P. Smith
Board Director

A.K. Shoemaker
Chairman Emeritus

Kenneth W. Wright
Counsel

Nicole Martz, Esq., AICP
President & CEO

April 4, 2023

The Honorable Commissioner Amy Lockhart
Chair, Seminole County Board of County Commissioners
1101 E. First Street
Sanford, FL 32771

Dear Commissioner Lockhart:

The Sanford Airport Authority is pleased to nominate Ms. Nicole Martz to serve in the business seat representing Seminole County on the CareerSource Central Florida Board of Directors.

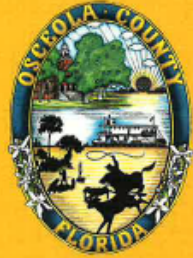
Ms. Martz serves as President & CEO of the Sanford Airport Authority and we are proud to recommend this individual for consideration.

Please let me know if you have any questions or need further information.

Regards,

Jennifer T. Dane Esq., SAA Board Chair





**BOARD
OF
COUNTY
COMMISSIONERS**
407-742-2000

District I
Peggy Choudhry

District II
Viviana Janer
Chair

District III
Brandon Arrington

District IV
Cheryl Grieb
Vice Chair

District V
Ricky Booth

**Osceola
County**

*1 Courthouse Square
Suite 4700
Kissimmee, FL 34741*

*Phone: 407-742-2000
Fax: 407-742-2391*

May 30, 2023

Mr. Ben Larry
4190 Bull Street
St. Cloud, FL 34722

Dear Mr. Larry:

It gives me great pleasure to inform you that at our May 15, 2023, Board of County Commission meeting, the Osceola Board of County Commissioners **appointed** you to serve in the business seat representing Osceola County on the **CareerSource Central Florida Board of Directors**. Your term of office is effective for the period of July 1, 2023, through June 30, 2026.

Recording Secretary and Executive Coordinator, Ms. Kaz Kasal, will contact you with information regarding the Board. Should you have any questions or need further information, please contact Ms. Kasal at 407-531-1222 x2011.

Sincerely,

BOARD OF COUNTY COMMISSIONERS

A handwritten signature in black ink, appearing to read "Viviana Janer".

Viviana Janer
Chairwoman

VJ/lcb

cc: Pamela Nabors, President/Chief Executive Officer
Kaz Kasal, Recording Secretary/Executive Coordinator





May 4, 2023

The Honorable Viviana Janer
Chair, Osceola County Board of County Commissioners
1 Courthouse Square
Kissimmee, FL 34741

Dear Commissioner Janer:

The Osceola Chamber is pleased to nominate Mr. Ben Larry to serve in the business seat representing Osceola County on the CareerSource Central Florida Board of Directors.

Mr. Larry serves as Director, Human Resources SWFL, at SkyWater Technology, Inc. and we are proud to recommend this individual for consideration.

Please let me know if you have any questions or need further information.

Regards,

John Newstreet
President/CEO

cc: Frank Townsend, Osceola County Attorney



State of Florida
Department of Children and Families

Ron DeSantis
Governor

Shevaun L. Harris
Secretary

April 20, 2023

The Honorable Mayor Jerry Demings
Chair, Central Florida Area Workforce Development Consortium
Orange County Government
201 South Rosalind Ave., 5th Floor
Orlando, FL 32801

Dear Mayor Demings:

The Department of Children and Families is pleased to nominate Kristin Gray to serve in the public seat representing Government Representative – Other on the CareerSource Central Florida Board of Directors. Kristin Gray would be replacing Charles Scherer, who has accepted a promotional opportunity with Miami-Dade County Government.

Kristin Gray serves as Family Well-Being Director for the Florida Department of Children and Families. We are proud to recommend this individual for consideration.

Please let me know if you have any questions or need further information.

Regards,

Shevaun L. Harris
Secretary

Cc: Eric Ushkowitz, Economic Development Administrator, Orange County Government
Jeffrey Newton, Orange County Attorney
Pamela Nabors, President/CEO, CareerSource Central Florida

2415 North Monroe Street, Suite 400, Tallahassee, Florida 32303-4190

Mission: Work in Partnership with Local Communities to Protect the Vulnerable, Promote Strong and Economically Self-Sufficient Families, and Advance Personal and Family Recovery and Resiliency





Georgia L. Lorenz, Ph.D., President

Pam Nabors
President/CEO Career Source Central Florida
390 N. Orange Ave., Ste 700
Orlando, FL 32801

May 15, 2023

Dear Pam,
I am writing to ask that Dr. Molly Kostenbauder replace Dr. John Gyllin as Seminole State College's representative on the Career Source Central Florida Board of Directors. We are very grateful for and proud of Dr. Gyllin's work on this board as our representative for the last several years. I would like to take this opportunity to diversify our representation.

Dr. Kostenbauder is the Associate Vice President for the School of Business, Health, and Public Safety. She has worked at Seminole State since 2003 in a variety of roles, giving her deep and broad knowledge about the college, our programs, our students, and our partnerships. I have enclosed her resume for your reference.

Thank you for your partnership and for your leadership in workforce and economic development. Seminole State is committed to Career Source and our shared goals.

Sincerely,

A handwritten signature in black ink, appearing to read 'Georgia L. Lorenz'.

Georgia L. Lorenz, Ph.D.
President, Seminole State College of Florida

Altamonte Springs | Geneva | Heathrow | Oviedo | Sanford/Lake Mary
100 Weldon Boulevard | Sanford, FL 32773-6199 | 407.708.2010 | seminolestate.edu

A Diverse Learning Community | An Equal Access/Equal Opportunity College



RETURN TO AGENDA

Approval of FY 2023 – 2024 CSCF Budget



CSCF ANNUAL BUDGET: July 1, 2023 – June 30, 2024

Our Agenda

01 | Full Year Budget
2023 - 2024

02 | Strategic
Priorities and
Goals

03 | Compensation
Statistics and
Costs

04 | General and
Administrative

05 | Summary

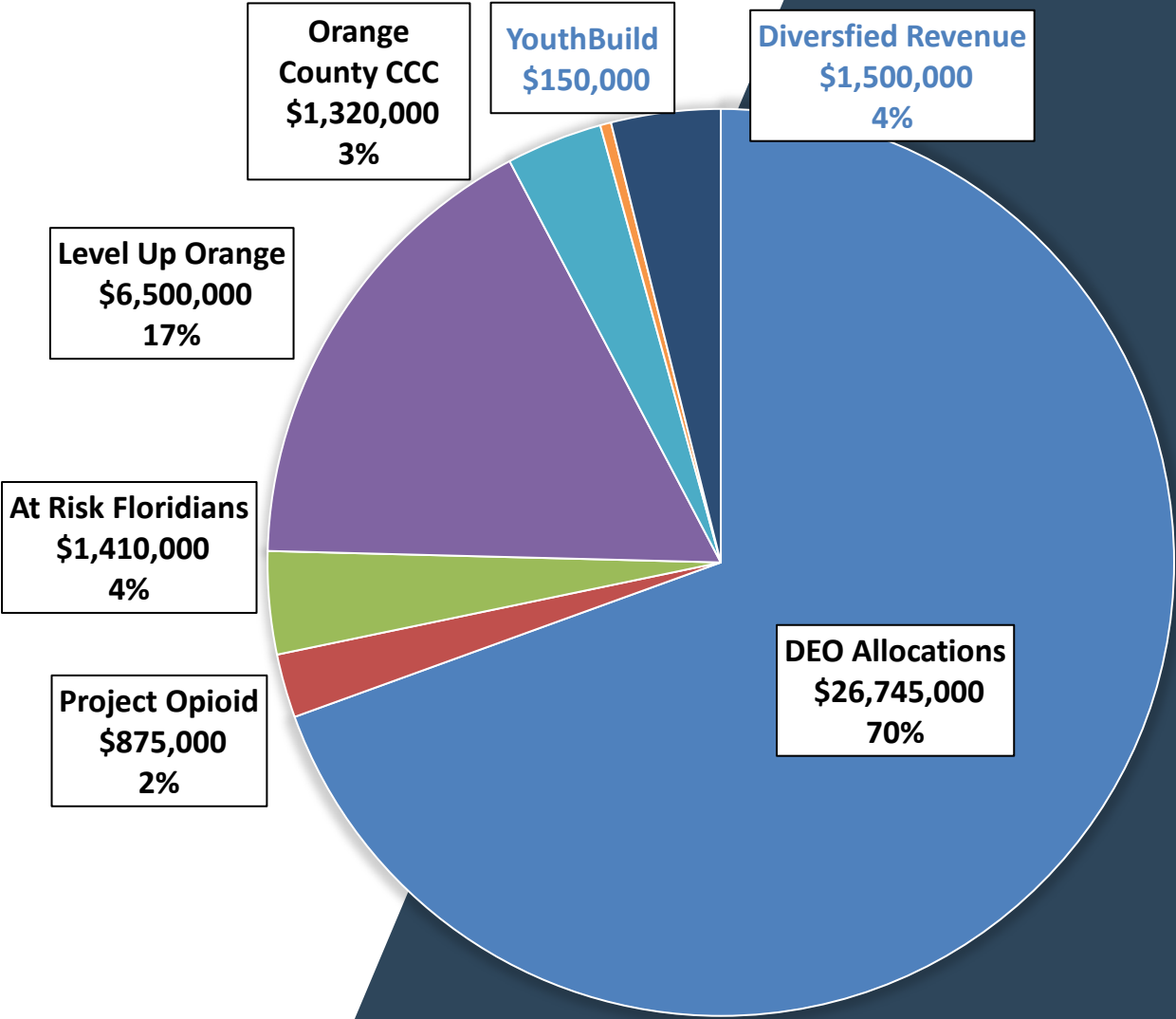
BUDGET OVERVIEW

	<u>FY 2023-24</u>	<u>FY 2022-23</u>	<u>\$ Difference</u>	<u>% Difference</u>
Reserves From Prior Year	\$20,255,000	\$27,390,961	(\$7,135,961)	
Current Year Funding Allocation - DEO	\$25,065,595	\$28,692,526	(\$3,626,931)	
Current Year Funding Awards - Non-DEO	\$3,000,000	\$6,670,000	(\$3,670,000)	
Award Total - Available Funds	\$48,470,595	\$62,753,487	(\$14,432,892)	
LESS planned Carryover For FY 24 - 25	(\$9,970,595)	(\$16,253,487)	\$6,282,892	
Total Available Funds Budgeted	<u>\$38,500,000</u>	<u>\$46,500,000</u>	<u>(\$8,000,000)</u>	<u>-21.3%</u>

REVENUE SOURCES

\$38.5 M

DEO ALLOCATIONS	
WIOA Adult	\$4,996,009
WIOA Youth	\$5,016,757
WIOA Dislocated	\$4,151,904
Wagner Peyser	\$2,100,000
Welfare Transition	\$6,987,405
SNAP	\$1,000,000
VETS	\$205,953
Re-employment Assistance	\$741,973
Other	\$1,544,999
Total DEO Allocations	\$26,745,000



• Workforce Innovation Opportunity Act (WIOA)
• Includes WIOA Grant Funding
• The balances represent revenue projections for one fiscal year. Note, several grants have multi-year allocations.

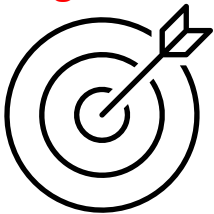
CSCF BUDGET ALLOCATION: FULL YEAR 2023 – 2024

\$38.5M

<u>Budget Allocations</u>	<u>Budget</u>	<u>% of Expenditures</u>
Career and Business Services		
Career Consultants	\$ 11,951,747	31.0%
Business Consultants	\$ 2,424,445	6.3%
Temporary Staffing	\$ 300,000	0.8%
Training Investment	\$ 11,120,000	28.9%
Career Seekers Support & Incentives	\$ 1,000,000	2.6%
Contracted Services	\$ 1,185,000	3.1%
Staff Development (CareerSourcers)	\$ 249,000	0.6%
Facilities, Maintenance & Related Cost	\$ 2,358,000	6.1%
Program Professional Services	\$ 345,000	0.9%
Total Career and Business Services	\$ 30,933,192	80.3%
Innovation Support and Administration		
Staff Supporting Operations	\$ 4,524,809	11.8%
Strategic Communications	\$ 638,000	1.7%
Staff Development (Executive/Leadership Development)	\$ 185,000	0.5%
IT Cost/Network Expenses	\$ 1,432,000	3.7%
Facilities, Maintenance & Related Cost	\$ 262,000	0.7%
G&A Professional Services	\$ 525,000	1.4%
Total Innovation and Administration	\$ 7,566,809	19.7%

Administrative Cost

Target 10%



Projected Admin
Cost = 9%

CAREER AND BUSINESS SERVICES	
\$ 30,993,192	80.3%

INNOVATION SUPPORT & ADMINISTRATION	
\$ 7,566,809	19.7%

CSCF BUDGET ALLOCATION: YEAR-OVER-YEAR COMPARISON

<u>Budget Allocations</u>		<u>FY 2023/24</u>	<u>FY 2022/23</u>	<u>DIFFERENCE</u>
Career and Business Services				
Career Consultants		\$ 11,951,747	\$ 12,675,784	\$ (724,037)
Business Consultants		\$ 2,424,445	\$ 2,161,103	\$ 263,342
Temporary Staffing		\$ 300,000	\$ 500,000	\$ (200,000)
Training Investment		\$ 11,120,000	\$ 16,165,000	\$ (5,045,000)
Career Seekers Support & Incentives		\$ 1,000,000	\$ 1,200,000	\$ (200,000)
Contracted Services		\$ 1,185,000	\$ 2,885,000	\$ (1,700,000)
Staff Development (CareerSourcers)		\$ 249,000	\$ 258,000	\$ (9,000)
Facilities, Maintenance & Related Cost		\$ 2,358,000	\$ 2,400,000	\$ (42,000)
Program Professional Services		\$ 345,000	\$ 180,000	\$ 165,000
Total Career and Business Services		\$ 30,933,192	\$ 38,424,887	\$ (7,491,695)
Innovation Support and Administration				
Staff Supporting Operations		\$ 4,524,809	\$ 4,743,113	\$ (218,304)
Strategic Communications		\$ 638,000	\$ 800,000	\$ (162,000)
Staff Development (Executive/Leadership Development)		\$ 185,000	\$ 187,000	\$ (2,000)
IT Cost/Network Expenses		\$ 1,432,000	\$ 1,750,000	\$ (318,000)
Facilities, Maintenance & Related Cost		\$ 262,000	\$ 325,000	\$ (63,000)
G&A Professional Services		\$ 525,000	\$ 270,000	\$ 255,000
Total Innovation and Administration		\$ 7,566,809	\$ 8,075,113	\$ (508,304)
TOTAL EXPENDITURES		38,500,000	46,500,000	(8,000,000)

STRATEGIC PRIORITIES AND GOALS



Diversify revenue streams
to create resiliency.



Identify and deliver talent
solutions for businesses
and address labor market
demands.

CSCF Strategic Priorities



Deliver career solutions to
central Florida residents to
ignite their potential.



Optimize workforce
innovations to maximize
organizational value.

2023-2026 Strategy

	Goals	Outcome
Diversify Revenue Streams to Create Resiliency	<ul style="list-style-type: none"> • Generate \$3M of New Diversified Revenue • Activate Organizational Structure and Strategy to Generate Non-DEO Revenue • Create and operationalize business plans for each legal entity 	By year three, CSCF has built a budget that is 1/3 comprised of other non-allocated revenue.
Identify and Deliver Talent Solutions for Businesses to Address Labor Market Demands	<ul style="list-style-type: none"> • Analyze current labor market demands and prioritize key industries • Create business relationships that provide recruitment with a 2:1 hire ratio • Achieve an 80% customer satisfaction rate among businesses engaged in services 	CSCF is a partner of choice to key businesses.
Deliver Career Solutions to Central Florida Residents to Ignite Potential	<ul style="list-style-type: none"> • Achieve a customer satisfaction rate of 80% or greater of those receiving services • Increase the number of customers served in training by 10% annually • Create and deliver career awareness activities for middle and high school students 	Central Florida is the service of choice for employment and/or training services. We have a middle and high school career awareness program.
Optimize Workforce Innovations to Maximize Organizational Value	<ul style="list-style-type: none"> • Create a virtual service center • Establish an advanced data maturity model that identifies trends and integrates data sets • Utilize Project Management Office (PMO) across the organization 	Maximize innovation process to drive 2-3 Innovations each year. We have a fully functioning data analytics approach for internal and external business intelligence.



Diversify revenue streams to adjust for variables in federal funding

GOAL

- Generate \$3M of New Diversified Revenue
- Establish Organizational Structure and Strategy to Generate Non-DEO Revenue
- Develop and Activate Plan to Invest General (unrestricted) Revenue

KEY PERFORMANCE METRICS

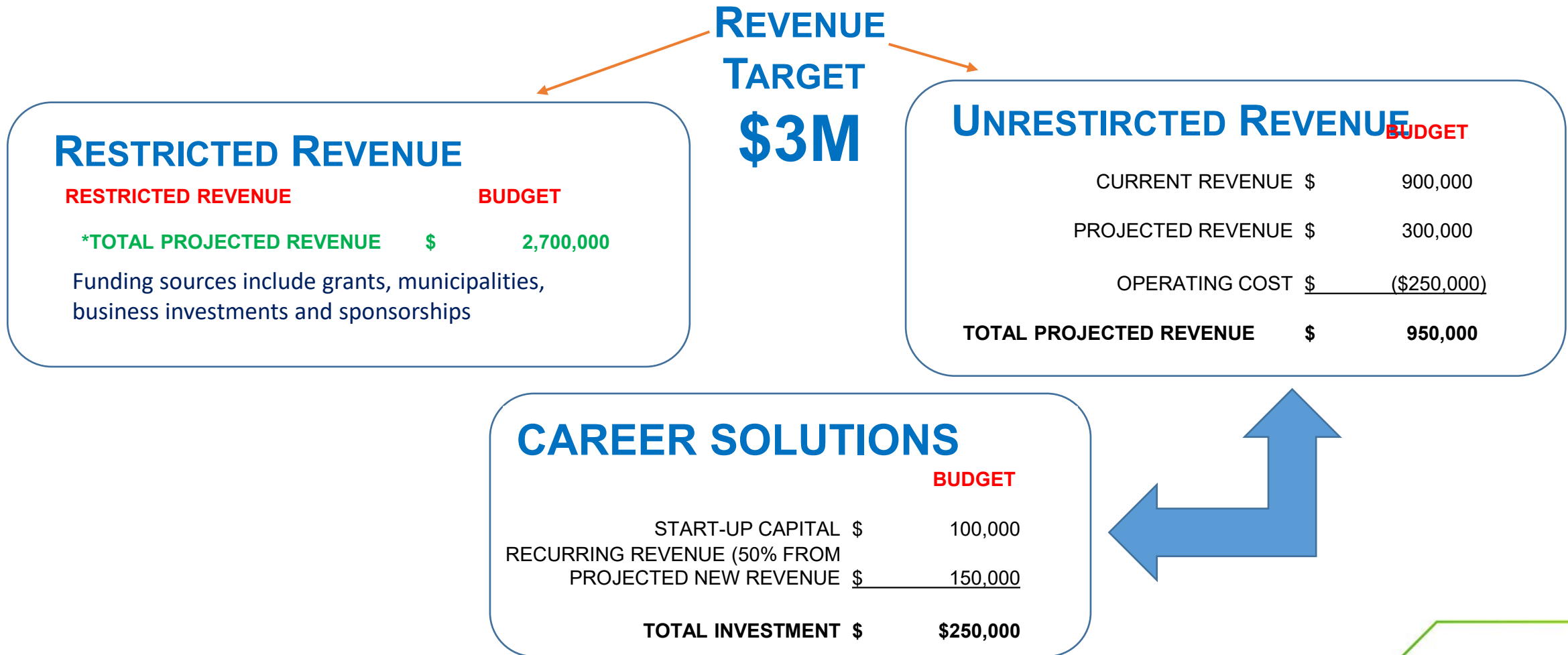
- Generate \$3M of New Diversified Revenue
- Activate Organizational Structure and Strategy to Generate Non-DEO Revenue
- Create and Operationalize Business Plans for Each Legal Entity

OUTCOME

By year three, CSCF has built a budget that is 1/3 comprised of other non-allocated revenue.



