



**Consortium Meeting**

Thursday, June 18, 2026 – 3:00 p.m.  
2703 NE 14<sup>th</sup> Street, Ocala, FL 34470

Zoom Meeting: <https://us02web.zoom.us/j/84297235240>  
Phone 1-646-558-8656 Meeting ID: 842 9723 5240

**AGENDA**

Call to Order Roll Call Approval of Minutes, March 19, 2026	Pages 2 - 4	C. Zalak C. Schnettler C. Zalak
<b><u>ACTION ITEMS</u></b> State Action on PIP/Action Steps Annual Indicator of Performance Goal Setting By-laws Amendment Agreement to Establish New Member Appointments 2026-2027 Budget	Pages 5 - 10 Pages 11 - 15 Pages 16 - 38 Pages 39 – 44 Pages 45 – 47 Pages 48 - 51	R. Skinner R. Skinner R. Skinner R. Skinner R. Skinner D. French
<b><u>DISCUSSION ITEMS</u></b> State Update Workforce Issues Important to Our Community		R. Skinner R. Skinner
<b><u>PUBLIC COMMENT</u></b>		
<b><u>PROJECT UPDATES</u></b> Indicators of Performance Letter Grade Board Member Agenda – 6/10/2026	Page 52 Pages 53 - 56 Pages 57 - 58	D. French D. French R. Skinner
<b><u>MATTERS FROM THE FLOOR</u></b>		
<b><u>ADJOURNMENT</u></b>		

**OUR VISION STATEMENT**

*To be recognized as the number one workforce resource in the state of Florida by providing meaningful and professional customer service that is reflected in the quality of our job candidates and employer services.*



**CAREERSOURCE CITRUS LEVY MARION  
Consortium**

**MINUTES**

DATE: March 19, 2026  
PLACE: CareerSource CLM – 14 Street Career Center  
TIME: 3:30 p.m.

**MEMBERS PRESENT**

Commissioner Barek  
Commissioner Hodge  
Commissioner Zalak

**MEMBERS ABSENT**

**OTHER ATTENDEES**

Rusty Skinner, CSCLM  
Dale French, CSCLM  
Cira Schnettler, CSCLM

Bob Stermer, CSCLM Attorney  
Arno Proctor, Ancorp  
Andy (Last Name Unknown)

**CALL TO ORDER**

The meeting was called to order by Commissioner Zalak, Chair, at 3:34 p.m.

**ROLL CALL**

Cira Schnettler called roll, and a quorum was declared present.

**APPROVAL OF MINUTES**

Commissioner Barek made a motion to approve the minutes from the December 18, 2025, meeting. Commissioner Hodge seconded the motion. Motion carried.

**ACTION ITEMS**

**Regional Planning Area Expansion**

Commissioner Barek made a motion to approve the amendment to the existing RPA agreement accepting CS NE Florida into the RPA. Commissioner Hodge seconded the motion. Motion carried.

**Powell and Jones Audit Report**

Commissioner Barek made a motion to accept the 2025 finance audit. Commissioner Hodge seconded the motion. Motion carried.

**Local Area Designation / Direct Services Provider Extension**

Commissioner Barek made a motion to approve the Consortium Chair's signature on the board certification documents, Local Area Redesignation request, and the intent to serve as the Direct Service provider. Commissioner Hodge seconded the motion.

Motion carried.

Member Appointment

Commissioner Barek made a motion to approve the appointments of Reuben Kent Guinn and Kelly Ellis. Commissioner Hodge seconded the motion. Motion carried.

Membership Terms

Commissioner Barek made a motion to allow appointments of out-going board members as community committee members. Commissioner Hodge seconded the motion. Motion carried.

Member Reappointment

Commissioner Hodge made a motion to reappoint Mr. Baham and Dr. Paugh for 4-year terms ending June 2030. Commissioner Barek seconded the motion. Motion carried.

Membership Reappointment

Commissioner Barek made a motion to allow Levy County private sector membership reappointments to be considered after a 6-month period off the Board.

This allowance will be in effect for one year. Commissioner Hodge seconded the motion. Motion carried.

Reduction of Board Size

Commissioner Hodge made a motion to eliminate one workforce representative seat that is being vacated, reducing total board size to 32 members. Commissioner Barek seconded the motion. Motion carried.

Term Adjustments

Commissioner Barek made a motion to adjust term end dates for Staci Bertrand, Larry White, and Ed Suor.

**DISCUSSION ITEMS**

State Update

- Rusty Skinner further explained the benefits of adding CareerSource North-East Florida into our current regional planning area.

Workforce Issues Important to Our Community

No issues were presented.

PIP Update

We are working with staff on restructuring internal processes to focus on improving performance.

**PUBLIC COMMENT**

None

**PROJECT UPDATES**

Indicators of Performance

Letter Grade

Dale French reviewed both reports and was happy to report that we were performing

consistently and seeing increases in some areas.

Board Member Agenda – 3/4/2026

The board agenda was available for review.

**MATTERS FROM THE FLOOR**

Rusty Skinner Shared that

**ADJOURNMENT**

There being no further business, the meeting was adjourned at 4:14 p.m.

**APPROVED:** \_\_\_\_\_



## **RECORD OF ACTION/APPROVAL**

**Consortium Meeting, Thursday, June 18, 2026**  
**Board Meeting, Wednesday, June 10, 2026**

### **TOPIC/ISSUE:**

State action on PIP/Action Steps

### **BACKGROUND:**

Attached is Item 7 from the CareerSource Florida Board agenda of June 3.

Despite approving our PIP on January 14, they have added the requirement that we “reprocure” the activities in the agenda item. With Chair Zalak’s approval I presented his comments but to no avail. I also mentioned our performance improvement for the 3<sup>rd</sup> quarter Indicators of Performance (attached)

### **POINTS OF CONSIDERATION:**

We are very concerned on the potential for a negative impact on staff that have worked so hard to improve our statistics.

Our staff cannot participate in drafting the solicitation or making a recommendation because we will have to submit a response.

Because of this we are recommending our Board (meeting June 10) take the following actions with a goal of completing this requirement so that our Board can act at its September meeting.

- Engage our One Stop Operator and CareerSource Northeast Florida to manage the procurement and make a recommendation to our Board

### **STAFF RECOMMENDATIONS:**

Consider whether a further response as elected officials is appropriate.