Diversify revenue streams to adjust for variables in federal funding



PROJECTED UNRESTRICTED BALANCE AT 06/30/24 - \$700K



Identify and deliver talent solutions for businesses to address

GOAL

- Analyze current labor market demands and prioritize key industries
- Create business relationships that support recruitment efforts resulting in a 2:1 hire ratio
- Achieve an 80% customer satisfaction rate among businesses engaged in services

KEY PERFORMANCE METRICS

- Increase the Number of Businesses engaged by Dedicated Business Consultants by 20%
- Actively recruit and refer twice as many qualified candidates to business
- 4,000 Qualified candidates interviewed or hired by engaged businesses

OUTCOME

CSCF is recognized as a partner of choice to key businesses.

Note: Annual Goals and Key Performance Metrics are being reviewed based on feedback from the budget workshop. Proposed adjustments to be made prior to final BOD presentation.



6,000
Businesses Impacted

4,000
Businesses Engaged

Deliver talent solutions to ignite potential

Note: Annual Goals and Key Performance Metrics are being reviewed based on feedback from the budget workshop. Proposed adjustments to be made prior to final BOD presentation.



GOAL

- Achieve a customer satisfaction rate of 80% or greater of those receiving services
- Increase the number of customers served in training by 10% annually
- Create and deliver career awareness activities for middle and high school students

KEY PERFORMANCE METRICS

- 3,000 Career Seekers Receiving CSCF Supported Training
 - Receiving Training or Credentials
 - 80% achieve a wage of > \$18 per hour

OUTCOME

Central Florida is the service of choice for career awareness and employment and/or training services.



40,000
Impacted

6,000
Placed

20,000
Engaged

3,000
Trained



Optimize workforce innovations to maximize organizational value

GOAL

- Create a virtual service center
- Establish an advanced data maturity model that identifies trends and integrates data sets
- Utilize Project Management Office (PMO) across the organization

KEY PERFORMANCE METRICS

- Maximize 2 to 3 innovations per year that become part of CSCF operations
- Implement virtual services that address gaps in service and drives sales

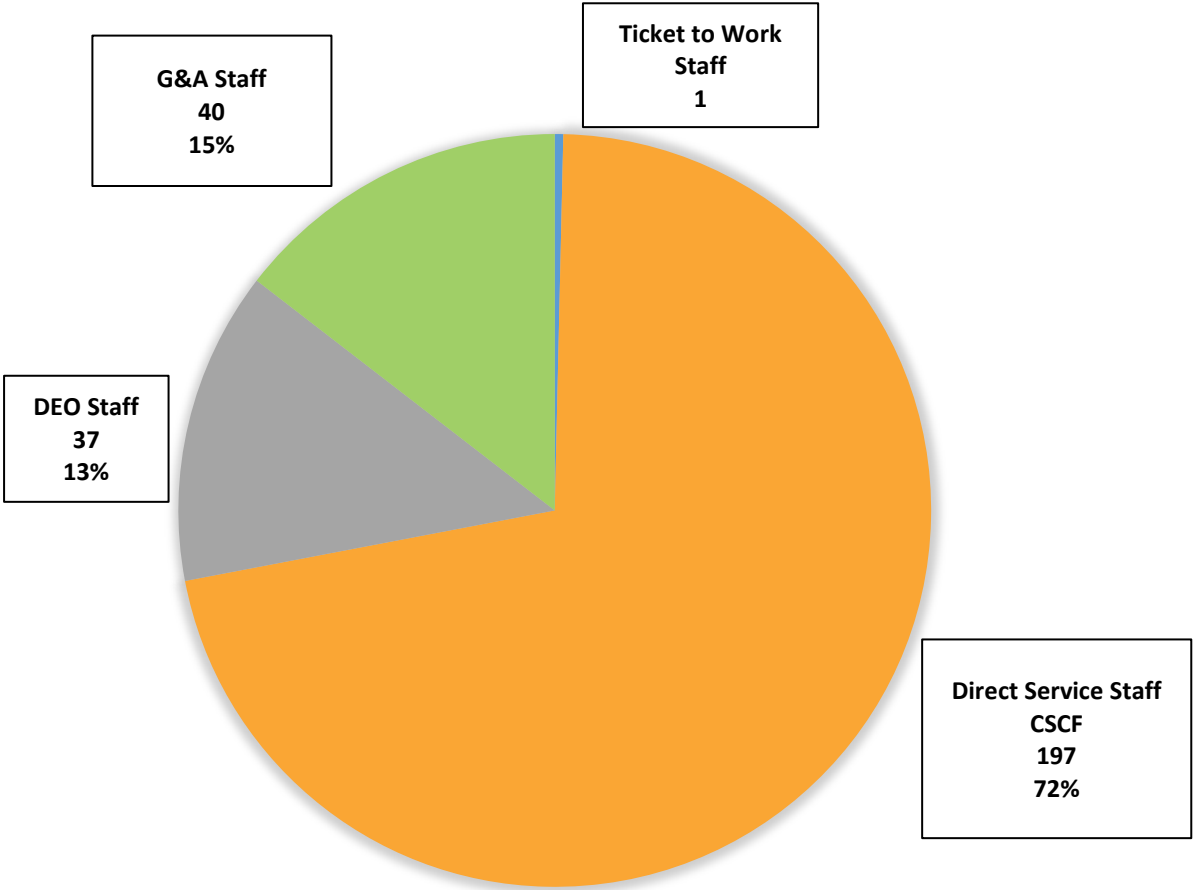
OUTCOME

We have a functioning data analytics approach for internal and external business intelligence.

COMPENSATION STATISTICS AND COSTS

CSCF STAFF BREAKDOWN

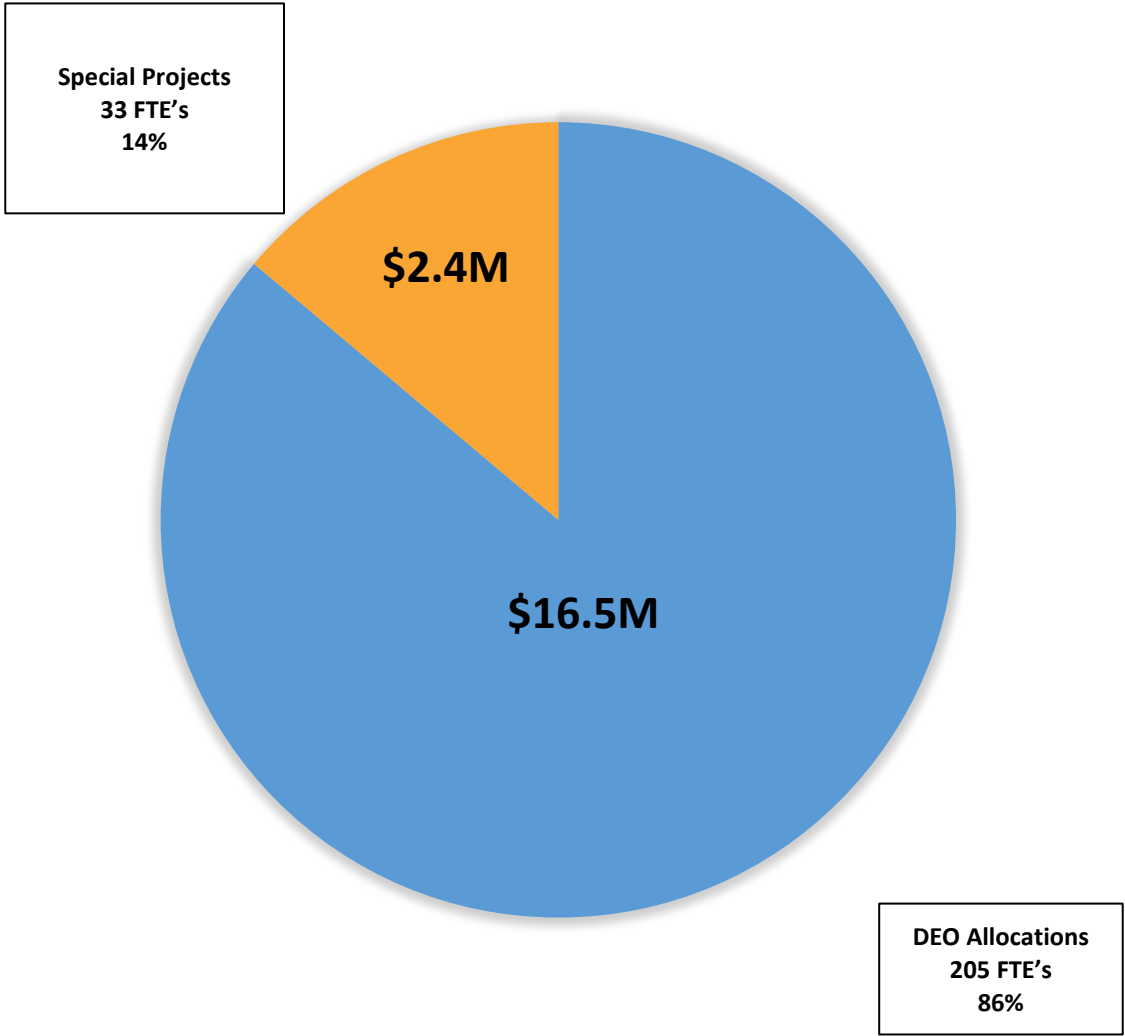
\$18.9M TOTAL COMPENSATION



- Proposed Budget for Salaries Reflects an Average 4% Merit Increase
- Individuals Awarded for Merits Will Not Exceed 5% of Salaries
- Merit Increases are Awarded Based Upon Achievement of Annual Performance Goals
- Total Compensation Includes Salaries, Taxes, and Benefits

CSCF STAFF BREAKDOWN – DEO ALLOCATION VS. SPECIAL PROJECTS

\$18.9M TOTAL COMPENSATION



CSCF STAFF & SALARY COMPARISON

	<u>FY 2023-24</u>	<u>FY 2022-23</u>	<u>FY 2021-22</u>	<u>FY 2020-21</u>	<u>FY 2019-20</u>
TOTAL STAFF	238	239	220	207	193
TOTAL COPENSAATION (CSCF Staff)	\$ 18,901,000	\$ 18,517,235	15,942,747	\$ 14,142,098	\$ 13,347,266
TEMP STAFF	\$ 300,000	\$ 568,176	\$ 391,152	\$ 320,590	\$ -
EXPENDITURES	\$ 38,500,000	\$ 45,749,043	\$ 36,603,907	\$ 42,428,874	\$ 27,492,731
% OF SALARIES TO TOTAL EXPENSES	49.9%	41.7%	44.6%	34.1%	48.5%

TRAINING SOLUTIONS

Intensive Talent Solutions

\$12.3M

GOALS

- ✓ 3,000 Career Seekers
- ✓ Training Services Offered
 - ✓ Traditional Scholarships
 - ✓ Apprenticeships
 - ✓ Internships
 - ✓ On-the-Job Training
 - ✓ Pilots for Special Populations
- ✓ \$1.2M in Subrecipient Contracted Services
 - ✓ Youth Navigators
 - ✓ Construction Training for Justice-Involved Individuals
 - ✓ Pilot Innovative Training Systems Using Technology

Career Seeker Support & Incentives

\$1M

GOALS

- ✓ 2,000 Career Seekers
 - ✓ Receive training credentialing and transportation support
 - ✓ Fees, licenses or other employment related needs
 - ✓ Youth Incentive payments
 - ✓ Average support account is \$500 per Career Seeker

GENERAL AND ADMINISTRATIVE

INNOVATION AND ADMINISTRATION: FULL YEAR 2023 – 2024

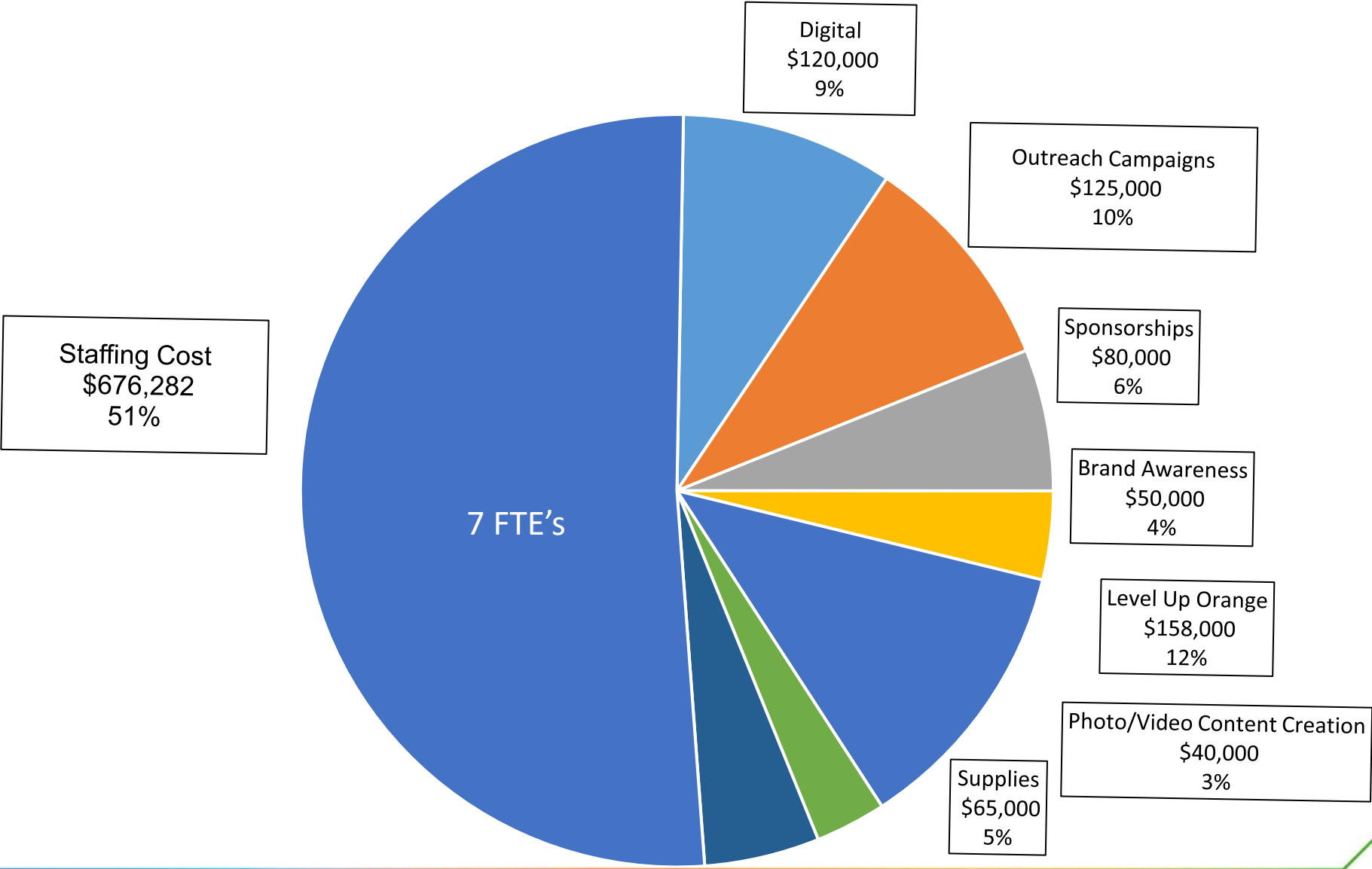
\$7.6M

Innovation Support and Administration				
Staff Supporting Operations	\$	4,524,809		11.8%
Strategic Communications	\$	638,000		1.7%
Staff Development (Executive/Leadership Development)	\$	185,000		0.5%
IT Cost/Network Expenses	\$	1,432,000		3.7%
Facilities, Maintenance & Related Cost	\$	262,000		0.7%
G&A Professional Services	\$	525,000		1.4%
Total Innovation and Administration	\$	7,566,809		19.7%
TOTAL EXPENDITURES		38,500,000		100.0%

GENERAL & ADMIN COST	
\$ 7,566,809	19.7%

COMMUNICATIONS DEPARTMENT— \$1.3M

COMMUNICATIONS STRATEGIC INITIATIVES - \$638K



MARKETING AND COMMUNICATIONS STRATEGIC OVERVIEW

Our Mission

To serve our customers and inspire through powerful storytelling and valuable content that caters to key audiences and drives successful leads.

Brand Elevation

Focus on storytelling and boosting brand awareness where it counts.

Dynamic Company Communications

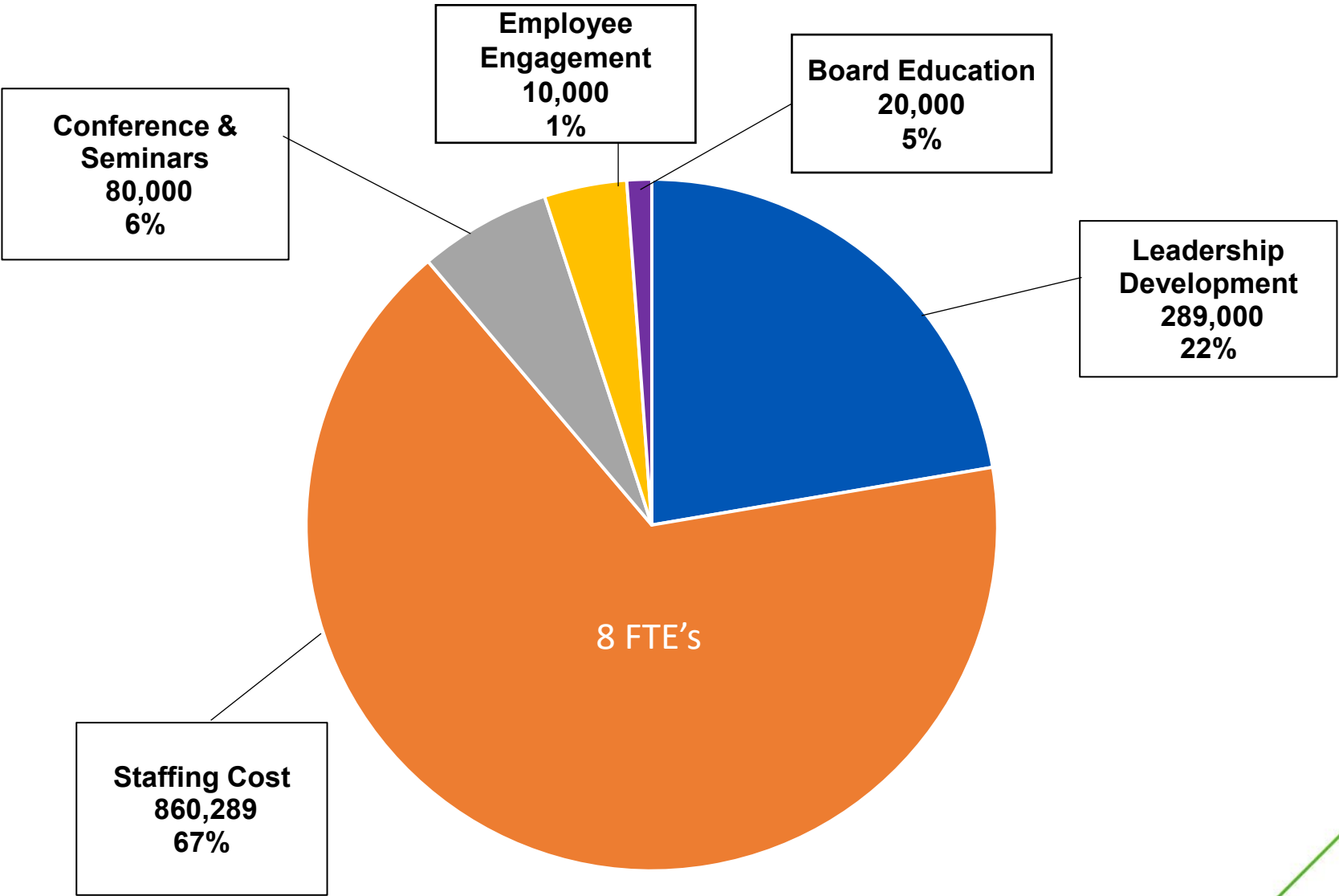
Enhance staff communication through new communication tactics that have the impact and maintain elevated culture.

New Purpose-Driven Outreach

Create new and compelling content and initiatives that speaks to our key audiences and delivers a customer journey that resonates and has impact across our marketing and communication channels.

HUMAN RESOURCES DEPARTMENT— \$1.29M

HR STRATEGIC INITIATIVES - \$434K



HUMAN RESOURCES PRIORITIES

Attract Candidates

Attract and recruit top talent as an employer of choice

Engage

Positively drive employee engagement and retention

Educate

Upskill CareerSourcers through targeted learning and development with a strong focus on management training as part of BOLD

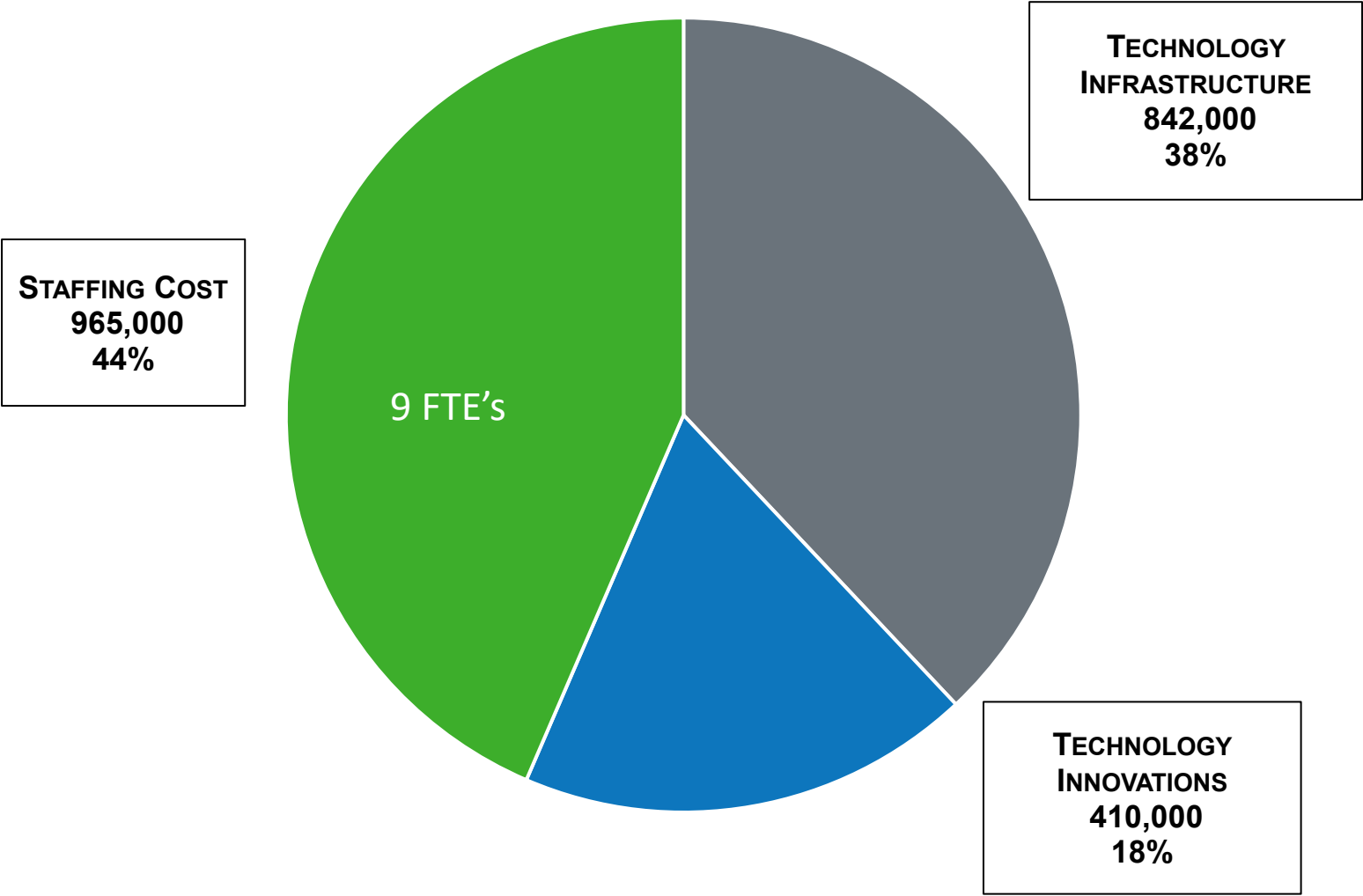
Strategize

Continue to build out our talent management strategy



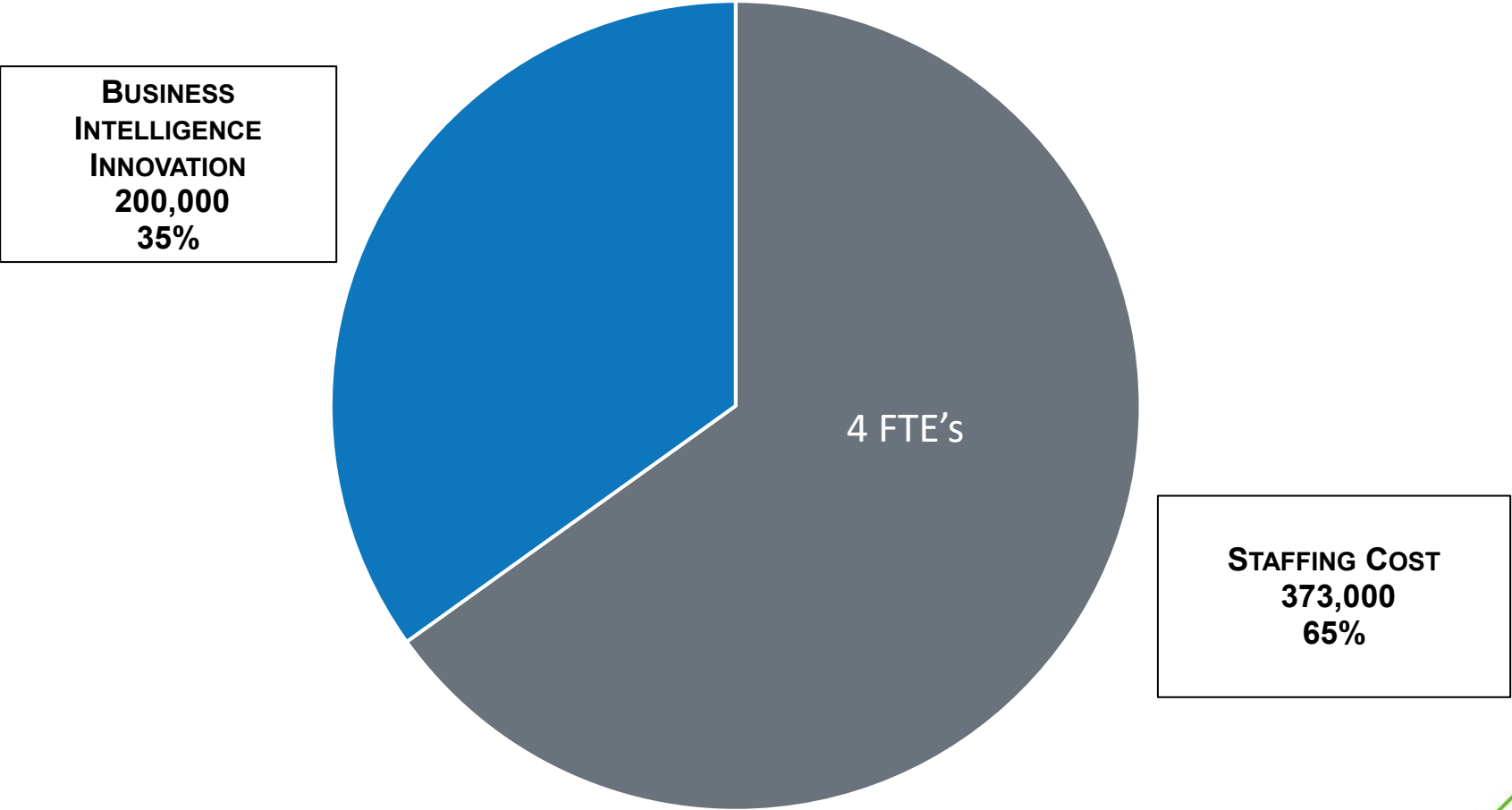
INNOVATION & TECHNOLOGY DEPARTMENT – \$2.22M

INNOVATION & TECHNOLOGY STRATEGIC
INITIATIVES - \$1.43M



BUSINESS INTELLIGENCE & INNOVATION – \$573K

INNOVATION & TECHNOLOGY STRATEGIC
INITIATIVES - \$1.452M - CONTINUED



INNOVATION AND TECHNOLOGY STRATEGY

Deliver Best-in-Class Technology Solutions (Infrastructure)

Automation

Incorporate cutting-edge automation and integration tech to streamline process, improve efficiency, and deliver seamless experiences both internally and externally.

Advanced Cybersecurity

Evolve secure platforms and advanced cybersecurity measures including threat intelligence, AI-driven anomaly detection, and real-time monitoring to proactively safeguard the CSCF Network.

Educate

Leverage serverless computing technologies to enhance the agility, scalability, and cost-efficiency of cloud-based services and virtual service tools in a hybrid working environment.

Deliver Technology & Business Intelligence Innovations

Enhance Collaboration

Implement agile methodologies and change management across CSCF with the Project Management Office (PMO) to enhance resiliency and collaboration.

Advanced Analytics

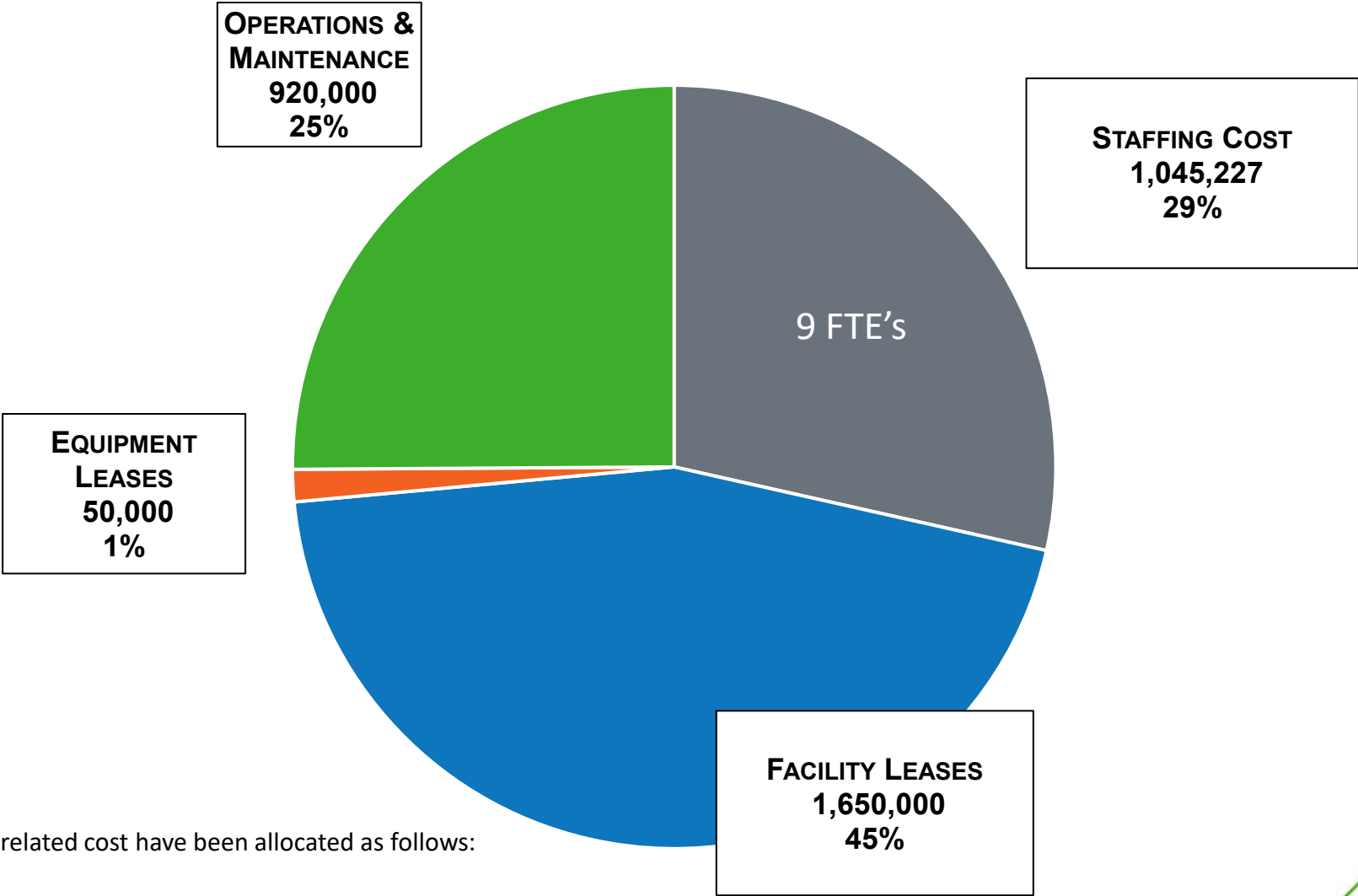
Develop and drive proactive advanced analytics, such as core reporting structures and diagnostic modeling, to extract valuable insights and drive proactive decision-making within the Business Intelligence Unit.

Utilize New Tech

Embrace emerging Technologies, such as AI, to automate routine CSCF tasks and improve efficiency, allowing the organization to focus on strategic initiatives and innovation.

FINANCE, FACILITIES & RELATED COST – \$3.67M

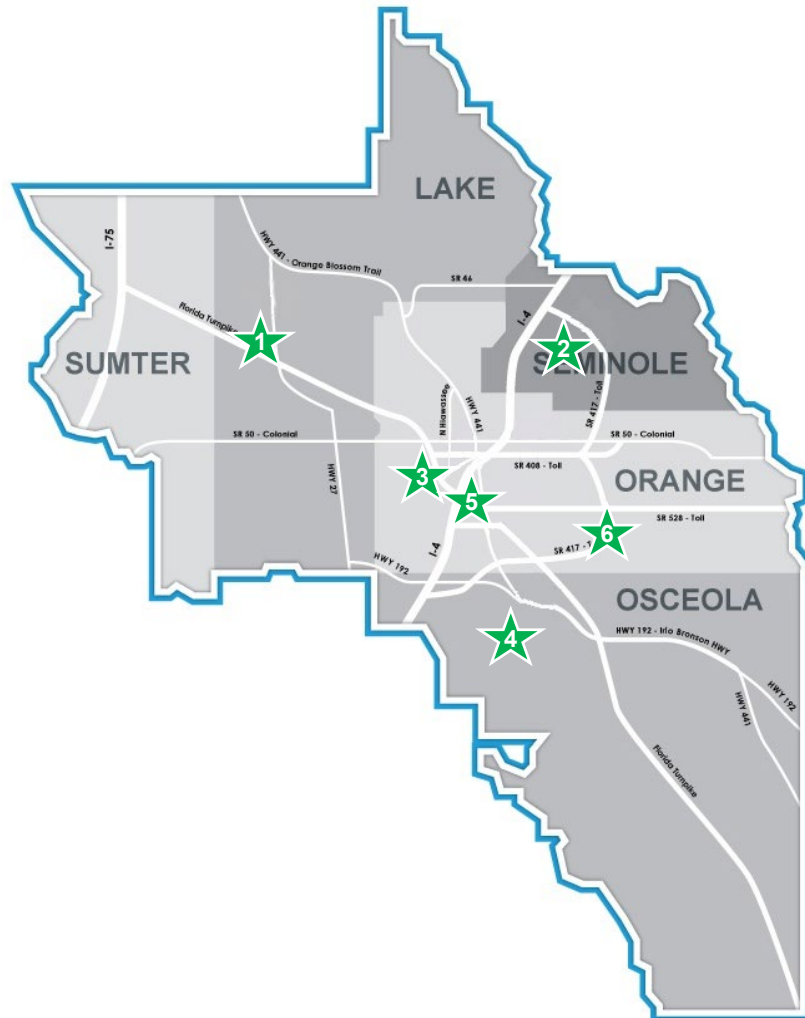
FACILITIES, MAINTENANCE & RELATED COST- \$2.62M



***Note:** The \$2.62M in facilities & related cost have been allocated as follows:

- \$2.4M Talent & Recruitment
- \$262K in G&A

FACILITIES



(1) Lake (Lake Sumter SC)	
Total Square Foot	11,669
Annual Rental Cost	\$174,399
Expiration Date	1/23/2024

(2) Seminole	
Total Square Foot	10,031
Annual Rental Cost	\$180,358
Expiration Date	6/30/2026

(3) West Orange	
Total Square Foot	12,041
Annual Rental Cost	\$318,542
Expiration Date	07/31/2026

(4) Osceola	
Total Square Foot	12,731
Annual Rental Cost	\$190,965
Expiration Date	12/31/2024

(5) Administration	
Total Square Foot	11,792
Annual Rental Cost	\$434,969
Expiration Date	7/31/2026

(6) Southeast Orange	
Total Square Foot	12,363
Annual Rental Cost	\$203,742
Expiration Date	9/30/2024

Rent / Related cost for maintaining locations represents approximately 6.8% of total rent

G&A PROFESSIONAL SERVICES - \$525K

Accounting / External Monitoring

\$170K

- External Financial Audit Fees and Third-party Financial Monitoring

HR, Payroll & Broker Fees

\$235K

- Benefit Broker Fees and Third-party Payroll Services

Legal

\$120K

- General Counsel Fees and Employment Law Support

SUMMARY & BUDGET ASSUMPTIONS

- Fiscal Responsibility
 - Total Funding Revenue \$38.5M; Year-over-Year \$8M or 17.2% decrease
 - 80.3% Earmarked for Career and Business Services; 19.7% in Innovation Support and Administration
 - The proposed budget for salaries will reflect a 4% merit increase average overall. Merit increases are awarded based upon achievement of annual performance goals.
 - Employee health benefits reflects an increase of 8% of current cost based on market rate, with minimal impact to employee costs or plan structure for the program year.
 - The total amount budgeted for administrative cost will be to not exceed 9%, lower than the state allowable cap of 10%.

[RETURN TO AGENDA](#)



TO: Central Florida Area Workforce Development Consortium and
CareerSource Central Florida (CSCF) Board of Directors

FROM: Nilda Blanco, Vice President of Service Delivery

DATE: June 22, 2023

RE: Approval of CSCF Direct Service Provider Request to Department of Economic Opportunity (DEO) 2023-2024

PURPOSE:

The purpose of this memo is to request approval of:

- CareerSource Central Florida's continued designation as a Direct Service Provider for the delivery of services to its career seekers and businesses for the period of one year – July 1, 2023 - June 30, 2024.