### **COMMITTEE ACTION:**

Deb Stanley made a motion to engage with CareerSource Northeast Florida to manage the procurement of a dislocated worker operator and to allow the contract amount be brought to the executive committee. Arno Proctor seconded the motion. Motion carried.

### **BOARD ACTION:**

Approved \_\_\_\_\_  
Disapproved \_\_\_\_\_

## **Action Item 7**

### **LOCAL WORKFORCE DEVELOPMENT BOARD REQUESTS FOR DESIGNATION AS DIRECT PROVIDERS OF WORKFORCE SERVICES AND REQUESTS TO SERVE AS ONE-STOP OPERATORS**

#### **Designation as Direct Providers of Workforce Services**

The Workforce Innovation and Opportunity Act (WIOA) allows local workforce development boards (LWDBs) to serve as direct providers of basic and individualized career services (also referred to as “workforce services”), with the agreement of the chief elected official in the local area, LWDB, and the Governor. Section 445.007(6), Florida Statutes, allows for LWDBs to be designated as direct providers of intake, assessment, eligibility determinations, or other direct provider services, except training services. Further, it requires the state workforce development board (SWDB) to establish the criteria by which an LWDB may request permission to operate under this section and the criteria by which such permission may be granted. This includes but is not limited to reduction in the cost of providing the permitted services and the requirement that such permission shall be granted for a period not to exceed three years for any single request submitted by the LWDB.

LWDBs designated as a direct provider of career services must submit a performance report at the end of each program year during which direct workforce services were provided. The report must contain, at a minimum:

1. An analysis of cost savings as a result of the LWDB providing direct workforce services.
2. A description of improvement in performance outcomes.
3. A description of any “best practices” to be shared with other LWDBs.
4. Evidence that the direct service provision was incorporated into the local WIOA plan within 60 days of receipt of approval to serve as a direct provider of workforce services.

LWDBs approved to serve as direct provider of workforce services must submit the annual performance report by September 30 each year (or when requested by FloridaCommerce).

16 LWDBs requested approval for designation as direct providers of workforce services.

These LWDBs provided the required documentation as described in [CareerSource Florida Workforce Policy G105 – Composition and Certification of LWDBs; Certification of One-Stop Systems; and Direct Service Provider Designation](#). The Florida Department of Commerce (FloridaCommerce) and CareerSource Florida reviewed the submitted documentation.

FloridaCommerce and CareerSource Florida recommend full approval of the request for designation as direct provider of workforce services from the following ten LWDBs:

1. **CareerSource Okaloosa Walton** (LWDB 2)
2. **CareerSource Northeast Florida** (LWDB 8)
3. **CareerSource Pasco Hernando** (LWDB 16)
4. **CareerSource Suncoast** (LWDB 18)
5. **CareerSource Heartland** (LWDB 19)
6. **CareerSource Research Coast** (LWDB 20)
7. **CareerSource Palm Beach County** (LWDB 21)
8. **CareerSource Southwest Florida** (LWDB 24)
9. **CareerSource Tampa Bay** (LWDB 28)
10. **CareerSource Central Florida** (LWDB 12)

After a review of available information, FloridaCommerce and CareerSource Florida recommend conditional approval of the request for designation as direct provider of workforce services from the following six LWDBs contingent on the requirements described below:

- **CareerSource Escarosa (LWDB 1)** is on a performance improvement plan (PIP) for missing the negotiated goal for Youth Credential Attainment Rate and Dislocated Worker Credential Attainment Rate federal indicators, two years in a row.
- **CareerSource Gulf Coast (LWDB 4)** is designated for required technical assistance for missing the negotiated goal for the Dislocated Worker Measurable Skill Gains federal indicator, two years in a row. The LWDB negotiated performance for this goal but did not serve any participants in this category.
- **CareerSource Capital Region (LWDB 5)** is designated for required technical assistance for missing the negotiated goal for the Dislocated Worker Credential Attainment federal performance indicator, two years in a row.
- **CareerSource North Florida (LWDB 6)** is designated for required technical assistance for missing the negotiated goal for Youth Entered Employment Quarter 4 federal indicator, two years in a row.
- **CareerSource Citrus Levy Marion (LWDB 10)** is on a PIP for missing the negotiated goal for Dislocated Worker Entered Employment Rate Quarter 2 and

Dislocated Worker Entered Employment Rate Quarter 4 federal indicators, two years in a row.

- **CareerSource Polk (LWDB 17)** is on a PIP for missing the negotiated goal for the Dislocated Worker Entered Employment Quarter 2 and Youth Credential Attainment Rate federal indicators, two years in a row.

Recommended conditions of approval are as outlined below:

1. Ninety days after the approval of this action item, the LWDBs indicated above must begin re-procurement for this activity within their designated planning regions. If a contracted provider of services is identified through this procurement, conditional approval expires upon the execution of the contract with that provider of services. If no provider is identified through this procurement, the following conditions apply:
  - a. The LWDB must participate in required technical assistance and increased oversight by FloridaCommerce. Conditional approval is granted through June 30, 2028, for all applicable LWDBs.

### **Requests to Serve as One-Stop Operators**

WIOA requires LWDBs to use a competitive procurement process to select their one-stop operators, and to conduct a competitive procurement of one-stop operators at least once every four years.

LWDBs may serve as a one-stop operator, if selected through the competitive procurement process pursuant to 20 Code of Federal Regulations (CFR) 678.605 and 678.615(a). In instances where the LWDB competes to serve as the one-stop operator, a third party must complete the procurement process. The third party may be a consultant, a professional, or any other independent entity retained specifically to arrange, notice, and process the procurement. The third party must not bid on, compete for, or have any financial interest in the contract for procurement or its outcome. Pursuant to [CareerSource Florida Workforce Policy 97 – One-Stop Operator Procurement](#), if the LWDB successfully competes to serve as the one-stop operator, the LWDB must obtain approval from the Governor and the Chief Local Elected Official (CLEO).

Florida Commerce and CareerSource Florida reviewed all requests from LWDBs to serve as a one-stop operator. The attached requests, supplemental documents, checklists and additional compliance and performance information demonstrate the cost savings and other benefits of acting as one-stop operator. Consistent with 20 CFR 678.610 and Workforce Policy 97, the following LWDBs met compliance requirements to procure a one-stop operator and submitted the attached requests.