BACKGROUND ACTION ITEM – Direct Service Provider:

Local workforce development boards may be designated by the state as a direct provider of basic and individualized career services (also referred to as "workforce services"), with the agreement of the Chief Elected Official in the local area, the local board, and the Governor or designee. CareerSource Central Florida has operated under this designation over the last three years and has again requested this designation from the Florida Department of Economic Opportunity (DEO) for the program year 2023-2024.

As a provider of services, CSCF can quickly adapt services to meet the talent needs of local businesses and support emerging talent solutions. Additionally, delivering services directly allows CSCF to manage its fiscal resources, performance, and staffing with minimal delays. This service delivery model has been evaluated and has been found to be effective and meet the region's federal performance goals. CSCF's request has been approved by DEO and was approved by the CareerSource Florida Board of Directors at the June 7, 2023 meeting. The full document can be found on CSCF's website:

<https://www.careersourcecentralflorida.com/about-us/how-we-operate/>

REQUIREMENTS:

DEO requires the local Chief Elected Officials (Consortium) and the local Board of Directors to affirm CSCF's request to operate as a direct service provider and acknowledge its support for this service delivery model through formal board action.

RECOMMENDED ACTION:

CSCF Executive Leadership recommends the Central Florida Area Workforce Development Consortium and CSCF Board of Directors approval of CSCF's continued designation as a direct service provider for the next year, beginning July 1, 2023, through June 30, 2024, as approved and submitted to DEO and CareerSource Florida.



RETURN TO AGENDA

Meeting Details

Meeting Agenda

Welcome

Spotlight Story

Board
Recognition

Roll Call

Public Comment

Consortium
Action Items

Adjournment of
Consortium

Consent Agenda

Information/
Discussion/
Action Items

Insight

Other Business

Adjournment of
Board

ADJOURNMENT OF CONSORTIUM



RETURN TO AGENDA

Meeting Details

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CONSENT AGENDA

- A. Approval of Minutes – 4/24/23 Board Meeting
- B. Proposed 2023-2024 Board-Committee Meeting Schedule
- C. Local Apprenticeship Policy (*Career Services*)
- D. Executive Compensation (*Executive*)



RETURN TO AGENDA

DRAFT

Board of Directors Meeting

Thursday, April 24, 2023, 9:00 a.m.

MINUTES

MEMBERS PRESENT:	Jody Wood, Andrew Albu, Joe Battista, Gui Cunha, Wendy Ford, Tanisha Gary, John Gyllin, Mark Havard, Jeff Hayward, Eric Jackson, Phillip Laws, Sheri Olson, Bryan Orr, Gaby Ortigoni, Renee Quintanilla, Stella Siracusa, Michelle Sperzel, David Sprinkle, Richard Sweat, DeAnna Thomas, Eric Ushkowitz, Maria Vazquez, and Matt Walton
MEMBERS ABSENT:	Wendy Brandon, Glen Casel, Keira des Anges, Sean Donnelly, Jessie Dziorney-Lukash, John Gill, Shawn Hindle, and Manuel Rascon
STAFF PRESENT:	Pam Nabors, Mimi Coenen, Leo Alvarez, Dyana Burke, Steven Nguyen, Nilda Blanco, Emily Kruszewski, Andrea Wesser-Browner, Kristi Vilardi, Angel Ramos, Sean Masherella, Maura King, Gina Ronokarijo, Carla Sosa, Vanessa Nogueira, and Kaz Kasal
GUESTS PRESENT:	Marthaly Irizarry / Orange County Government ; Lindsey LeWinter / Fairwinds; Steve Nakagawa / Florida High Tech Corridor; Heather Ramos / GrayRobinson; Daniel Entwistle, Suzan Hochstetler, Desiree Perez / Curium

Agenda Item	Topic	Action Item / Follow Up Item
1	Welcome <ul style="list-style-type: none"> Ms. Wood, Board Chair, called meeting to order at 9:02 am and welcomed attendees. 	
2	Roll Call / Establishment of Quorum <ul style="list-style-type: none"> Ms. Kasal, Executive Coordinator, reported a quorum present. 	
3	Public Comment <ul style="list-style-type: none"> None offered. 	
4	Consent Agenda <ul style="list-style-type: none"> Ms. Wood asked the Board if any item on consent agenda, as listed below (attachments), should be moved off for further discussion: <ul style="list-style-type: none"> Draft Minutes of 2/23/23 Board Meeting FY 23-24 Health Insurance Plan Renewal Update (Executive) Transfer of WIOA Adult/DW Funding (Finance) Finance Report (Finance) 	Mr. Hayward made a motion to approve all items on the consent agenda. Ms. Olson seconded; motion passed unanimously.
6	Information / Discussion / Action Item <u>Committee Action Item:</u>	Mr. Jackson made a motion to approve the recommendation for the five new Registered Apprenticeship Programs

	<ul style="list-style-type: none"> Reviewed action memo from Career Services Committee recommending approval of new and existing apprenticeship programs as eligible training providers (attachment). <p><u>Committee Reports</u> Committee reports to be deferred to 6/22/23 Board Meeting.</p>	<p>and three existing sponsors, as presented in the action memo, to be included as a career pathway listed on CSCF's eligible training program list. Mr. Walton seconded, with Dr. Gyllin, Mr. Orr and Dr. Vazquez abstaining; motion passed.</p>
7	<p>Other Business None offered.</p>	
8	<p>Adjournment Meeting adjourned at 9:10 am.</p>	

Respectfully submitted,

Kaz Kasal
Executive Coordinator

FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MIDDLE NAME Gyllin, John		NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE CareerSource Central Florida / Board of Directors Meeting	
MAILING ADDRESS Seminole State College, 1055 AAA Drive		THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF:	
CITY Heathrow	COUNTY Seminole	<input type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input checked="" type="checkbox"/> OTHER LOCAL AGENCY	
DATE ON WHICH VOTE OCCURRED 4/24/23		NAME OF POLITICAL SUBDIVISION:	
		MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTIVE	

WHO MUST FILE FORM 8B

This form is for use by any person serving at the county, city, or other local level of government on an appointed or elected board, council, commission, authority, or committee. It applies to members of advisory and non-advisory bodies who are presented with a voting conflict of interest under Section 112.3143, Florida Statutes.

Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing and filing the form.

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

A person holding elective or appointive county, municipal, or other local public office **MUST ABSTAIN** from voting on a measure which would inure to his or her special private gain or loss. Each elected or appointed local officer also **MUST ABSTAIN** from knowingly voting on a measure which would inure to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent, subsidiary, or sibling organization of a principal by which he or she is retained); to the special private gain or loss of a relative; or to the special private gain or loss of a business associate. Commissioners of community redevelopment agencies (CRAs) under Sec. 163.356 or 163.357, F.S., and officers of independent special tax districts elected on a one-acre, one-vote basis are not prohibited from voting in that capacity.

For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; and

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

APPOINTED OFFICERS:

Although you must abstain from voting in the situations described above, you are not prohibited by Section 112.3143 from otherwise participating in these matters. However, you must disclose the nature of the conflict before making any attempt to influence the decision, whether orally or in writing and whether made by you or at your direction.

IF YOU INTEND TO MAKE ANY ATTEMPT TO INFLUENCE THE DECISION PRIOR TO THE MEETING AT WHICH THE VOTE WILL BE TAKEN:

- You must complete and file this form (before making any attempt to influence the decision) with the person responsible for recording the minutes of the meeting, who will incorporate the form in the minutes. (Continued on page 2)

APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Dr. John Gyllin, hereby disclose that on April 24, 2023 :

(a) A measure came or will come before my agency which (check one or more)

- ☐ inured to my special private gain or loss;
- ☐ inured to the special gain or loss of my business associate, _____;
- ☐ inured to the special gain or loss of my relative, _____;
- ☐ inured to the special gain or loss of Seminole State College, by whom I am retained; or
- ☐ inured to the special gain or loss of _____, which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

The CareerSource Central Florida Board of Directors voted to approve "New Apprenticeships as Eligible Training Providers" (Agenda Item 5A 1). As VP, Resource Development & Executive Director, Foundation for Seminole State College of Florida, Inc., I would not benefit personally, but my employer Seminole State College could benefit.

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

Date Filed 4/24/23

Signature 

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.

FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MIDDLE NAME Orr, Bryan		NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE CareerSource Central Florida / Board of Directors Meeting
MAILING ADDRESS Kalos Services, 236 Hatteras Ave.		THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF:
CITY Clermont	COUNTY Lake	<input type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input checked="" type="checkbox"/> OTHER LOCAL AGENCY
DATE ON WHICH VOTE OCCURRED 4/24/23		NAME OF POLITICAL SUBDIVISION:
		MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTEE

WHO MUST FILE FORM 8B

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Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing and filing the form.

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

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For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; *and*

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

APPOINTED OFFICERS:

Although you must abstain from voting in the situations described above, you are not prohibited by Section 112.3143 from otherwise participating in these matters. However, you must disclose the nature of the conflict before making any attempt to influence the decision, whether orally or in writing and whether made by you or at your direction.

IF YOU INTEND TO MAKE ANY ATTEMPT TO INFLUENCE THE DECISION PRIOR TO THE MEETING AT WHICH THE VOTE WILL BE TAKEN:

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APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Bryan Orr, hereby disclose that on April 24, 2023:

(a) A measure came or will come before my agency which (check one or more)

- ☐ inured to my special private gain or loss;
- ☐ inured to the special gain or loss of my business associate, Air Conditioning Contractors of Central Florida (ACCA);
- ☐ inured to the special gain or loss of my relative, _____;
- ☐ inured to the special gain or loss of _____, by whom I am retained; or
- ☐ inured to the special gain or loss of _____, which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

The CareerSource Central Florida Board of Directors voted to approve "New Apprenticeships as Eligible Training Providers" (Agenda Item 5A 1). As Co-Founder & President of Kalos Services, Inc., I would not benefit personally but my business associate, Air Conditioning Contractors of Central Florida (ACCA), could benefit.

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

4/26/23
Date Filed


Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.

FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MIDDLE NAME Vazquez, Maria		NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE CareerSource Central Florida / Board of Directors Meeting	
MAILING ADDRESS Orange County Public Schools, 445 W. Amelia Street		THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF:	
CITY Orlando	COUNTY Orange	<input type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input checked="" type="checkbox"/> OTHER LOCAL AGENCY	
DATE ON WHICH VOTE OCCURRED 4/24/23		NAME OF POLITICAL SUBDIVISION:	
		MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTEE	

WHO MUST FILE FORM 8B

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For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; and

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

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APPOINTED OFFICERS (continued)

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DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Dr. Maria Vazquez, hereby disclose that on April 24, 20 23 :

(a) A measure came or will come before my agency which (check one or more)


- ☐ inured to my special private gain or loss;
- ☐ inured to the special gain or loss of my business associate, _____ ;
- ☐ inured to the special gain or loss of my relative, _____ ;
- ☐ inured to the special gain or loss of Orange County Public Schools, by whom I am retained; or
- ☐ inured to the special gain or loss of _____, which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

The CareerSource Central Florida Board of Directors voted to approve "New Apprenticeships as Eligible Training Providers" (Agenda Item 5A 1). As Superintendent of Orange County Public Schools, I would not benefit personally but my employer, Orange County Public Schools, could benefit.

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

4.26.2023
Date Filed


Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.

CareerSource Central Florida
Board, Consortium and Committee Meeting - Dates 2023 - 2024 (PROPOSED)

Meeting	July	August	September	October	November	December	January	February	March	April	May	June
Board of Directors			9/28/2023 (Thu) 9:00-10:30am Orientation Session 10:30am-11:30am			12/14/2023 (Thu) 9:00-11:00am		2/29/2024 (Thu) 9:00am-10:30am		Board Mtg & Retreat 4/18/24 (Thu) 9:00am-5:00pm	5/23/2024 (Thu) 10:00am-12:00pm Budget Workshop (Non-Voting Mtg.)	6/20/24 (Thu) 9:00-11:00am
Consortium						12/14/2023 (Thu) 9:00-11:00am						6/20/2024 (Thu) 9:00-11:00am
Audit Committee			9/6/2023 (Wed) 2:30-3:00pm				1/31/2024 (Wed) 2:30-4:00pm					
Career Services Committee			9/14/2023 (Thu) 3:00-4:30pm		11/16/2023 (Thu) 3:00-4:30pm			2/15/2024 (Thu) 3:00-4:30pm			5/2/24 (Thu) 3:00-4:30pm	
Community Engagement Committee				10/26/2023 (Thu) 3:00-4:30pm				2/8/2024 (Thu) 3:00-4:30pm			5/9/2024 (Thu) 3:00-4:30pm	
Executive Committee		8/10/2023 (Thu) 2:00-3:30pm	9/20/2023 (Wed) 2:00-3:30pm			12/7/2023 (Thu) 2:00-3:30pm		2/22/2024 (Thu) 2:00-3:30pm		4/11/2024 (Thu) 2:00-3:30pm		6/13/2024 (Thu) 2:00-3:30pm
Facilities Ad Hoc Committee (subcommittee of Finance)												
Finance Committee				10/18/2023 (Wed) 2:30-4:00pm			1/31/2024 (Wed) 2:30-4:00pm			4/10/2024 (Wed) 2:30-4:00pm		6/5/2024 (Wed) 2:30-4:00pm
Governance Committee		8/16/2023 (Wed) 3:00-4:30pm					1/17/2024 (Wed) 3:00-4:30pm				5/15/2024 (Wed) 3:00-4:30pm	
Revenue Diversity & New Markets Committee		8/23/2023 (Wed) 2:00-3:30pm			11/29/2023 (Wed) 2:00-3:30pm				3/27/2024 (Wed) 2:00-3:30pm		5/29/2024 (Wed) 2:00-3:30pm	

Updated: 6/2/23

Please Note: Schedule may be subject to change

Location and times are as specified on public notices which are displayed on CareerSource Central Florida website: www.careersourcecentralflorida.com

RETURN TO AGENDA

Apprenticeship Policy

- CSCF will utilize WIOA or TANF funds to support apprentices* in the following:
 - On-the-Job (OJT)** – new hires or incumbent workers; eligible for up to 6 months of reimbursement of wages at 50% and up to 75% based on candidate status
 - Support Services** – purchase of items for the apprentices to ensure successful completion of the program. These may include books, tools, clothing/uniforms, boots, computer/tablet, online courses, certification or testing fees, childcare and transportation.
- CSCF will financially support a Registered Apprenticeship when:
 - The apprenticeship model is comprised of a sponsor, employer(s), and education training provider, or
 - The apprenticeship model is comprised of a sponsor, and employer(s), and the training is conducted by the sponsor who has a documented training framework
- New apprenticeship partnerships with CSCF are limited to 10 enrollments until performance targets are met
- CSCF will not provide financial support to a RAP when the sponsor, employer, and training provider are the same entity; however, the program and occupation will be listed on our ETPL as a career pathway and CSCF may refer potential candidates

**Apprentices must meet WIOA qualifications in order to enroll in services*

ACTION ITEMS

To: CSCF Board of Directors
From: CSCF Executive Committee
Re: Fiscal Year 2023-24 Executive Compensation, Merit & Incentive
Date: July 22, 2023

Purpose: The purpose of the memo is to recommend two action items. Action 1: Recommend approval for CareerSource Central Florida's (CSCF's) President/CEO to issue merit and incentive compensation to executive staff based on CSCF's merit structure and incentive compensation policy. Action 2: Recommend approval to adjust executive compensation based on market data up to 8%.

Action Item 1 Background:

Annual Merit & Incentive Compensation: CSCF conducts its annual performance review process at the conclusion of the fiscal year. Merit increases are awarded to employees based upon achievement of annual performance goals and can range between 3% and 5% of salary. For fiscal year 2023-24 the recommended budget reflects a 4% merit increase allowance.

CSCF also has an Incentive Compensation Policy intended to motivate and reward employees for exceeding performance objectives or demonstrating extraordinary innovation or creativity in accordance with CSCF's organizational values, mission, goals, and competencies. The criteria for obtaining incentive compensation and eligibility of compensation amounts are detailed in the Incentive Compensation Policy included in the memo.

Our Grantee/Subgrantee Agreement with DEO requires the Board to approve executive compensation changes. Sec 11. Compensation and Travel states: *No changes to compensation for executive staff of the Board are allowed without documented Board approval and must be in alignment with local policies and procedures. The Board shall ensure that all bonuses, pay raises, and benefits are reasonable and necessary for the successful performance of the award and are a prudent use of federal funds.* As has been our practice, the President/CEO would like to move forward with recommendations for merit increases and incentive payments reflective of the executive group's performance this past year.

Action Item 1: Recommend approval for the CSCF's President/CEO to issue merit and incentive compensation to executive staff based on CSCF's merit structure and incentive compensation policy. The action applies to the following executive staff for fiscal year 2022-23:

Leo Alvarez, CFO
Steven Nguyen, VP of Innovation & Technology
Dyana Burke, VP of Human Resources
Nilda Blanco, VP Service Delivery
Emily Kruszewski, Assistant VP of Strategic Communications

Action Item 2 Background:

At the direction of CSCF's Board of Directors, staff engaged a third-party compensation consultant, Compensation Resources, to update the 2019 compensation study and recommend adjusted pay grades, if necessary to align salaries to current market rates. Compensation Resources analysis found that the salary pay grades for executive salaries are approximately 8% below the current market; therefore, they recommend an 8% adjustment to the pay grades.

The following charts illustrate the current and proposed market adjustment pay grades.

Chart A:

Pay Grade	CURRENT			MARKET ADJUSTED		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
43	\$99,954	\$124,943	\$149,931	\$ 107,950	\$ 134,938	\$ 161,925
44	\$107,794	\$137,437	\$167,080	\$ 116,418	\$ 148,432	\$ 180,446
46	\$132,616	\$172,401	\$212,186	\$ 143,225	\$ 186,193	\$ 229,161
47	\$152,508	\$198,261	\$244,013	\$ 164,709	\$ 214,122	\$ 263,534

The executives will maintain their current position to market (compa-ratio) within the new market adjusted range. The following table shows the new proposed annual salary adjustments:

Chart B:

<u>Payroll Name</u>	<u>Job Title Description</u>	<u>Pay Grade</u>	<u>Current Annual Salary</u>	<u>Market Adjusted Salary</u>	<u>Current and Adjusted Comp Ratio</u>
Alvarez, Leonardo J.	Chief Financial Officer/First Vice President	46	\$ 178,983	\$ 193,302	1.04
Blanco, Nilda I.	Vice President of Service Delivery	44	\$ 145,605	\$ 157,253	1.06
Burke, Dyana L	Vice President of Human Resources	44	\$ 147,005	\$ 158,765	1.07
Kruszewski, Emily	Assistant VP of Corporate Communications	43	\$ 115,003	\$ 124,203	0.92
Nabors, Pamela J.	Chief Executive Officer/President	47	\$ 223,532	\$ 241,415	1.13
Nguyen, Steven	Vice President of Innovation and Technology	44	\$ 149,088	\$ 161,015	1.08

Note: The total impact on the annual budget is estimated to be \$77,000.

CSCF plans to engage Compensation Resources to conduct a full market analysis to review all positions at CSCF to recommend adjustments to current market levels if necessary. An evaluation and recommendation will be brought to the Executive Committee in 2023-24.

Action Item 2: Recommend approval to adjust executive compensation based on the schedule above.

CSCF Incentive Compensation Policy

The purpose of CareerSource Central Florida's Incentive Compensation Policy is to motivate and reward employees for exceeding performance objectives or demonstrating extraordinary innovation or creativity in accordance with CSCF's organizational values, mission, goals, and competencies.