1. **CareerSource Central Florida (LWDB 12)**

The LWDB was conditionally approved to act as a One-Stop Operator in December 2025. Updated documents were provided to FloridaCommerce in January 2026, outside of the timeframe for inclusion in the January CareerSource Florida Board of Directors agenda packet. FloridaCommerce and CareerSource Florida confirm the requirements to be designated as the one-stop operator have been sufficiently met by CareerSource Central Florida and recommend full approval for LWDB 12 to serve as the one-stop operator effective July 1, 2026, through June 30, 2030, for which the LWDB requested to serve as one-stop operator.

## **2. CareerSource Okaloosa Walton (LWDB 2)**

CareerSource Okaloosa Walton is in active procurement status in search of a One-Stop Operator and anticipates making a recommendation to their Board of Directors on June 3, 2026, to begin operations on July 1, 2026. If the LWDB does not approve or does not act on the procurement for a One-Stop vendor, the LWDB will need approval to act as a One-Stop Operator until the local board approves a vendor. FloridaCommerce and CareerSource Florida recommend the SWDB conditionally approve CareerSource Okaloosa Walton's (LWDB 2) request to serve as a one-stop operator for the reasons described above.

## FOR CONSIDERATION

- **Authorize the full approval of the following local workforce development boards' requests to be designated as a Direct Provider of Workforce Services starting July 1, 2026, through June 30, 2028**
  - CareerSource Okaloosa Walton (LWDB 2)
  - CareerSource Northeast Florida (LWDB 8)
  - CareerSource Pasco Hernando (LWDB 16)
  - CareerSource Suncoast (LWDB 18)
  - CareerSource Heartland (LWDB 19)
  - CareerSource Research Coast (LWDB 20)
  - CareerSource Palm Beach County (LWDB 21)
  - CareerSource Southwest Florida (LWDB 24)
  - CareerSource Tampa Bay (LWDB 28)
  - CareerSource Central Florida (LWDB 12)
  
- **Authorize the conditional approval of the following local workforce development boards' requests to be designated as a Direct Provider of Workforce Services contingent on the requirements described above, starting July 1, 2026, through June 30, 2028.**
  - CareerSource Escarosa (LWDB 1)
  - CareerSource Gulf Coast (LWDB 4)
  - CareerSource Capital Region (LWDB 5)
  - CareerSource North Florida (LWDB 6)
  - CareerSource Citrus Levy Marion (LWDB 10)
  - CareerSource Polk (LWDB 17)
  
- **Approve CareerSource Central Florida's (LWDB 12) request to operate as a one-stop operator.**
  
- **Approve CareerSource Okaloosa Walton (LWDB 2) to serve as the one-stop operator on a conditional basis, pending procurement and subsequent approval of a permanent One-Stop Operator by the local board of directors.**

### [ATTACHMENTS](#)



**RECORD OF ACTION/APPROVAL**

**Consortium Meeting, Thursday, June 18, 2026  
Board Meeting, Wednesday, June 10, 2026**

**TOPIC/ISSUE:**

Annual Indicator of Performance Goal Setting

**BACKGROUND:**

Will be discussed during meeting.

**POINTS OF CONSIDERATION:**

**STAFF RECOMMENDATIONS:**

**COMMITTEE ACTION:**

**BOARD ACTION:**

Charles Harris made a motion to allow management to develop regional planning and local performance goals for the 2026-2027 program year and present the goals to the executive committee. Mark Paugh seconded the motion. Motion carried.

Indicators of Performance Goal Comparison 25-26												
Measure	CLM Performance Q3	CLM Goal	Chipola Goal	Gainesville Goal	Jacksonville Goal	Orlando Goal	Pasco Hernando Goal	Brevard FV Goal	Heartland Goal	SW Goal	Average Goals (All LWDBs)	CLM Recommended 26-28 Goal
<b>Adults:</b>												
Employed 2nd Qtr After Exit	87.10	88	91.7	80	93	85.5	87.2	89.8	85.5	86.70	86.30	86.30
Median Wage 2nd Quarter After Exit	\$9,579	\$9,900	\$7,938	\$9,495.00	\$11,108	\$7,269	\$10,582	\$7,788.00	\$10,071	\$10,215	\$8,791.33	\$8,791.33
Employed 4th Qtr After Exit	88.00	86	83.3	80	92	79.8	84.1	84.6	84	73.50	83.52	83.52
Credential Attainment Rate	83.00	70.9	72.3	71	88.6	73.1	84.8	79	87.6	75.30	78.37	70.90
Measurable Skill Gains	82.30	60.4	96.9	51.3	83.2	62.3	69.3	72.4	66.8	76.00	66.56	76.00
<b>Dislocated Workers:</b>												
Employed 2nd Qtr After Exit	100.00	84	92.7	80	91	85	85.3	83.9	76.8	85.00	84.21	84.21
Median Wage 2nd Quarter After Exit	\$15,078	\$8,070	\$11,121	\$9,500.00	\$10,695	\$9,410	\$8,404	\$11,108.00	\$9,217	\$11,125	\$9,653.62	\$8,070
Employed 4th Qtr After Exit	75.00	77.4	62.1	59.9	85	75.7	79.7	81	80.6	80.20	78.12	78.12
Credential Attainment Rate	66.70	75.1	98	85	80	82.7	90.2	76	96.6	82.70	81.57	75.00
Measurable Skill Gains	78.60	75	99.5	60.5	81.8	80	77	80	0	68.80	73.07	73.07
<b>Youth:</b>												
Employed 2nd Qtr After Exit	66.70	79.3	83.8	70	81.3	76	79	79.7	83.5	81.40	78.32	78.32
Median Wage 2nd Quarter After Exit	\$5,077	\$3,759	\$4,635	\$3,642.00	\$3,971	\$4,219	\$3,012	\$3,313.00	\$3,928	\$4,795	\$3,916.05	\$3,759
Employed 4th Qtr After Exit	68.00	77.1	74.6	70	74.5	73.3	75.3	75.1	83	78.80	74.26	74.26
Credential Attainment Rate	78.60	86.7	28.5	58	80.3	79.1	94.4	58.6	87.7	73.40	67.38	67.38
Measurable Skill Gains	82.10	91.7	77.5	56.8	84.3	68	85.7	75	90.3	68.00	73.87	73.87
<b>Wagner Peysers:</b>												
Employed 2nd Qtr After Exit	66.20	70.5	71.4	65.5	67	67.7	60.9	64.6	68.7	68.20	66.35	66.35
Median Wage 2nd Quarter After Exit	\$7,167.00	\$5,979	\$5,488	\$6,061.00	\$7,147	\$6,218	\$6,992	\$6,274.00	\$6,275	\$7,571	\$6,304.24	\$5,979
Employed 4th Qtr After Exit	67.60	67.1	66.2	64.7	65.1	61.7	56.5	60.8	63.6	66.00	62.59	62.59

Measures	RWB1	RWB2	RWB3	RWB4	RWB5	RWB6	RWB8	RWB10	RWB12
	<b>Adults:</b>								
Employed 2nd Qtr After Exit	85.00	96.1	91.7	92	74.4	94	93	88	85.5
Median Wage 2nd Quarter After Exit	\$9,500	\$9,070	\$7,938	\$10,810	\$7,575	\$6,602	\$11,108	\$9,900	\$7,269
Employed 4th Qtr After Exit	85.00	92.1	83.3	90	70.3	82.7	92	86	79.8
Credential Attainment Rate	84.00	91.3	72.3	88	76.9	85	88.6	70.9	73.1
Measurable Skill Gains	58.00	92.70	96.9	85.5	47.1	78.8	83.2	60.4	62.3
<b>Dislocated Workers:</b>									
Employed 2nd Qtr After Exit	81.30	86.8	92.7	88.6	75	81.9	91	84	85
Median Wage 2nd Quarter After Exit	\$8,158	\$9,559	\$11,121	\$6,529	\$7,500	\$12,610	\$10,695	\$8,070	\$9,410
Employed 4th Qtr After Exit	82.70	77.7	62.1	86.5	75	62.4	85	77.4	75.7
Credential Attainment Rate	80.50	87.8	98	90	60	75.8	80	75.1	82.7
Measurable Skill Gains	36.00	95.4	99.5	90	47	73.5	81.8	75	80
<b>Youth:</b>									
Employed 2nd Qtr After Exit	75.30	79.8	83.8	85	71.1	76	81.3	79.3	76
Median Wage 2nd Quarter After Exit	\$3,778	\$4,300	\$4,635	\$4,932	\$4,236	\$3,189	\$3,971	\$3,759	\$4,219
Employed 4th Qtr After Exit	68.40	70	74.6	73	67.8	72	74.5	77.1	73.3
Credential Attainment Rate	67.80	73.8	28.5	73	18.8	57.1	80.3	86.7	79.1
Measurable Skill Gains	66.40	86.8	77.5	73	23.7	82.8	84.3	91.7	68
<b>Wagner Peyser:</b>									
Employed 2nd Qtr After Exit	67.00	64	71.4	67	66	65.6	67	70.5	67.7
Median Wage 2nd Quarter After Exit	\$6,453	\$6,757	\$5,488	\$6,169	\$4,935	\$4,883	\$7,147	\$5,979	\$6,218
Employed 4th Qtr After Exit	65.30	60.4	66.2	62.6	62.7	62.3	65.1	67.1	61.7

Measures	RWB16	RWB17	RWB18	RWB19	RWB20	RWB21	RWB22	RWB23
	<b>Adults:</b>							
Employed 2nd Qtr After Exit	87.2	91.8	86	85.5	93.3	78	86	64.5
Median Wage 2nd Quarter After Exit	\$10,582	\$7,935	\$9,142	\$10,071	\$9,886	\$8,200	\$9,000	\$6,813
Employed 4th Qtr After Exit	84.1	86.9	88.4	84	91.1	75.9	85	66.1
Credential Attainment Rate	84.8	68.4	77	87.6	85.7	77	76	50.6
Measurable Skill Gains	69.3	80	51.9	66.8	71.2	72	56	24.9
<b>Dislocated Workers:</b>								
Employed 2nd Qtr After Exit	85.3	88.6	83	76.8	92	79	85	77.6
Median Wage 2nd Quarter After Exit	\$8,404	\$6,769	\$10,800	\$9,217	\$10,250	\$10,500	\$11,255	\$10,209
Employed 4th Qtr After Exit	79.7	77.2	80	80.6	91	80	84.1	74.1
Credential Attainment Rate	90.2	60.7	60	96.6	89.2	88.8	81	85.9
Measurable Skill Gains	77	80	77.6	0	79.9	89.7	80	77
<b>Youth:</b>								
Employed 2nd Qtr After Exit	79	70.5	82	83.5	80.6	72.2	75.5	81
Median Wage 2nd Quarter After Exit	\$3,012	\$3,546	\$4,590	\$3,928	\$3,800	\$3,600	\$2,875	\$3,799
Employed 4th Qtr After Exit	75.3	71.7	80	83	73	71.1	75.1	77.5
Credential Attainment Rate	94.4	86	75	87.7	90.1	76	58.3	56.6
Measurable Skill Gains	85.7	70	75	90.3	86.3	80	75	74
<b>Wagner Peyser:</b>								
Employed 2nd Qtr After Exit	60.9	67.2	67.7	68.7	66.3	64.2	66.2	61.7
Median Wage 2nd Quarter After Exit	\$6,992	\$6,201	\$6,651	\$6,275	\$6,295	\$6,653	\$7,279	\$6,063
Employed 4th Qtr After Exit	56.5	63.9	63.7	63.6	62.1	60.2	61.7	59.4