In alignment with the *Federal Register 2 CFR. Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, incentive compensation will be reasonable and may be recommended based on the criteria detailed in this memo.

Incentive compensation is not defined, nor can it be considered a "bonus" distributed to employees based on any factor not associated with performance or accomplishment; it is designated as an additional benefit specifically rewarding performance that significantly exceeds the normal standards. Managers/Directors/Executives in any department may recommend incentive compensation for individuals or teams based on written justification of the exemplary contribution to the achievement of goals as defined in the Incentive Compensation Plan Policy. The amount of incentive compensation will be recommended by the manager, and approved by the department executive, based on meeting the threshold of an overall score of 3.5 in the year-end staff performance evaluation tool, along with documentation of achievement of criteria 1 and/or 2 listed below. All recommendations for incentive compensation must be approved by the CEO or designee. Annually, the incentive compensation plan will be developed and implemented to coordinate with the budget and establish benchmarks for performance.

Criteria: The qualifying performance score required for consideration is a 3.5 on a scale of 1-5 on the year-end performance review. The score is calculated based on the achievement of individual staff goals set at the beginning of the fiscal year and demonstrated success in modeling CSCF established competencies.

Incentive compensation may be recommended based on meeting one or more of the following criteria:

- **Criteria 1:** Innovations or contributions that result in increased efficiency or excellence in internal/external service delivery and/or processes.
- **Criteria 2:** Actions or ideas that contribute to efficiency or cost reduction while maintaining or increasing standards of service or product

To receive an incentive award, an employee must be an active employee currently working as of the date of payout. Any employee who has resigned with a last day worked prior to the incentive payout is not eligible.

Anyone hired April 1 and after are in their 90-day probationary period and will not be eligible for an incentive paid out that calendar year.

This criterion is at the President's discretion and may be altered/waived at any time to acknowledge extraordinary performance during critical or emergency periods, as needed.

Incentive Amounts: Annual eligible incentive compensation amounts for CareerSourcers are based on their level of position within the Company as follows:

Level of Position	Eligibility Range
Staff Level (non-management individual contributors; Leads)	\$1,000
Mid-Level Manager Level (CareerSourcers who oversee management of a function/program with no direct reports, Managers with at least 1 direct report and Sr. Managers)	\$1,500
Senior Manager Level (Directors, Sr. Directors)	\$2,000
Executive Level (ex: CEO, COO, CFO, VP)	Up to 10% of current salary

NOTE: This may be updated/revised at any time based on budget and/or compensation market analysis data

Meeting Details

Meeting Agenda

Welcome

Spotlight Story

Board
Recognition

Roll Call

Public Comment

Consortium
Action Items

Adjournment of
Consortium

Consent Agenda

Information/
Discussion/
Action Items

Insight

Other Business

Adjournment of
Board

INFORMATION / DISCUSSION / ACTION ITEMS



Chair's Report

Jody Wood



President & CEO Report

Pam Nabors

Score Card

7/1/22 - 6/10/23 CSCF Performance Report

Deliver Talent Solutions to Ignite Potential

7/1/22 - 6/10/23 CSCF Performance Report: [Career Services Delivery](#)

Career Seekers
Served

39,543

87.9%
Percent of 45,000
Target Goal

Individuals Engaged
with Staff

16,434

54.8%
Percent of 30,000
Target Goal

Individuals Placed
in Employment

6,769

90.3%
Percent of 7,500
Target Goal



Career Seekers
Receiving Training

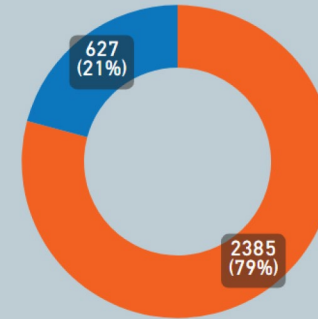
2,998

Percent of 3,000 Target Goal

100%

PY Training
Enrollment Status

● Rollover from Last Program Year
● New Enrollment



Career Seeker
Average Wages

\$19.37

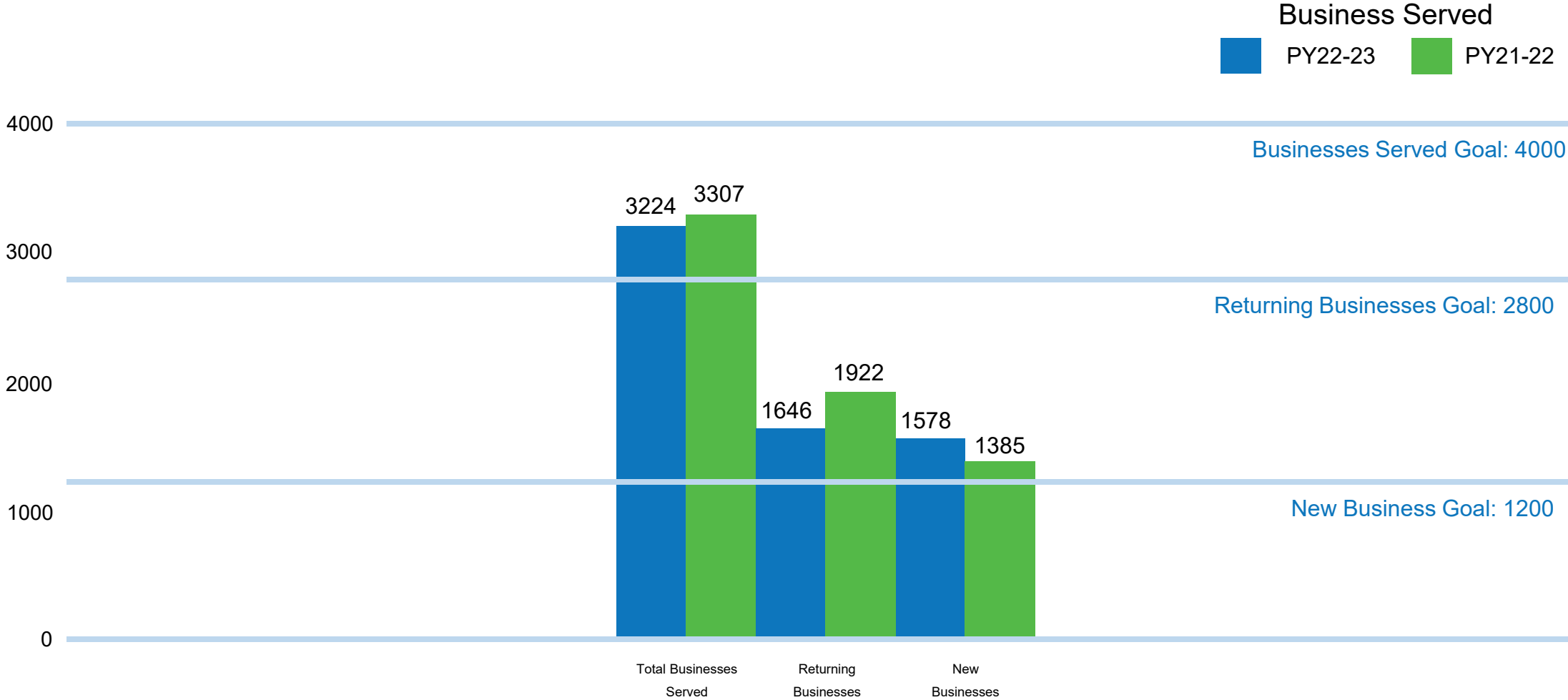
Median Wages

\$18.00

>\$17.50

Wage Goal

Deliver Talent Recruitment & Retention Initiatives for Businesses in Recovering and Emerging Industries



Highlights

Our "Take A Bow" Moment

It has been a true honor having Jody Wood as our Board Chair these past few years. She has been instrumental in leading this board and organization. Her profound vision, expertise and strategy has led us into the future and the impact has been great.

Please join me in thanking Jody Wood!

We'd also like to send a warm thank you to Eric Jackson for his outstanding support through the years.

A final thank you to Manuel Rascon, Glen Casel, Dr. John Gyllin, and Kari Conley for their support these past few years on our board.

Let's take a look at what a year it has been...

Annual Retreat Update

What a year it has been, and we thank you all for your support and being part of our Board Retreat this past April, which was hosted at Walt Disney World. We were able to strategize together and set our company up for tremendous success during the next several years. We look forward to a bright future.



Welcome Tadar

We are pleased to announce **Tadar Muhammad** as the new **Chief Operating Officer** here at CSCF.

As we look to the future, we are eager for what Tadar will bring to CSCF. He is a strategic thinker with a dynamic leadership approach who also has a true passion for the Central Florida community. Welcome!



Welcome Katie

Please also join me in welcoming Katie Crofoot who is the Director of the Executive Office of the Governor's Office of Reimagining Education and Career Help (REACH).



High Fives & BOLD Moves For CSCF

High Five Moment: During the recent CareerSource Florida Board Meeting, CSCF was honored for its impactful work with HOPE Florida.

Secretary Harris with DCF gave CSCF a big shout out during the meeting and highlighted the success of the partnership, including a testimony from Central Florida youth participant.

Being BOLD at CSCF: We will be rolling out our BOLD communications plan to staff during the next few weeks and celebrating CSCF New Year this July 1st.

Jobs For The Future: We are delighted to share the news that we were selected to work alongside the team in the technology and innovation space.

Celebration of Life For Our Beloved Annmarie

We recently lost one of our own here at CareerSource Central Florida – our sweet Annmarie O'Brien who passed away after a long battle with cancer. Annmarie worked here for 18 years and led our Veteran team and Contact Center. She was such a shining light to our CareerSource family.

She truly loved this organization and our mission. We all were honored to work with her but know she will always be among us.



CSCF Makes NEWS

Here is a snap-shot of some recent news coverage from this past year.

We reached **471 million individuals** through our media efforts and secured **280 stories** through the year in print, online and on TV.

We increased our **brand awareness** by **3.2 million**, especially through our social channels.

Workforce Solutions to Address the Opioid Crisis in the Workplace



SPECTRUM
NEWS 13

WFTV 9



DAILY SUN Meeting Packet Page 110

CareerSource points students toward future

By Laurel Ziffer DailySunStaff Writer | 01/11/2022



Students from the CareerSource workforce solutions office are shown in a classroom setting, interacting with a professional. The students are wearing colorful shirts and are engaged in a discussion with the professional.



Orlando Sentinel

ORLANDO
BUSINESS JOURNAL



Thank you



[RETURN TO AGENDA](#)

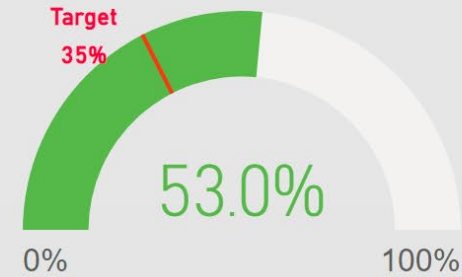
BUDGET vs ACTUAL REPORT THRU 4/30/2023

CSCF Budget FY 2022 - 2023

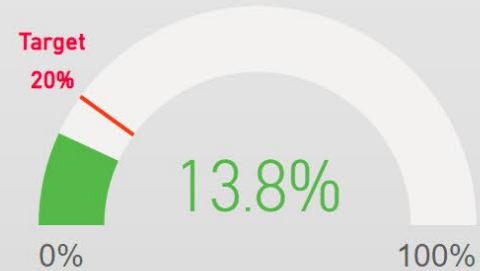
Funding Sources	Total Revenue		
Carry In Funds From FY 21 - 22	27,390,961		
FY 22 - 23 Award	35,362,526		
Award Total - Available Funds	62,753,487		
LESS planned Carryover For FY 23 - 24	(16,253,487)	Actual	% of
Total Available Funds Budgeted	46,500,000	Expenditures	Expenditures

PROGRAM	Authorized Budget		
Salaries/Benefits	19,793,000	15,542,747	78.5%
Training Investment	20,250,000	17,001,721	84.0%
Professional Services	1,035,000	1,325,605	128.1%
Outreach	800,000	506,143	63.3%
Infrastructure/Maintenance & Related Cost	2,725,000	2,135,680	78.4%
IT Cost/Network Expenses	1,452,000	1,268,848	87.4%
Staff Development & Capacity Building	445,000	442,664	99.5%
EXPENDITURES	46,500,000	38,223,408	82.2%

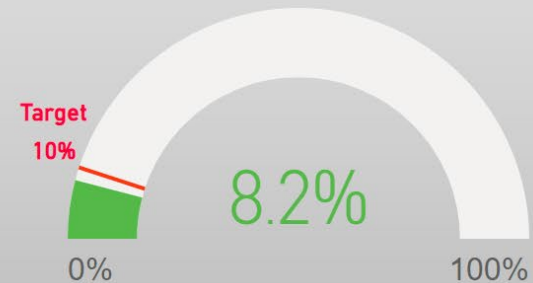
ITA%(Adult DW) Actual



WEX%(Youth) Actual



Administrative Cost% Actual



Total Budget

\$46.5M

Total Budget to Actual

\$38.2M

Training Budget

\$20.3M

Training Actual Expenditures and Obligations

\$19.3M

REPORTS BY COMMITTEE CHAIR

Executive

Jody Wood

Audit

Sheri Olson

Career Services

Andrew Albu

Community Engagement

David Sprinkle

Facilities Ad Hoc

Matt Walton

Finance

Eric Ushkowitz

Governance

Richard Sweat

Revenue Diversity & New Markets

Eric Jackson



RETURN TO AGENDA

SLATE OF OFFICERS

Proposed: Slate of Officers FY: 2023-2024

Board Position	Nomination	Job Title	Organization
Chair	Richard Sweat	President/CEO	.decimal
Vice Chair	Sheri Olson	Director, Foundation, Government & Guest Relations	South Lake Hospital
Treasurer	Eric Ushkowitz	Business Development Division Manager	City of Orlando
Secretary	Jeff Hayward	President/CEO	Heart of Florida United Way

CareerSource Central Florida 2021-2022 Annual Performance

Daniel Harper

Department of Economic Opportunity



CareerSource Central Florida

Florida Department of Economic Opportunity Annual Performance Presentation

Daniel S. Harper, Senior Management Analyst Supervisor

Valerie Peacock, Chief, Financial Monitoring & Accountability

Yvette McCullough, Revenue Program Administrator I

Chadwick Myrick, Revenue Program Administrator I

June 22, 2023



Workforce System Funding Sources

- United States Department of Labor (USDOL)
 - Employment and Training Administration (ETA) ~\$170 million
 - Veterans' Employment and Training Service (VETS) ~\$8.4 million
- United States Department of Health and Human Services (HHS) ~\$56 million
- United States Department of Agriculture (USDA) ~\$8.2 million
- State of Florida General Revenue (GR)
- Other Sources

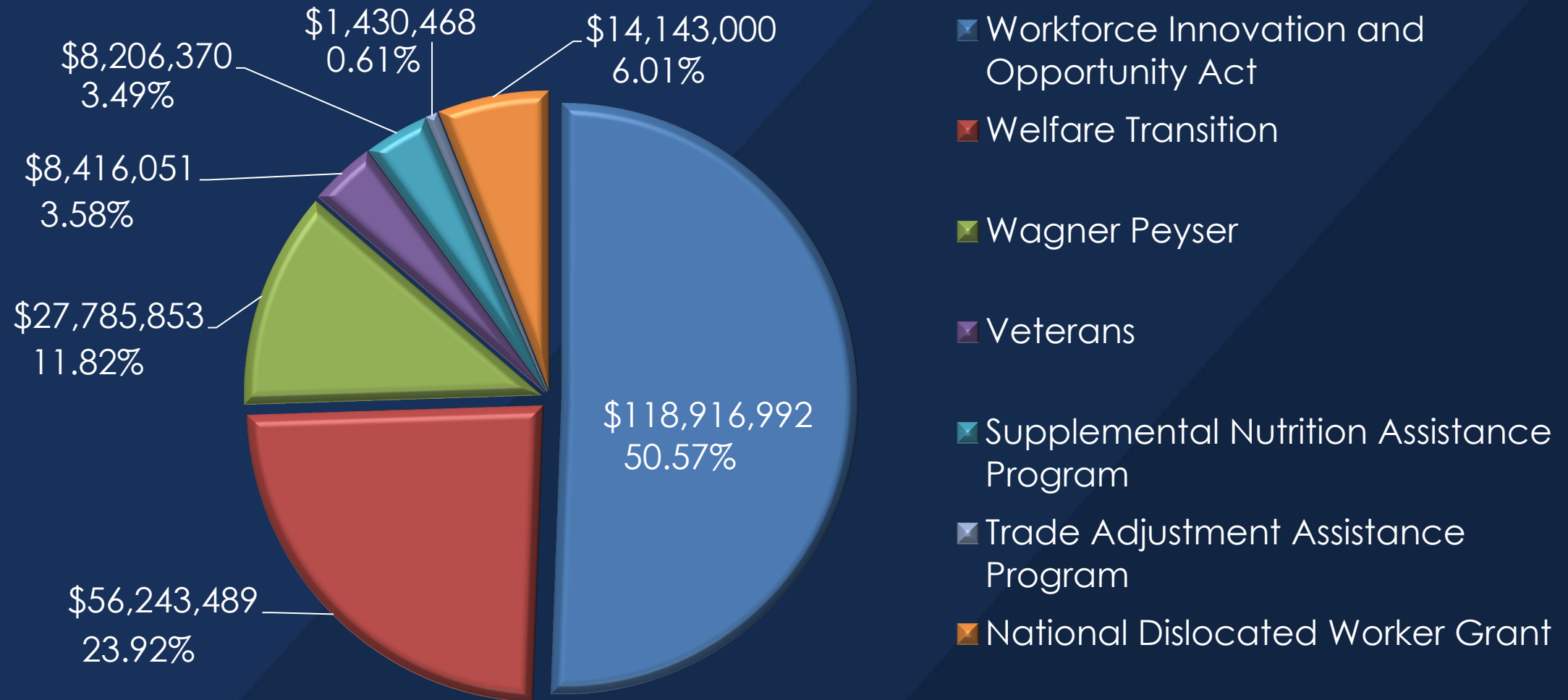
Workforce System Oversight

- United States Department of Labor Employment and Training Administration (USDOL - ETA)
- Florida Legislature
- Reimagining Education and Career Help (REACH) Office
- Department of Economic Opportunity (DEO)
- CareerSource Florida (CSF)
- Chief Local Elected Officials or Consortiums (CLEO)
- Local Workforce Development Boards (LWDB)

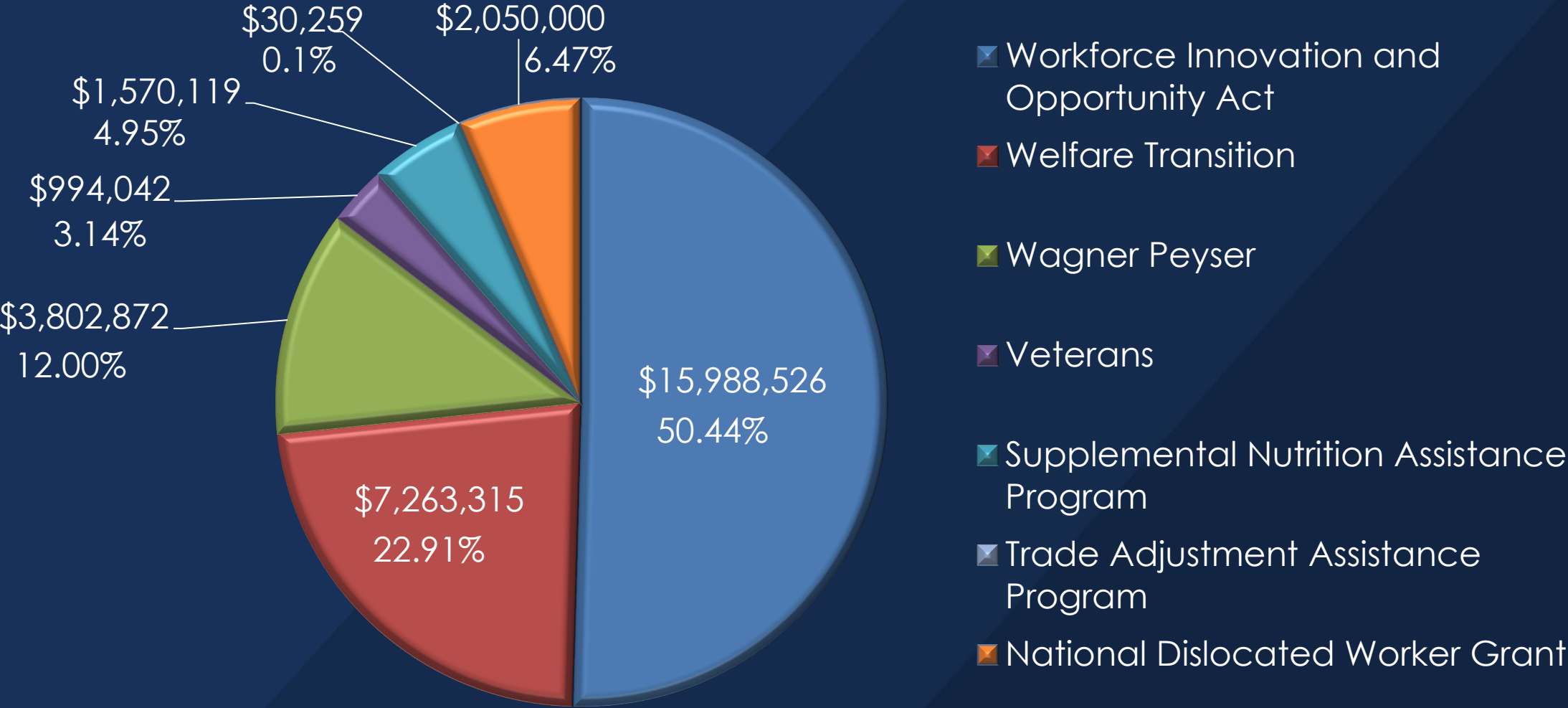
Local Service Delivery

- One-Stop Career Centers
 - Core Partners and Required Partners
 - Other Local Partnerships
- Job Seekers
- Employers

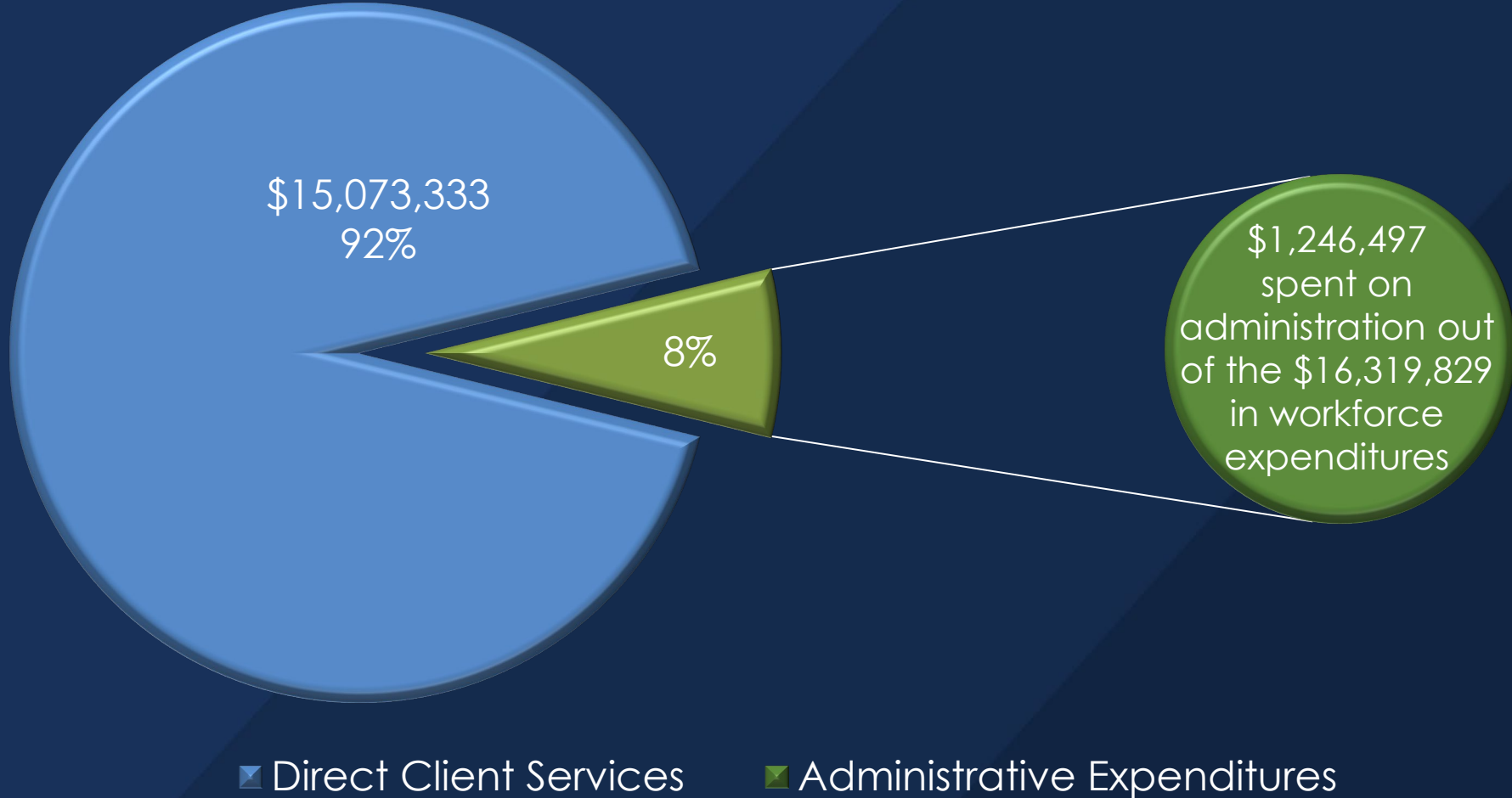
State Fiscal Year 2022 Statewide Funding \$235,142,223



State Fiscal Year 2022 Local Board Funding \$31,699,133



Direct Client Services and Administrative Expenditures



Individual Training Account (ITA) Expenditures



Annual ITA Expenditure Requirement



ITA Expenditures

Work Experience Expenditures

WIOA Requirement: Greater than 20% Work Experience Expenditures

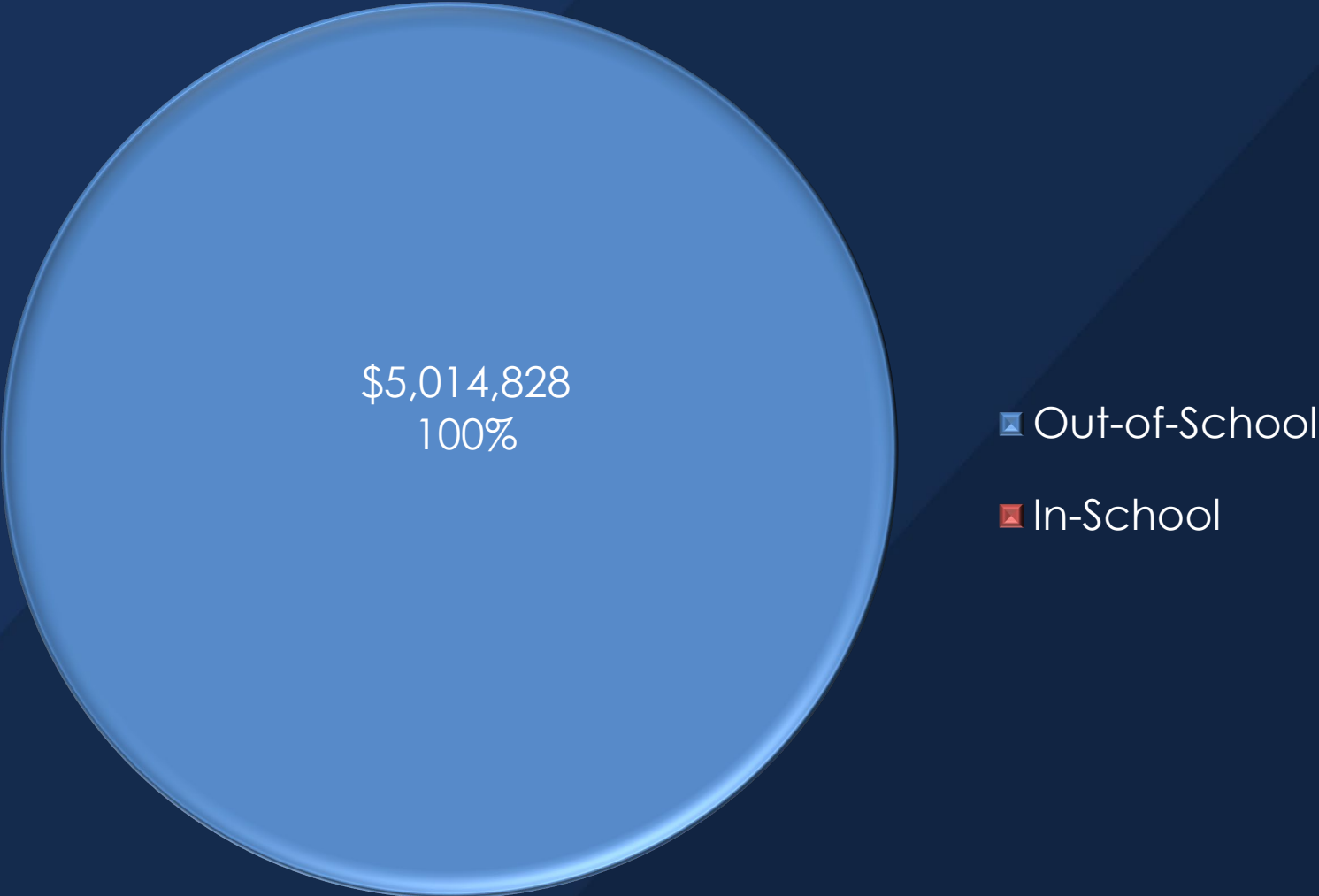


PY2021



PY2022

Out-of-School Youth Expenditures



Primary Indicators of Performance

Customer Groups

- Adult Metrics (5)
- Dislocated Worker Metrics (5)
- Youth Metrics (5)
- Wagner Peyser Metrics (3)

Metrics

1. Employed in 2nd quarter after exiting the program
2. Employed in 4th quarter after exiting the program
3. Median wages in 2nd quarter after exiting the program
4. Credential attainment rate (Not applicable for Wagner Peyser)
5. Measurable Skill Gains (Not applicable for Wagner Peyser)

Primary Indicators of Performance Results

LWDB 12 Program Year (PY) 2020 & 2021 Performance for July 1– June 30	PY2020 Performance Goals	PY2020 4th Quarter Performance	PY2021 Performance Goals	PY2021 4th Quarter Performance
Adult Programs:				
Employed 2nd Quarter After Exit	85.5	86.2	87.0	76.1
Median Wage 2nd Quarter After Exit	\$7,000	\$7,242	\$7,000	\$8,921
Employed 4th Quarter After Exit	84.0	83.8	85.0	80.4
Credential Attainment Rate	70.0	76.9	70.0	71.0
Measurable Skill Gains	60.0	81.4	60.0	73.5
Dislocated Workers Programs:				
Employed 2nd Quarter After Exit	85.0	84.8	85.0	81.7
Median Wage 2nd Quarter After Exit	\$7,000	\$7,526	\$7,100	\$8,997
Employed 4th Quarter After Exit	81.0	78.5	81.0	84.6
Credential Attainment Rate	70.0	85.4	70.0	90.9
Measurable Skill Gains	70.0	85.0	72.2	72.6
Youth Programs:				
Employed 2nd Quarter After Exit	79.0	77.4	80.0	69.1
Median Wage 2nd Quarter After Exit	\$3,800	\$4,459	\$3,800	\$5,169
Employed 4th Quarter After Exit	73.0	74.8	74.0	78.5
Credential Attainment Rate	87.0	92.7	85.0	92.6
Measurable Skill Gains	50.0	63.2	52.0	63.4
Wagner Peyser Programs:				
Employed 2nd Quarter After Exit	68.0	61.5	68.0	67.7
Median Wage 2nd Quarter After Exit	\$5,000	\$5,551	\$5,100	\$6,950
Employed 4th Quarter After Exit	65.0	63.3	65.0	64.1



Not Met (less than 90% of negotiated)



Met (90 - 100% of negotiated)



Exceeded (greater than 100% of negotiated)

Self-Sufficiency Quarterly Performance Report

Customer Groups

- Welfare Transition
- Supplemental Nutrition Assistance Program
- Employment & Training

Metrics

1. Employed in 2nd quarter after exiting the program
2. Median wages in 2nd quarter after exiting the program
3. Closure Rate
4. Co-Enrollment
5. Benefit Sanction and Restoration
6. Participation Rates (Not applicable for SNAP)

Self-Sufficiency Quarterly Report Results

LWDB 12 Program Year (PY) 2021 Performance for July 1, 2021 – June 30, 2022	PY2021 Performance	Statewide
Supplemental Nutrition Assistance Program:		
Employed 2nd Quarter After Exit	50.8	46.6
Median Wage 2nd Quarter After Exit	\$6,075	\$5,902
Employed 4th Quarter After Exit	52.2	47.2
Co-Enrollment WIOA	131	1604
Co-Enrollment WP	810	6520
Welfare Transition:		
Employed 2nd Quarter After Exit	45.3	45.5
Median Wage 2nd Quarter After Exit	\$4,616	\$4,364
Employed 4th Quarter After Exit	51.5	49.1
Co-Enrollment WIOA	30	494
Co-Enrollment WP	636	2880
All-Families Participation Rate	11.7	11.3
Two-Parents Participation Rate	3.7	7.2

Letter Grades

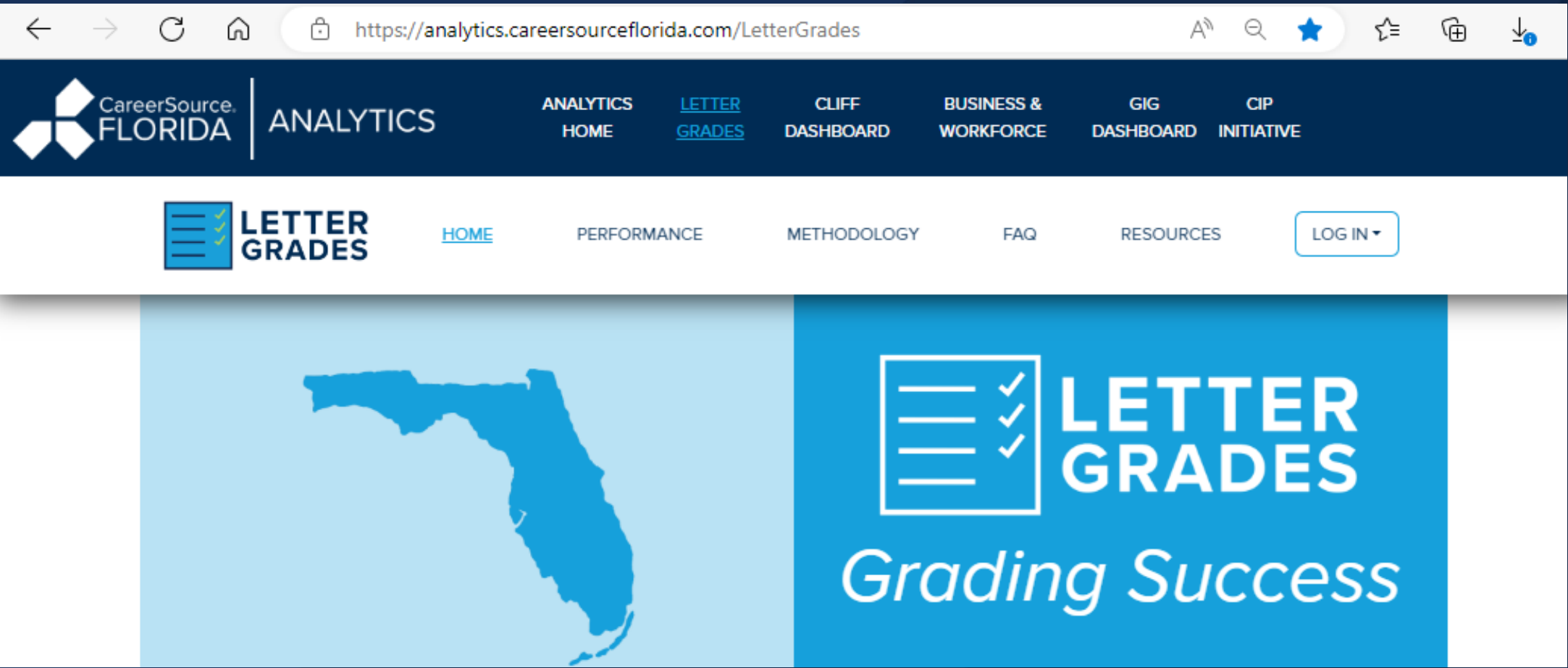
Customer Groups

- WIOA (Adult, Dislocated Worker, Youth), Wagner-Peyser, Supplemental Nutrition Assistance Program, Welfare Transition, National Dislocated Worker Grant, Trade Adjustment Assistance, Employers

Metrics

1. Participants with Increased Earnings
2. Reduction in Public Assistance
3. Employment and Training Outcomes
4. Participants in Work-Related Training
5. Continued Repeat Business
6. Year-Over-Year Business Penetration
7. Completion-To-Funding
8. Extra Credit: Serving Individuals on Public Assistance

Letter Grades



Financial Monitoring Activities

LWDB 12 Program Year (PY) January 1, 2021 – September 30, 2021	PY 2020	PY 2021
Findings	0	0
Issues of Non-Compliance	0	0
Observations	0	1
Technical Assistance	1	1

Programmatic Monitoring Activities

LWDB 12 Program Year (PY) 2021 January 1, 2021 – September 30, 2021	PY 2020 Findings	PY 2021 Findings
Welfare Transition	1	1
Wagner-Peyser / Migrant Seasonal Farmworker	4	2
Supplemental Nutrition Assistance Program - Employment and Training	0	1
WIOA Adult / Dislocated Worker / Youth	0	2
Jobs for Veterans States Grants	0	1
Total Findings	5	7

Q&A



Contact



Thank You

Please contact our office with questions or comments about this presentation.



Office: DEO Bureau of One-Stop & Program Support

Main Line: 850-921-3327

Email: [Daniel.Harper@DEO.MyFlorida .com](mailto:Daniel.Harper@DEO.MyFlorida.com)

[RETURN TO AGENDA](#)

Meeting Details

Meeting Agenda

Welcome

Spotlight Story

Board
Recognition

Roll Call

Public Comment

Consortium
Action Items

Adjournment of
Consortium

Consent Agenda

Information/
Discussion/
Action Items

Insight

Other Business

Adjournment of
Board

INSIGHT



Legislative Update

Chris Carmody
GrayRobinson



2023 SESSION WRAP-UP

GRAYROBINSON



CareerSource
CENTRAL FLORIDA

GRAYROBINSON

TODAY'S PRESENTER

Christopher L. Carmody, Jr.