Measures	RWB24	RWB26	RWB27	RWB28	AVG	
	<b>Adults:</b>					
Employed 2nd Qtr After Exit	<b>88</b>	<b>80</b>	<b>89.8</b>	<b>82.5</b>	86.30	86.3
Median Wage 2nd Quarter After Exit	<b>\$7,442</b>	<b>\$9,495.00</b>	<b>\$7,788.00</b>	<b>\$8,492</b>	8,791.33	8791.333
Employed 4th Qtr After Exit	<b>85.1</b>	<b>80</b>	<b>84.6</b>	<b>81.6</b>	83.52	83.52381
Credential Attainment Rate	<b>75.6</b>	<b>71</b>	<b>79</b>	<b>83</b>	78.37	78.37143
Measurable Skill Gains	<b>56.1</b>	<b>51.3</b>	<b>72.4</b>	<b>60.9</b>	66.56	66.55714
<b>Dislocated Workers:</b>						
Employed 2nd Qtr After Exit	<b>88.1</b>	<b>80</b>	<b>83.9</b>	<b>82.9</b>	84.21	84.21429
Median Wage 2nd Quarter After Exit	<b>\$9,937</b>	<b>\$9,500.00</b>	<b>\$11,108.00</b>	<b>\$11,125</b>	9,653.62	9653.619
Employed 4th Qtr After Exit	<b>87.7</b>	<b>59.9</b>	<b>81</b>	<b>80.7</b>	78.12	78.11905
Credential Attainment Rate	<b>86.2</b>	<b>85</b>	<b>76</b>	<b>83.5</b>	81.57	81.57143
Measurable Skill Gains	<b>70</b>	<b>60.5</b>	<b>80</b>	<b>84.6</b>	73.07	73.07143
<b>Youth:</b>						
Employed 2nd Qtr After Exit	<b>83.8</b>	<b>70</b>	<b>79.7</b>	<b>79.4</b>	78.32	78.32381
Median Wage 2nd Quarter After Exit	<b>\$5,046</b>	<b>\$3,642.00</b>	<b>\$3,313.00</b>	<b>\$4,067</b>	3,916.05	3916.048
Employed 4th Qtr After Exit	<b>76.5</b>	<b>70</b>	<b>75.1</b>	<b>80.4</b>	74.26	74.25714
Credential Attainment Rate	<b>46.5</b>	<b>58</b>	<b>58.6</b>	<b>62.7</b>	67.38	67.38095
Measurable Skill Gains	<b>70</b>	<b>56.8</b>	<b>75</b>	<b>59</b>	73.87	73.87143
<b>Wagner Peyser:</b>						
Employed 2nd Qtr After Exit	<b>68.8</b>	<b>65.5</b>	<b>64.6</b>	<b>65.4</b>	66.35	66.35238
Median Wage 2nd Quarter After Exit	<b>\$6,531</b>	<b>\$6,061.00</b>	<b>\$6,274.00</b>	<b>\$7,085</b>	6,304.24	6304.238
Employed 4th Qtr After Exit	<b>62.8</b>	<b>64.7</b>	<b>60.8</b>	<b>61.5</b>	62.59	62.58571



## **RECORD OF ACTION/APPROVAL**

**Consortium Meeting, Thursday, June 18, 2026**  
**Board Meeting, Wednesday, June 10, 2026**  
**Executive Meeting, Wednesday, May 27, 2026**

### **TOPIC/ISSUE:**

By-Laws Amendment – Reduction in membership and removal of Audit Committee

### **BACKGROUND:**

It was noted that broader representation in decision making can be obtained using “community or committee membership” rather than by expanding board members, staff noted that our board membership can be reduced in the non-private sector area by reducing a community board member seat that is being vacated because of term limits. This amendment removes that seat. Thereby increasing the percentage of private sector members.

Reviewing duties and functions it was determined that the “Audit Committee” rarely met, rather those functions, in practice, were assumed by the Executive Committee. The proposed change eliminates the Audit Committee and transfers its functions to the Executive Committee.

### **POINTS OF CONSIDERATION:**

The changes increase private sector member percentage, aligns By-Laws with practice.

### **STAFF RECOMMENDATIONS:**

Approve amendments and recommend approval by the Consortium.

### **COMMITTEE ACTION:**

Arno Proctor made a motion to eliminate the Audit Committee. Pete Beasley seconded the motion. There was discussion on clarifying the elimination of the committee. Arno amended his motion to approve all changes to the By-laws as recommended by staff. Pete Beasley’s seconded the motion. Motion carried.

### **BOARD ACTION:**

This item appeared on the board consent agenda. Charles Harris made a motion to accept the Executive committee consent agenda items. Deb Stanley seconded the motion. Motion carried.

### **CONSORTIUM ACTION:**

**BY-LAWS OF THE CITRUS LEVY MARION REGIONAL WORKFORCE  
DEVELOPMENT BOARD, INC. (CLMRWDB)**

**A FLORIDA CORPORATION, NOT FOR PROFIT**

**THESE BY-LAWS ARE AMENDED AS APPROVED ON**  
**6/10/2026**

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**ARTICLE I: NAME, OFFICE AUTHORITY, AND RESPONSIBILITIES:**

Section A: The name of the Corporation shall be the Citrus Levy Marion Regional Workforce Development Board, Inc. hereinafter referred to as “the CLMRWDB.”

Section B: The Principal office of the CLMRWDB shall be located at 3003 SW College Rd, Suite 205, Ocala, FL 34474. The CLMRWDB may have such other offices as the Board of Directors may designate or as the business of the CLMRWDB may require from time to time.

Section C: The registered office of the CLMRWDB, required by Florida Corporation Laws to be maintained in the State of Florida may be, but need not be, identical with principal offices in the State of Florida. The registered office of the CLMRWDB shall be in care of Robert A. Stermer, 7480 SW Highway 200, Ocala, FL 34476. The address of the registered office may be changed from time to time by the CLMRWDB.

Section D: The CLMRWDB exists as a result of the passage of the Workforce Innovation and Opportunity Act, Public Law 113-128, the Interlocal Agreement establishing the Citrus Levy Marion Workforce Development Consortium (“Consortium”), the Memorandum of Agreement between itself and the Consortium, and the Articles of Incorporation of the CLMRWDB. As such, CLMRWDB has been determined to be a Special District of the State of Florida, a unit of state government, and has all the rights granted by such status including, but not limited to, sovereign immunity.

Section E: The CLMRWDB shall have those duties and responsibilities provided for by the WIOA, other related laws of the United States, Florida Statutes (F.S.) Chapter 445, and other applicable laws, rules and policies of the State of Florida, its Articles of Incorporation and any agreements or contracts it may enter into with any third party and such other duties as are consistent with its non-profit status and with the provision of job training, job placement and benefit services to the citizens of Citrus, Levy and Marion Counties, Florida and its status as a unit of state government.

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Section F: The CLMRWDB shall actively participate in the development of policies and programs for planning and implementing the activities of the Workforce Development Plan for Workforce Area Ten (Area 10).