@CarmodyJr

chris.carmody@gray-robinson.com



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MEET THE PLAYERS



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OFFICE OF GOVERNOR RON DESANTIS



RON DESANTIS
Florida Governor



JAMES UTHMEIER
Chief of Staff



STEPHANIE KOPELOUSOS
Legislative Affairs Director



CHRIS SPENCER
Office of Policy and
Budget Director

CABINET MEMBERS



WILTON SIMPSON
Commissioner of Agriculture
and Consumer Services



ASHLEY MOODY
Attorney General



JIMMY PATRONIS
Chief Financial Officer

GRAYROBINSON FLORIDA HOUSE



PAUL RENNER
Speaker of the House

TOM LEEK
Budget Chair

MICHAEL GRANT
Majority Leader

CHUCK CLEMONS
Speaker Pro Tempore

DANNY PEREZ
Rules Chair and
Speaker Designate

FENTRICE DRISKELL
Minority Leader

GRAYROBINSON FLORIDA SENATE



KATHLEEN PASSIDOMO
Senate President

DENNIS BAXLEY
President Pro Tempore

BEN ALBRITTON
Majority Leader and
President Designate

LAUREN BOOK
Minority Leader

DOUG BROXSON
Budget Chair

DEBBIE MAYFIELD
Rules Chair

POLITICAL DYNAMICS

GRAYROBINSON

2022 Election - THE RED WAVE

- Governor and Cabinet Landslides - DeSantis/Nunez won with 59.4% of the vote. The largest margin for a Florida governor in 40 years.
- Simpson, Moody, and Patronis all won with similar margins.
- Republicans gained nine House seats, and one Senate seat and now hold supermajorities of 85-35 and 28-12, respectively.
- Republicans also picked up congressional seats in the Florida Delegation and now hold 20 of 28 districts.

DESANTIS PRESIDENTIAL BID

As part of a broader elections bill, legislators passed changes to the **Resign to Run Law**, allowing the governor to run for president without first resigning his seat. Governor Ron DeSantis declared his candidacy for the Republican nomination for president on May 24.

BY THE NUMBERS

GRAYROBINSON

BY THE NUMBERS

1873

BILLS FILED THIS YEAR

2674

AMENDMENTS FILED
THIS YEAR

356

TOTAL BILLS PASSED

224

BILLS APPROVED BY
THE GOVERNOR

2

BILLS VETOED BY
THE GOVERNOR

3229

VOTES

GRAYROBINSON

LEADERSHIP PRIORITIES



GOVERNOR GRAY ROBINSON

GOVERNMENT AND CORPORATE ACTIVISM HB 3

- Signed into law by Governor on May 1.
- Prohibits Environmental, Social, and Governance (ESG) considerations in pension funds, bonding/ lending decisions, and state contracting.
- Prohibits discrimination by financial institutions on the basis of religious beliefs.
- Prohibits banks engaging in corporate activism from holding public deposits as a Qualified Public Depository (QPD).
- Prohibits financial sector from considering "Social Credit Scores."
- Directs the AG, CFO, and Commissioner of Financial Regulation to enforce provisions to the fullest extent of the law.

IMMIGRATION SB 1718

- Private businesses to use E-Verify if they have more than 25 employees.
- Imposes third-degree felony if knowingly hiring illegal immigrants.
- Removes Florida from recognizing Alien Registration Cards (Green Cards).
- Creates second-degree felony for smuggling illegal immigrant children or five or more people illegally.
- Collects illegal immigrant DNA for a database.
- Prohibits a county or municipality from providing funds to person, entity, or organization to issue an identification card or other document to an individual who does not provide proof of lawful presence in the U.S.
- Requires any hospital accepting Medicaid to include on its admission forms a question about whether the patient is a U.S. citizen, lawfully present in the U.S., or not legally present in the U.S.
- Requires hospital to provide quarterly report to AHCA with number of ER visits or hospital admissions by patients who responded to the above question in each category.

DEATH PENALTY REFORM SB 450

- SB 450 passed and signed into law.
- Removes the previously required jury unanimity for a death penalty sentencing recommendation to the Court.
- Priority legislation arose following the life sentence recommendation for the Marjory Stoneman Douglas murderer.
- Lowers the threshold to "at least eight jurors" for a death sentence recommendation.

GRAYROBINSON GOVERNOR

DISNEY/REEDY CREEK

- 2022 legislation sunset the Reedy Creek Improvement District. House and Senate, in special session, reconstituted the district with several substantive changes.
- Replaced the elected board of commissioners with one appointed by the Governor.
- Prior to the new board taking effect, the RCID passed land development regulations that – from the perspective of the Governor and Legislature – undermined the legislative intent.
- Additional legislation was filed and passed during 2023 session expanding the powers of the board to “undo” the previous action.
- Gives FDOT inspection authority over the monorail system.
- Gives FDACS inspection authority over Disney rides.

DATA PRIVACY/BIG TECH

- Prior to the start of session, the Governor again expressed his support for the data privacy bill.
- House and Senate considered legislation related to Technology Transparency which includes:
 - Protections for child safety.
 - Requires a customer “opt-in” for geo-tracking of specific locations and facial recognition technology.
 - Most notably, allows customers to “opt-out” of all first-party and third-party direct advertising, which may significantly impact small and medium size businesses that rely on social media platform direct advertising.
- Effective date for most of the bill (other than child protections) is July 1, 2024.

TECHNOLOGY IN K-12 PUBLIC SCHOOLS HB 379

- Prohibits the use of certain platforms on district-owned devices and through internet access provided by the school district.
- Authorizes teachers and other instructional personnel to designate an area for wireless communications during instructional time.
- Requires public schools to provide instruction on the social, emotional, and physical effects of social media.

HOUSE

GRAYROBINSON

ELIMINATION OF EFI HB 5

- Following significant negotiation between the House and Senate, HB 5 was ultimately amended and passed.
- Among other things:
 - Eliminates Enterprise Florida.
 - Eliminates several longstanding (even if underused) tax incentive programs.
 - Transfers significant economic development power and leadership to the newly-named Department of Commerce (previously Department of Economic Opportunity).

CONSTITUTIONAL CARRY HB 543

In the days just before the start of session, the House – standing alongside the Florida Sheriffs Association and other law enforcement leaders – rolled out their bill to allow Floridians to carry concealed firearms without needing a concealed carry permit.

The bill was highly controversial but ultimately was passed and signed into law swiftly during the session.

TORT REFORM HB 837

In short, the bill:

- Repeals one-way attorneys fees in insurance claims.
- Reduces statute of limitations for general negligence cases from 4 years to 2.
- Changes the negligence system from a pure comparative to a modified comparative.
- Significantly reforms bad faith framework.

HOUSE

GRAYROBINSON

SCHOOL CHOICE HB 1

Long a top priority of the Florida House, going back several administrations, the wholesale expansion of school choice in Florida is finally a reality thanks to the passage of HB1.

PARENTAL RIGHTS IN EDUCATION EXPANSION HB 1069

Building upon 2022's controversial legislation, the House and Senate passed HB 1069 that extends the prohibition against classroom instruction around sexual orientation and gender identity through the 8th grade.

GENDER-RELATED ISSUES

The House, in many ways, led the charge on issues such as limitations on "gender-affirming care," children's attendance at drag shows, bathroom use based on biological sex, and related issues.

SENATE

AFFORDABLE HOUSING SB 102

- Rolled out in January, passed swiftly by the House and Senate, and signed into law by the Governor.
- Preempts local rent control ordinances.
- Invests more than \$700 million into housing projects and incentives.
- Fully funds the Sadowski Trust Fund (for SHIP and SAIL programs).
- Expands the “Hometown Heroes” down payment assistance program with \$100 million in commitment.
- Preempts local governments that prohibit affordable developments by ordinance.
- Seeks to incentivize new and expanded developments for more affordable units.

LOCAL ORDINANCES SB 170

- Counties and cities must produce a “business impact estimate” prior to passing an ordinance, with exceptions.
- Estimate must be published on the local government’s website and include certain information.
- Imposes conditions on lawsuits brought by any party to challenge the legal validity of local ordinances as preempted by state law, arbitrary, or unreasonable.
- Properly noticed consideration of a proposed ordinance may be continued to a subsequent meeting under certain circumstances without further publication, mailing, or posted notice.

WILDLIFE CORRIDOR SB 106

- A top priority of Florida Senate President Kathleen Passidomo.
- Connects the Corridor to the Shared-Use Nonmotorized Trail Network (the SUN Trail Network) to the Wildlife Corridor, including components that connect to nature trails or other points of access within a park or natural area as parts of the SUN Trail Network.
- Trail projects within the Corridor should use previously disturbed lands.
- Projects should have existing local support to the greatest extent possible, including the potential for local funding and contributions by sponsors to support trail maintenance.
- Legislation funds at \$200 million.

THE BUDGET



BUDGET

GRAYROBINSON

Largest in Florida's History

\$117 billion

\$7 billion larger than last year and
\$3 billion above the Governor's
recommended budget submitted
in February.

BUDGET

GRAYROBINSON

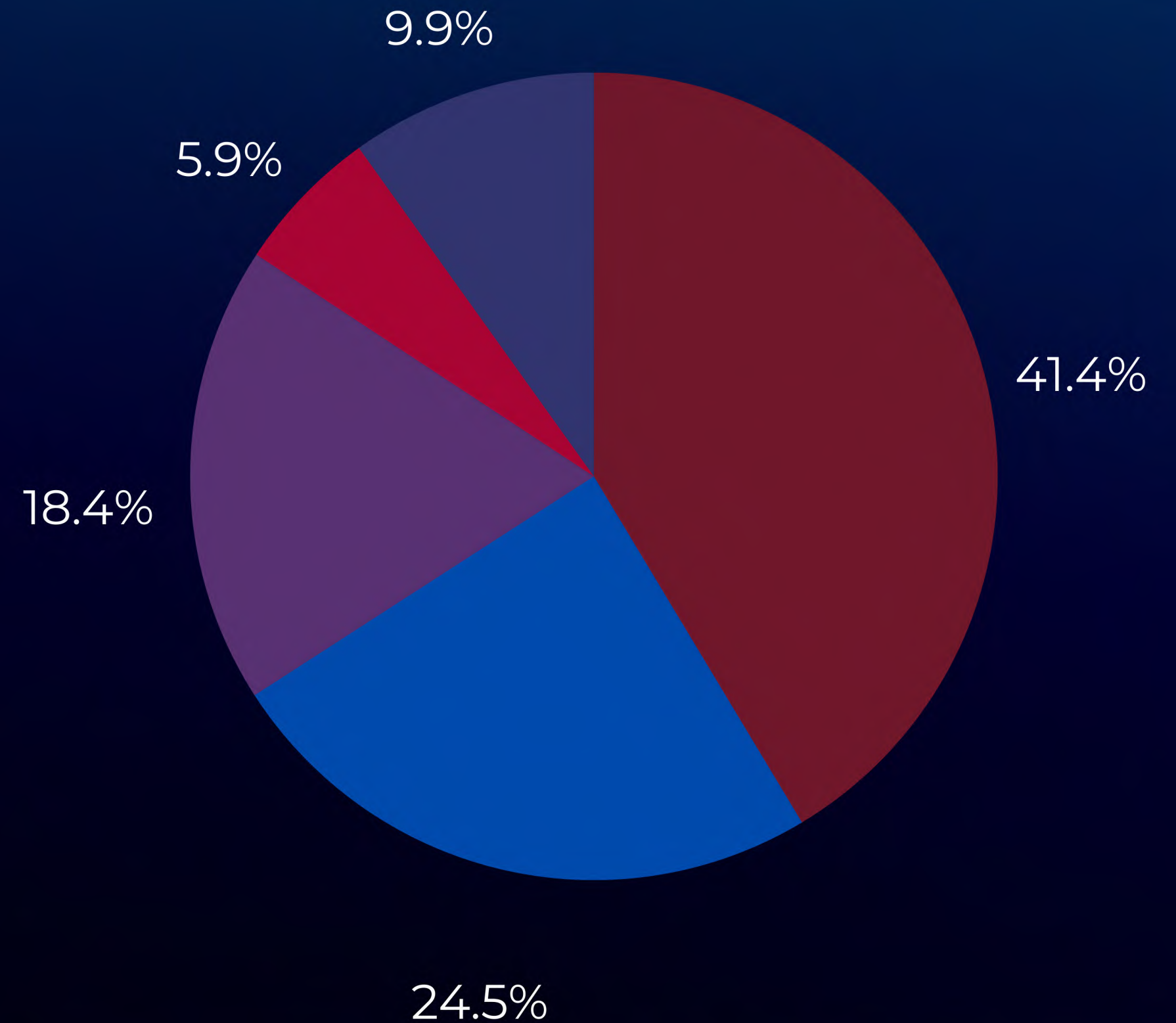
HEALTH AND HUMAN SERVICES
\$47.3 BILLION

EDUCATION
\$28 BILLION

TRANSPORTATION, TOURISM,
& ECONOMIC DEVELOPMENT
\$21 BILLION

CRIMINAL & CIVIL JUSTICE
\$6.7 BILLION

AGRICULTURE, ENVIRONMENT,
& GENERAL GOVERNMENT
\$11.3 BILLION



HEALTH AND HUMAN SERVICES

TOTAL BUDGET: \$47.3 BILLION

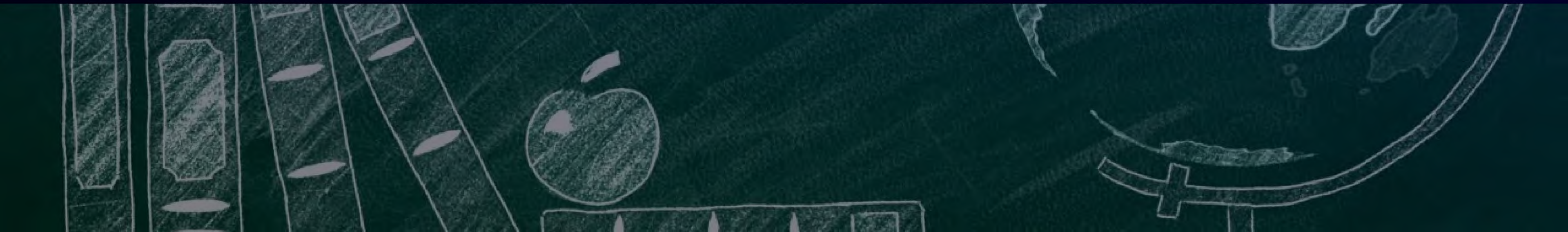
- Expand KidCare Access - \$20.6 million
- Expansion of Maternal Health Using Telehealth - \$12.7 million
- Casey DeSantis Cancer Research Program funding increase - \$27.5 million (totaling \$127.5 million)
 - Passage of conforming bill (HB 5303) eliminates the requirement that an academic cancer center be based in Florida in order to participate in the program. The change allows Mayo Clinic, based in Rochester, Minnesota, to participate.



EDUCATION

TOTAL BUDGET: \$28 BILLION

- Total funding, including Local Revenues: \$42.9 billion
- FEFP Total Funds increase is \$2.2 billion or 9.04 percent
- FEFP increases in Total Funds per Student served by a district is \$404.67, a 4.91 percent increase (from \$8,243.44 to \$8,648.11)
- Teacher Salary Increase - \$252 million increase for a total of \$1 billion
- Safe Schools Allocation - \$40 million increase for a total of \$250 million for School Safety Officers and school safety initiatives



TRANSPORTATION, TOURISM, AND ECONOMIC DEVELOPMENT

TOTAL BUDGET: \$21 BILLION

- **Department of Transportation**

- Transportation Work Program - \$13.6 billion
- Local Transportation Initiatives Projects - \$400.7 million
- Moving Florida Forward Initiative - \$4 billion

- **Department of Economic Opportunity**

- VISIT Florida - \$80 million
- Job Growth Grant Fund - \$75 million
- Law Enforcement Recruitment Bonus Program - \$20 million

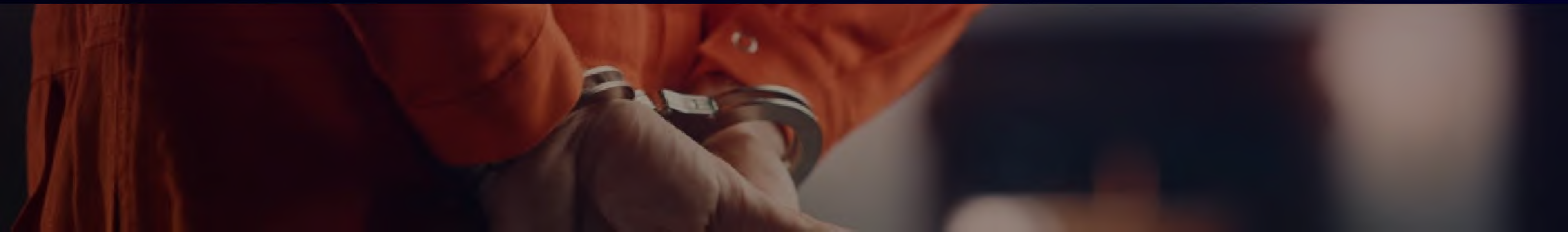
TRANSPORTATION, TOURISM, AND ECONOMIC DEVELOPMENT

- **HOUSING PROGRAMS SB 102- LIVE LOCAL ACT - FUNDED IN LEGISLATION**
- **TOTAL BUDGET: \$711 MILLION**
 - Florida Hometown Heroes Program - \$100 million
 - State Housing Initiatives Partnership (SHIP) - \$252 million
 - State Apartment Incentive Loan Program (SAIL) - \$259 million
 - Inflation Loan Program for SAIL - \$100 million

CRIMINAL AND CIVIL JUSTICE

TOTAL BUDGET: \$6.7 BILLION

- Department of Corrections total budget - \$3.3 billion
- Florida Department of Law Enforcement total budget - \$490.9 million
 - Local Government Drone Replacement Grant Program - \$25 million
 - Ballistic Testing Pilot Program within the FDLE - \$3.5M allocated to the FDLE to purchase ballistic testing machines on behalf of local law enforcement agencies
- Design and planning of new 6th DCA Courthouse (could be in Central Florida) - \$6 million



GRAYROBINSON

AGRICULTURE, ENVIRONMENT, AND GENERAL GOVERNMENT

TOTAL BUDGET: \$11.3 BILLION

- Rural and Family Lands Protection Program - \$100 million
- Florida Forever Programs and Land Acquisition - \$1 billion, including:
 - Florida Communities Trust (FCT) - \$15 million
 - Florida Wildlife Corridor - \$850 million
 - Division of State Lands - \$100 million



GRAYROBINSON

AGRICULTURE, ENVIRONMENT, AND GENERAL GOVERNMENT

- Water Projects - \$433 million
- Everglades Restoration - \$574.6 million
- Springs Restoration - \$50 million
- Wastewater Grant Program - \$200 million
- Florida Keys Area of Critical State Concern - \$20 million
- Local Government Cybersecurity Grants - \$40 million (Department of Management Services)



COMPENSATION AND BENEFITS

- 5% Pay increase for all state employees
- Retirement - enhanced benefits
 - Retiree Health Insurance Subsidy increase of up to \$75 per month
 - DROP Program - Extension from 5 to 8 years for all employees, from 8 to 10 years for teachers
 - Special Risk - Reduced normal retirement to age 55 or 25 years of service
 - 2% increase to Investment Plan employer contributions



BUDGET

Budget Issues with Impact

EDUCATION

Sweeping FEFP changes for K12 education eliminates several categorical lines of spending while also increasing the Base Student Allocation (a House priority).

MOVING FLORIDA FORWARD

\$4 billion in spending, which will expedite the completion of several projects around the state.

VISIT FLORIDA

\$80 million in total appropriations, including \$30 million in recurring funds.

INMATE WELFARE TRUST FUND

Increases the cap of available spending authority by the Department of Corrections to \$32 million for workforce training and prison education programs.

HIGHER EDUCATION SPENDING

Major increases to university base operating funds (\$30 million for UCF, of which \$20 million is recurring) and an extensive PECO spending list for capital projects.

BUDGET GRAYROBINSON

Local Projects

- University of Central Florida base funding increase - \$30 million
- University of Central Florida Chemistry Building - \$15 million
- University of Central Florida Nursing Program - \$7.6 million
- Orlando Economic Partnership BRIDG Microchip Advance Packaging Design Center - \$2.95 million
- Orange County Orlo Vista Integrated Water Resources - \$2 million
- City of Belle Isle Hoffner Avenue Traffic Improvements - \$1,500,000
- Canaveral Port Authority/Canaveral Fire Rescue Aerial Ladder Truck - \$1.02 million
- City of Oviedo West Mitchell Hammock Water Treatment Facility Tank Construction - \$1 million
- Lift Orlando Purpose Built Florida - \$1 million
- University of Central Florida Restores PTSD Clinic - \$1 million
- City of Belle Isle Public Safety Facility - \$875,000
- Orange County West Orange Trail - \$640,000
- Beacon College Scholarships - \$500,000
- STEPS, Inc. Women's Residential Maternal Wraparound Program - \$500,000
- Project Opioid, Florida Opioid Crisis Pilot Expansion - \$475,000
- City of Oviedo High Water Rescue/Wildland Fire Apparatus - \$275,000
- Osceola County The Transition House Homeless Veterans Program - \$350,000
- City of Oviedo Wastewater Septic to Sewer Master Study - \$250,000
- The Transition House, Inc. Victory Village Rehabilitation Project - \$250,000
- Central Florida Zoo & Botanical Gardens Education Support Services Building - \$225,000
- Central Florida Zoo & Botanical Gardens Security Enhancement Project - \$185,000

BUDGET

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Tax Cut Highlights

BUSINESS RENT TAX

Reduces the tax by one penny from 5.5% to 4.5% (\$400 million state impact)

GAS STOVES

Permanent sales tax exemption on gas stoves.

NATURAL GAS/ENERGY STAR

A two-year extension of the sales tax exemption on natural gas fuel and a one-year sales tax holiday on Energy Star appliances.

TOLL RELIEF PROGRAM

Toll Relief Program, signed by the Governor in December, will run through the end of the year.

"FREEDOM SUMMER" SALES TAX HOLIDAY

May 29, 2023 - September 4, 2023

"BACK TO SCHOOL" SALES TAX HOLIDAY

July 24, 2023 - August 6, 2023

January 1, 2024 - January 14, 2024

"DISASTER PREPAREDNESS" SALES TAX HOLIDAY

May 27, 2023 - June 9, 2023

"TOOL TIME" SALES TAX HOLIDAY

September 2, 2023 - September 8, 2023

BUDGET

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HB 7063 Taxation

Permanently exempts the sale of the following products from sales and use tax:

- Machinery and equipment used to produce renewable natural gas.
- Machinery and equipment used to store electrical energy of at least 5 megawatts.
- Baby and toddler products.
- Diapers and incontinence products.
- Oral hygiene products.
- Firearm safety devices.
- Sales of taxable services by small private investigative services.

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ISSUES WITH IMPACT



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SIX-WEEK ABORTION BAN SB 300

- Heavily debated in both chambers throughout the first two-thirds of session.
- Legislature passed (and the Governor quickly signed) the “Heartbeat Bill.”
- Lowers Florida’s abortion ban from 15 weeks (passed in the 2022 session) to 6 weeks.
- Provides exception for abortions until 15 weeks for pregnancies resulting from rape, incest, or human trafficking, provided there is supporting documentation such as a restraining order, medical record, or police report.
- 15-week ban is still under consideration by the Florida Supreme Court and will have an impact on this law.

VACATION RENTALS SB 714 (FAILED)

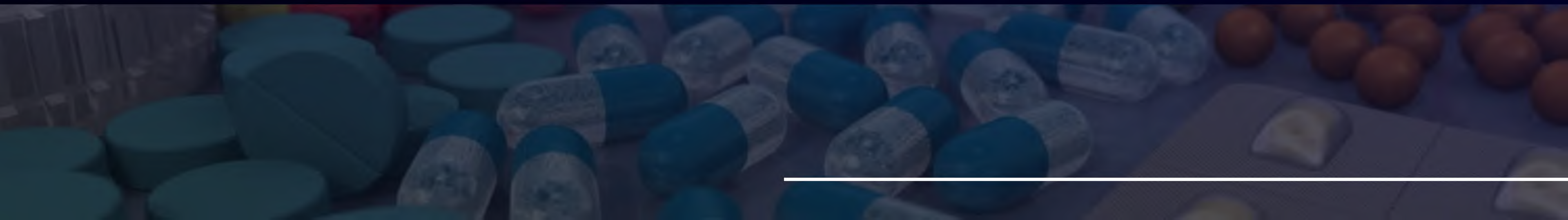
- Despite significant work toward a consensus and supported by local governments, hospitality interests, and vacation rental groups alike, the bill died on the final day of session.
- House amended language on day 59, stripping local governments of oversight authority, and the Senate refused, on Day 60, to concur with the House's position.

FLOODING AND SEA LEVEL RISE VULNERABILITY STUDIES HB 111

- Expands the requirement for public entities to conduct a SLIP study before commencing construction of certain state-financed coastal structures to apply the requirement to certain structures within any area at risk due to sea level rise, not just places within the coastal building zone.
 - Expands the Resilient Florida Grant Program to provide funding to: Municipalities and counties for feasibility studies and permitting costs for nature-based solutions that reduce the impact of flooding and sea level rise and Water management districts to support local government adaptation planning.
 - Analysts estimate that Florida could lose more than \$300 billion in property value by 2100 due to rising sea levels and flooding.
 - Specifies that the public entity is solely responsible for ensuring that the SLIP study submitted to DEP for publication meets these requirements and requires DEP to publish and maintain a copy of all SLIP studies for at least ten years after receipt.
 - Specifies that the failure to implement what is contained in the SLIP study does not create a cause of action for damages or otherwise authorize the imposition of penalties by a public entity.
-

PHARMACY BENEFITS MANAGERS SB 1550

- Prevents the practice of “spread pricing,” which allows PBMs to be reimbursed by an insurer or employer while paying the pharmacy a lower price to distribute the drug.
- Restricts PBMs that have affiliated pharmacy businesses.
- Prevents PBMs from having affiliated pharmacies within their business network.
- Prevents PBMs from requiring patients to receive prescriptions by mail.
- Bars PBMs from penalizing pharmacists for telling patients about alternative medications that may reduce costs.
- Forbids PBMs from incentivizing patients to use PBM-affiliated pharmacies.



K12 CHANGES

FEFP CHANGES

House and Senate removed several categorical items in the Florida Education Finance Program (FEFP) while increasing the Base Student Allocation. “Modernizing” the FEFP has long been a House priority to streamline education spending and make it easier for the “money to follow the student.”

8-YEAR TERM LIMITS

The Legislature moved term limits from 12 (passed last year) to 8 and is sending a question to the 2024 statewide ballot that would require school board elections to be partisan.

CHARTER SCHOOL CAPITAL OUTLAY

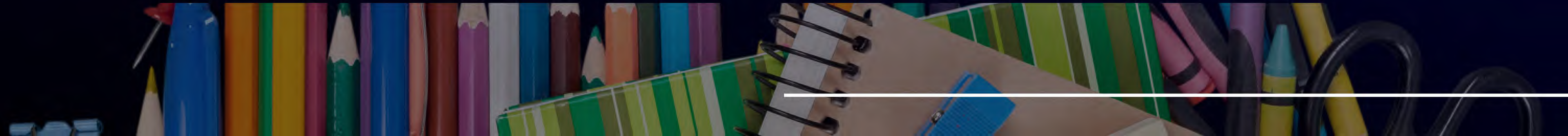
Under legislation passed by Rep. Jennifer Canady and Sen. Travis Hutson, school districts must share capital outlay funds with charter schools in their county. The bill is phased in over five years to give districts time to fully implement it.

TEACHER BILL OF RIGHTS

Creates a statutory presumption that a teacher’s actions taken to restore safety in a classroom are necessary; establishes a “Heroes in the Classroom” bonus program for retired first responders or veterans to enter the teaching profession; and establishes the "Duel Enrollment Educator Scholarship Program" to help high school teachers pursue graduate degrees and credentials.

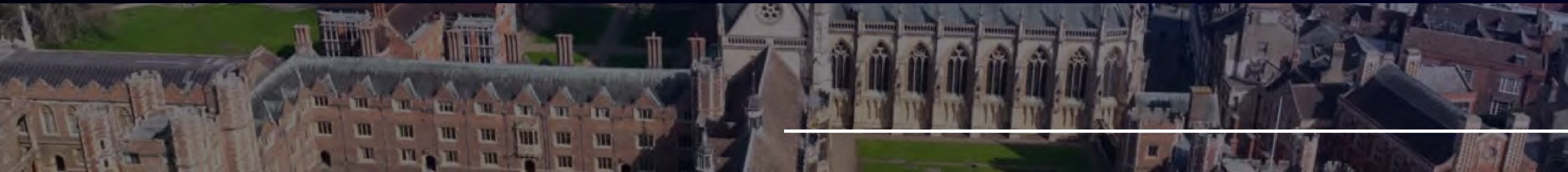
PAYCHECK PROTECTION

Long sought by Republicans in the Legislature, the bill (already signed by the Governor) prohibits teacher’s union dues from being deducted directly from paychecks and increases the membership threshold for collective bargaining from 50 to 60%.



HIGHER ED GOVERNANCE, TENURE, AND DEI REFORM SB 266

- Board of Governors (BOG) must include the state's economic development needs and nondegree credential attainment in mission statements and strategic plans.
- Directives for universities on programs regarding specified discriminatory theories ("wokeness").
- Prohibits any oath for new hires unless the oath is allegiance to the United States Constitution.
- University presidents must present the BOG with evaluations of employees making over \$200,000. Allows BOG to track employees making this salary and their teachings.
- Intended to create “uniformity” across state universities by providing restrictions on public education institution spending and the inclusion of diversity, equity, and social and political activism.
- Exceptions: student organizations, compliance with the law, accreditation, and access programs.



QUICK HITS

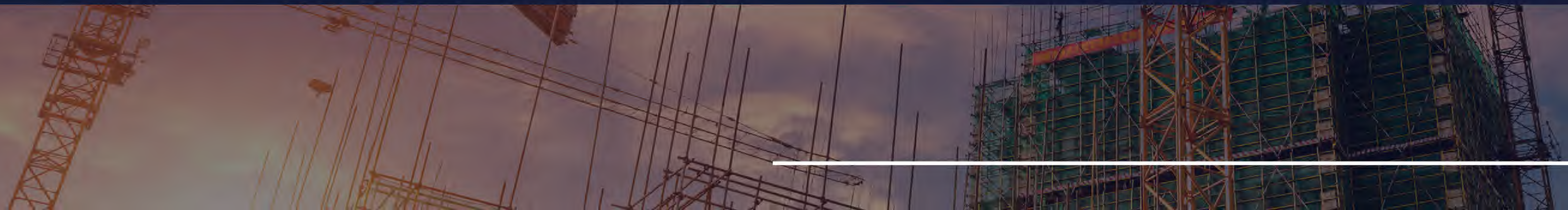


CONSTRUCTION DEFECTS SB 360

- Shortens the statute of repose for a construction defect claim (founded on the design, planning, or construction of an improvement to real property) from 10 years to 7 years.
- Clarifies the trigger for starting the statute of repose clock is the EARLIEST of certificate of completion, temporary certificate of occupancy, certificate of occupancy, or date of abandonment if construction is not completed.
- Provides a definition for “material violation” of the Florida Building Code and clarifies that only material violations are actionable under Florida’s construction defects statute.

TOURISM DEVELOPMENT HB 7053 (FAILED)

- Proposal developed and moved through committee by Florida House leaders would have eliminated state funding for Visit Florida.
- Required that locally-collected Tourist Development Tax Revenues be paid to Visit Florida to fund its operations.
- Would have required 75% of Visit Florida revenues to be spent in fiscally constrained counties.
- Heard and passed through only one committee and never gained any traction in the Florida Senate.



DRONES HB 645

- Two bills related to the use of drones were heard and passed through the House and Senate.
- Expands the list of critical infrastructure facilities over which flying a drone without permission is illegal.
- List now includes seaports, airports, military installations, and power plants.
- The second bill paves the way for the future of “drone ports,” from which retail and other deliveries might soon be made in the ever-changing market.



CAREERSOURCE

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SENATE BILL 240 – EDUCATION

- The bill strengthens opportunities for students to engage in work-based learning by:
 - Establishing regional education and industry consortia to meet and report to local workforce development boards the most effective ways to grow, retain, and attract talent.
 - Requiring each district school board to provide all students enrolled in grades 9 through 12 with at least one work-based learning opportunity, and requiring each school district to host an annual career fair.
 - Requiring the Florida Talent Development Council to identify barriers and best practices in the facilitation of work-based learning opportunities.
- The bill provides flexibility for the Credentials Review Committee (Committee) in designating credentials of value. The bill:
 - Authorizes the Committee to consider both information provided by the Labor Market Statistics Center within the Department of Economic Opportunity related to short-term demand and long-term data of the Labor Market Estimating Conference as factors in the development of the criteria for identifying credentials of value.
 - Authorizes the Committee to consider additional evidence to identify credentials of value for agricultural occupations.
 - Removes the requirement for the Committee to develop a returned-value performance funding formula for colleges and career centers.

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LOCAL GOVERNMENT

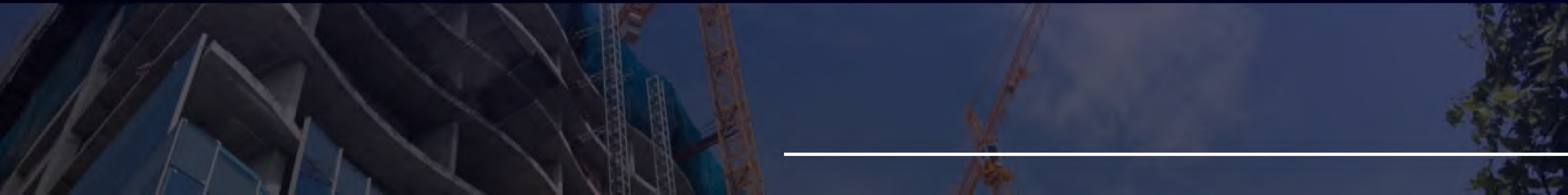
LOCAL GOVERNMENT ISSUES

SB 346 - PUBLIC CONSTRUCTION

- Increases competition on public works projects where any state funding is present, preempting local government procurement mandates.
- Streamlines and clarifies Florida's Prompt Pay law on public works projects by:
 - Decreasing wait times for public entities to pay on approved invoices.
 - Requiring disputes over monies by the public entity to be made in writing.
 - Requiring release of all monies owed at punch list/close-out work, including retainage.
 - Allowing public entities to hold onto up to 150% of the total cost of value of punchlist work until completion.

HB 401 - SOVEREIGN IMMUNITY (FAILED)

- Dead for this session. However, significant negotiation occurred between House, Senate, and stakeholders, especially following the passage of the previously referenced Tort Reform legislation.
- House proposal increased caps for damages against state and local government entities to \$2.5 million per person and \$5 million per incident.
- Senate proposal, which never moved, also increased caps but to a much lower amount.
- We expect this back again during the 2024 Legislative Session.



PREEMPTION

HB 1281 - PREEMPTION OVER UTILITY SERVICE RESTRICTIONS

- Preempts local governments from restricting or prohibiting the use of any appliance, including a stove or grill, which uses any type of fuel source, except as necessary to enforce the Florida Building Code or Florida Fire Prevention Code.

SB 752 - TEMPORARY COMMERCIAL KITCHENS

- Regulates temporary commercial kitchens in the same manner as mobile food delivery vehicles (MFDVs or food trucks).
- Preempts regulation of licenses, registrations, permits, and fees for temporary commercial kitchens to the state.
- Authorizes MFDVs and temporary commercial kitchens operated on the same premises of a separately licensed public food service establishment to operate during the same hours of operation as the separately licensed public food service establishment.



TOWN HALL

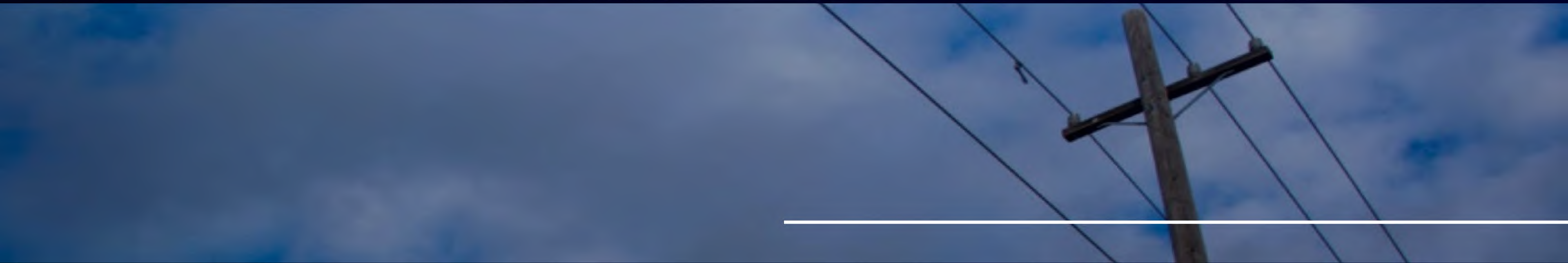
MUNICIPAL UTILITIES

SB 1380 - MUNICIPAL ELECTRIC UTILITIES (FAILED)

- Subjected municipal electric utilities operating outside of the municipality's corporate boundaries to full Public Service Commission regulation.
- Would have essentially regulated a municipal utility as if it was an investor-owned electric utility.
- Failed in Regulated Industries Committee.

HB 1331 - MUNICIPAL UTILITIES (FAILED)

- Placed limits on the portion of municipal utility revenues that may be used to fund or finance a municipality's non-utility-related general government functions.
- Failed in Commerce Committee.
- Both bills likely to return next year.



LOOKING AHEAD

Governor action on budget.

Early session and quick turnaround for committee weeks and bill filings.

More special sessions?

2024 FLORIDA LEGISLATIVE SESSION DATES

Interim Committee Weeks

- Week of September 18-22, 2023 (House Only)
- Week of October 9-13, 2023 (Senate Only)
- Week of October 16-20, 2023
- Week of November 6-9, 2023
- Week of November 13-17, 2023
- Week of December 4-7, 2023
- Week of December 11-15, 2023

THE 2024 REGULAR SESSION CONVENES ON TUESDAY, JANUARY 9, 2024.

2024 FEDERAL ELECTION DATES

- August 2023: Opening Republican Presidential Debate
- January 22, 2024: Iowa Republican presidential caucuses
- February 3, 2024: South Carolina Democratic primary
 - *(subject to change)*
- March 5, 2024: Super Tuesday
- March 19, 2024: Florida Presidential Preference Primary
- July 15-18, 2024: The Republican National Convention
- August 19-22, 2024: The Democratic National Convention
- November 5, 2024: General Election

THANK YOU

An aerial photograph of the California State Capitol building in Sacramento, featuring its prominent dome and classical architecture, surrounded by other city buildings and greenery.

GRAY ROBINSON

[RETURN TO AGENDA](#)

Meeting Details

Meeting Agenda

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Roll Call

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ADJOURNMENT OF CSCF BOARD



THANK YOU!