Section G: The CLMRWDB shall maintain with the Consortium that relationship specified in the Memorandum of Agreement (“Memorandum”) between the two bodies.

**ARTICLE II: COMPOSITION OF MEMBERSHIP; LENGTH OF SERVICE; ATTENDANCE ON THE CLMRWDB:**

Section A: The CLMRWDB shall be comprised of not more than thirty-~~two~~ (32) members who are appointed as set forth in the Agreement to Establish the CLMRWDB. A member may represent more than one federally mandated membership category. The number of the members on the CLMRWDB shall be determined by the Consortium. CLMRWDB membership shall be maintained pursuant to the Memorandum provisions. Replacement of members who resign voluntarily, who are asked to resign or are removed because of unsatisfactory attendance records or other justifiable reason(s) will be in accordance with the Memorandum and any procedures required by the State of Florida or the United States Government.

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Section B: It shall be the policy of the CLMRWDB that three (3) absences annually from regularly scheduled CLMRWDB Board or Committee meetings shall constitute just cause for recommendation for removal. A recommendation for removal shall only be made after review by the Executive Committee of the circumstances surrounding the absences. The following procedures shall be followed: The Executive Committee shall meet, discuss the circumstances, and make their determination to remove or not remove the member(s). In the event removal is recommended, the Executive Committee shall make a recommendation for removal of the member(s) to the CLMRWDB at its next meeting. A majority vote of those CLMRWDB members present shall be required for removal. Upon removal, the Consortium will be notified and seek nominations to replace that member.

Section C: The Consortium will be notified of member attendance annually and any members with three (3) unexcused absences or other justifiable reasons for removal and of any action taken by the CLMRWDB. The Consortium may, at its discretion, remove any member. It shall immediately seek nominations for a replacement.

Section D: Any member who no longer meets the criteria under which appointed to the CLMRWDB shall notify the Executive Committee in writing within 30 days of that status change, i.e., a private sector representative no longer owns his/her own business, retires from that business, or is no longer an officer, chief executive or chief operating officer of the business concerns under which he/she was appointed to the board. The Executive Committee will review all status changes and make a recommendation to the CLMRWDB. The CLMRWDB shall recommend to the Consortium that any member whose status has changed so as to affect the member's eligibility for continued membership be replaced on the CLMRWDB.

Section E: Effective July 1, 2021, no board member is eligible to serve more than eight consecutive (8) years as a board member.

Section F: Board Member Nominations and Selection Process:

Board membership requirements, are detailed in both WIOA and in Florida Statutes, Section 445

For private sector business representation, nominations must be made by general purpose business organizations. These include chambers of commerce, economic development agencies and business groups such as the Mid-Florida Regional Manufacturers Association (MRMA). Those nominations are provided to the Local Elected official (LEO) for consideration and selection.

Public sector membership will generally be “agency based” and therefore requests for nominees are directed to the agency head for either self - nomination or a designee. These nominations will be submitted to the Consortium for selection.

Recruitment:

Private sector membership is “balanced” by county whenever possible. Letters will be sent to key business organizations in each county soliciting nominations. CLMRWDB members from the county where a vacancy will occur/has occurred will be asked to contact business leaders in their county (in targeted membership sector), explain our Board’s duties as a follow to the letters.

Board member must be:

- Owners
- Key executives; or
- Top-level policy executives

#### Nomination Process:

- As part of the recruitment/nomination process:
- A nomination form will be completed by each nominee. The form will be transmitted to the CLMRWDB CEO or COO who will submit the form for nomination to the Consortium for consideration and selection.
- If the CLMRWDB board member is working with their county's EDC or a Chamber as part of the recruitment process, that organization should be asked to send an email to the CLMRWDB CEO nominating the prospective member.

Nominations of prospective members will be compiled by the CLM staff and prepared for consideration by the LEO Consortium at its next scheduled meeting. Nominations will be grouped by vacancy.

#### Appointment Process:

After selection/appointment by the LEO Consortium, staff will:

1. Advise the board members of the selection;
2. Prepare a letter of welcome to be signed by the Chair that will include:
  - a. Information of the next Board meeting, including an invitation to the New Member Reception that will be scheduled one hour prior to the meeting.
  - b. Information of electronic access to the Board – Member Orientation
  - c. Financial Disclosure Form 1 (including information on timeframe for filing and contacts for assistance, if needed;
  - d. Hard copy of a Board Member Handbook
    - i. Committee information for committee selection

New members will be asked to review the electronic Orientation prior to

the New Member Reception so that any questions can be answered at that time, or they can contact staff prior to the Reception if they desire.

**ARTICLE III: OFFICERS AND THEIR DUTIES:**

Section A: General:

The officers of the CLMRWDB shall be the Chair, Vice-Chair and Treasurer. The Vice-Chair and Treasurer shall be elected every two years. The Vice-Chair shall ascend to the office of Chair every two years and shall replace the outgoing Chair. The new Vice-Chair shall be elected from among the business and industry (private sector) representatives and shall rotate among the three counties' representatives every two years. The Treasurer shall be elected from the CLMRWDB public sector representatives. Treasurer shall not be eligible to ascend to the position of Chair because of the requirement that the Chair be a private sector representative. Officers shall serve two-year terms.

The Executive Assistant to the Chief Executive Officer shall serve as the Secretary to the Board and have the responsibilities of maintaining minutes of the actions of the Board and other such duties that support the Board.

Removal of Officer(s):

Any officer of the Board may be removed with or without cause by an affirmative vote of a majority of the Board of Directors at a called meeting in which a quorum is present. A motion to remove an officer may be made by any board member.

Section B: Chair:

The Chair shall have the responsibility of presiding over CLMRWDB meetings, authority for appointing Committee membership and the Chair

for each Committee subject to approval by the Executive Committee. The Chair shall serve as an ex-officio member of all Operational and Ad Hoc Committees but will not be assigned to any Committee other than the Executive Committee.

Section C: Vice-Chair:

The Vice-Chair shall preside over the CLMRWDB meetings in the absence of or at the request of the Chair. The Vice-Chair shall also serve as an ex-officio member of all Operational and Ad Hoc Committees but will not be assigned to any Committee other than the Executive.

Section D: The Treasurer or designee shall receive and deposit all funds in the name of the CLMRWDB in a bank approved by the Board. All checks shall be signed by either the Chief Executive Officer or Chief Operating Officer. Current financial records shall be kept at all times and reports on the financial status of the CLMRWDB shall be submitted at all meetings of the Board and membership, with copies to be attached to original minutes.

**Deleted:** The Treasurer shall chair the Audit Committee of the Board.

**ARTICLE IV: MEETINGS OF THE CLMRWDB:**

Section A: Regular Meetings:

The CLMRWDB shall meet quarterly or as determined by the Executive Committee and/or the CLMRWDB from meeting to meeting. All members of the CLMRWDB shall be notified in writing of the date, time, and place of the meetings at least five (5) days in advance. An agenda will be transmitted whenever possible.

Section B: Called Meetings:

The Chair may convene the Board at times other than the regular meetings, provided the CLMRWDB members are notified in writing at least five (5) days in advance of the date, time, and place of the meeting.

An agenda will be transmitted with this notification. If the Chair determines that an emergency situation necessitates that a special meeting be called, the requirements for notice may be waived.

Section C: Quorum of Meetings:

A quorum for all meetings of the CLMRWDB shall be declared when one-third (1/3) of the voting members are present. Once a quorum is declared at any CLMRWDB meeting, the quorum is not lost until the meeting is adjourned.

Section D: Decision on Questions:

The decision on all questions with the exception of amendments to the By-Laws provided for under ARTICLE VIII, shall be determined by a majority vote of the members voting on the question.

Section E: Waiver of Notice:

Whenever, under the laws of the State of Florida, or provisions of these By-laws, a waiver in writing is signed by persons entitled to such notice, whether before or after the time stated therein, it shall be deemed equivalent to the giving of such notice.

Section F: Robert's Rules of Order:

In matters not covered by these By-laws, Robert's Rules of Order, Revised (latest edition), shall govern the procedure of the meetings of the CLMRWDB and its Committees.

Section G: Proxy Voting:

To ensure meaningful discussion and determinations, vote by proxy will not be accepted.

Section H: Use of Technology:

Understanding the business requirements of Board members, CLMRWDB may use any form of technology to conduct the business of its committees and board meetings. If used, the technology must be accessible to the public for attendance. The use of such technology should be included on all meeting notices when used.

Section I: Engagement of Stakeholders

CLMRWDB shall work to ensure engagement by the workforce system's stakeholders and employers by developing a list of Interested Parties. This list will include key business organizations and other groups, such as local SHRM organizations, and community groups that express an interest in workforce activities or services.

Notices of all meetings and agendas will be made available to those on the Interested Parties list. In addition, social media will be used to notify persons and organizations of the meetings of the Board and its committees.

At each meeting of the committees or Board a time for public comment and input will be placed on the agenda, and at the discretion of the Chair of the Board or committee, public input may be sought on any item coming before the body.

**ARTICLE V: COMMITTEES OF THE CLMRWDB:**

Section A: The CLMRWDB may establish such Operational Committees as are deemed necessary to perform the specific functions of the CLMRWDB. These Committees shall be advisory to the CLMRWDB, except that they

may, with specific authorization, act on behalf of the CLMRWDB. The following will be the Committees of the CLMRWDB:

**Executive Committee:**

This Committee shall be comprised of the Chair, Vice-Chair and Treasurer of the CLMRWDB, the immediate past Chair of the CLMRWDB, and the Chairs of the four Operational Committees, for a total of eight (8) members, at least two (2) members shall be selected from among the private sector representatives. This Committee shall be responsible for administrative matters of the CLMRWDB, shall serve as the CLMRWDB finance and personnel committee, and as such, shall handle all finance and personnel matters, if any; shall be responsible for all issues, duties and responsibilities dedicated to and by vote of the full CLMRWDB, shall be authorized to act on an emergency basis on behalf of the full CLMRWDB between CLMRWDB meetings, shall recommend and approve formal procurement actions, and shall serve as the grievance/protest committee for all procurement actions.

~~The committee shall serve as the Audit Committee.~~The following ad hoc committees shall report to the Executive Committee: Member Recruitment; and Nominating.

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**Operational Committees:**

CLMRWDB shall have committees aligned with its goals, objectives, and management needs. These include: Marketing Outreach and Community Relations; Career Center Services; Performance and Monitoring; and Business and Economic Development

**Marketing Outreach and Community Relations:**

The Marketing Outreach and Community Relations Committee shall plan

and oversee the staff and Board efforts to improve the community awareness of Workforce; establish partnerships with community organizations that have missions similar to or supportive of the goals of the Board; inform the business community and the larger resident community of the region on the services and benefits available through the local workforce system; and, approve the staff marketing and outreach plan to business and applicant customers. It shall oversee the recruitment and orientation of new board members and strengthen board member engagement.

**Career Center:**

The Center Committee shall provide oversight and input regarding the services offered to both business and applicant customers; the development of partnerships to improve the efficiency and effectiveness of services and otherwise review and plan the partnerships, staffing and services offered through the local one stop system.

**Performance and Monitoring:**

The Performance and Monitoring Committee is charged with reviewing the performance of our one stop system and contractors against established goals. Additionally, it is charged with receiving and reviewing all internal monitoring, programmatic and fiscal as well as similar monitoring performed by the State. The Committee is also charged with establishing performance goals for the system and reviewing performance comparisons with other workforce boards based upon state performance reports and metrics.

**Business and Economic Development:**

The Business and Economic Development Committee is charged with aligning the resources of Workforce Connection with the economic

development efforts of the three counties. It is also charged with reviewing staff and economic development coordination and collaborative efforts at business outreach and development. The Committee will serve to plan and coordinate the development of career paths, training, and other services to support the needs of the business sectors targeted by the Board. It is responsible for the review and approval of demand occupations within the workforce area and, where feasible, coordinate with other workforce areas to develop regional strategies to serve these targeted sectors and provide coordinated workforce services.

Section B: The Chair of the CLMRWDB shall have authority to appoint members of the CLMRWDB to serve on all Operational Committees subject to the approval of the Executive Committee. Membership on all Operational Committees shall be for one year. Members of the CLMRWDB who are also employees of public sector organizations may delegate other employees of the public sector organization to attend Committee meetings and cast advisory votes. The preceding sentence shall not apply to meetings of the Executive Committee.

In accordance with the above, representatives from key partners not appointed to CLMRWDB will be asked to serve on committees. These partners include but are not limited to the following: School boards, economic development; private and public higher educational partners; trade associations, social and customer-focused agencies and, organized labor.

The Chair may appoint such other members to the Operational Committees as is necessary to gain broad industry input into the deliberations of the committees. Such members shall be ex-officio and have voting privileges.

Section C: Ad Hoc Committees:

Ad Hoc Committees may be established by the Chair autonomously to deal with matters of particular or immediate concern. Ad Hoc Committees shall be composed of members of the CLMRWDB with their number and representation determined by the Chair subject to approval by the Executive Committee. An Ad Hoc Committee shall be advisory to the CLMRWDB and shall terminate upon satisfactory completion of the task for which it was originally appointed. Non-CLMRWDB members may serve as voting members of Ad-hoc Committees.

Section D: Special Committees:

Nominating Committee:

The Committee shall be composed of members of the CLMRWDB, appointed by the Chair with appropriate representation from each County of the Area 10. The Committee will meet every other year by the end of May, so that the Committee shall have sufficient time to bring forth a slate of nominees for Vice-Chair and Treasurer to be considered at the June meeting of the CLMRWDB. Should any Officer not be able to complete the officer's term of office, the most recently appointed Nominating Committee shall be convened to draw up a slate of nominees for filling the vacancy or vacancies except in the case of a vacancy in the Chair in which case the Vice-Chair shall ascend to the office of Chair. Nominations to fill such other vacancies shall be presented to the CLMRWDB for election as soon as possible following the occurrence of the vacancy or vacancies. Those officers selected by CLMRWDB, shall be recommended for selection by the Consortium.

▼ Educational and Industry Consortium:

The Education and Industry Consortium is charged with aligning the skill needs of business with the training provided by our educational

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The Audit Committee shall be chaired by the Treasurer and assume responsibility for recommending the selection of the Board's audit firm; and reviewing each annual audit prior to presentation to the Board.¶

partners.

The local consortium is comprised of the following members:

- One representative nominated by each respective school superintendents to represent their district;
- One representative nominated by the President of the College of Central Florida to represent the College;
- Business members should represent the targeted industry sectors in our Plan;
- One representative from private educational institutions that offer certifications or degrees;
- Each school district should nominate a representative from their programs that align with our targeted sectors;
  - Manufacturing
  - Logistics
  - Information Technology
  - Healthcare
  - Construction
  - Agriculture
- The CLM Chair will appoint up to three representatives from each sector to represent industry in each county.
- The Chair will appoint a chair of the Consortium.
- Members are appointed to a two-year term, and may be reappointed.
- CLM staff will serve as official consortium staff.

The various representatives will meet quarterly, as required, in conjunction with the normal CLM committee meeting schedule. The chair of the consortium will be asked to attend the CLM Board meeting and report any recommendations of the consortium. These, if necessary, will be actionable items for the next scheduled CLM committee as appropriate.

The Consortium will review all local requests submitted to the Credentials Review Committee

Section E: Quorum:

A quorum for all Committee meetings of the CLMRWDB shall be declared when one-third (1/3) of the members are present. Once a quorum is declared at any CLMRWDB meeting, the quorum is not lost until the meeting is adjourned.

Section F: Chair for Operational Committees and Ad Hoc Committees:

The Chair of the CLMRWDB shall appoint the Chair for Operational Committees and Youth Council and of any Ad Hoc Committees subject to the approval of the Executive Committee.

Section G: Appointment of Committee Vice-Chairs:

The Chair for any Operational Committees or of an Ad Hoc Committee may appoint the Committee Vice-Chair from among the other members of the Committee.

Section H: Replacement of Committee Members:

The Chair of the CLMRWDB may replace any Committee member, after consultation with the committee member, and after considering the recommendations of the Chair of the Committee and subject to the approval of the Executive Committee.

**ARTICLE VI: RIGHTS OF MEMBERS TO MOTION, SECOND AND VOTE:**

Section A: All members of the CLMRWDB, including Committee Vice-Chairs presiding over Committee meetings, shall have the right to make and second motions, discuss and vote on any matter, notwithstanding the provisions of ARTICLE VIII, that is in order for CLMRWDB or Committee

consideration, excepting that the CLMRWDB Chair when presiding over meetings of the CLMRWDB, shall only have the rights of discussion and of voting to break a tie vote of the CLMRWDB.

**ARTICLE VII: CONFLICT OF INTEREST:**

Section A: The CLMRWDB shall not, either directly or indirectly purchase, rent, or lease any realty, goods, or services from any business entity of which any CLMRWDB member, the member's spouse or child is an officer, partner, director, or proprietor or in which they have any material interest.

Section B: There is hereby declared to be an exemption from Section "A" hereof, in accordance with Section 112.313(12) Florida Statutes, 1995, if:

- a. The business with the CLMRWDB is transacted under a rotation system whereby the business transactions are rotated among all qualified suppliers of the goods and services within the Workforce Area 10 service delivery area;
- b. The business is awarded under a system of sealed competitive bidding to the lowest or best bidder;
- c. The CLMRWDB member, the member's spouse, or child, has in no way participated in the determination of the bid specifications or the determination of the lowest or best bidder;
- d. The CLMRWDB member, the member's spouse, or child, has in no way used or attempted to use their influence to persuade the CLMRWDB or any personnel thereof to enter into such a contract other than by the mere submission of the bid; and
- e. The CLMRWDB member, prior to or at the time of the submission of the bid, has filed Contractor Disclosure Form and Conflict of Interest

Forms disclosing the member's interest, or the interest of the member's spouse or child, and the nature of the intended business; and

- f. If CLMRWDB enters into a contract with an organization or individual represented on the Board of Directors, the contract must be approved by a 2/3 vote of the quorum of the Board, with the benefiting member abstaining from the vote (Florida Statutes 445.007(1)).
- g. If any other exemption created under Section 112.313(12) Florida Statutes or any other applicable Florida or United States statutes applies.

**ARTICLE VIII: AMENDMENTS:**

Section A: These By-laws may be amended or repealed by a two-thirds (2/3) vote of the CLMRWDB members voting on the question provided notice of the Amendment or request for repeal has been transmitted to members at least five (5) days in advance of the meeting in which the vote is to be taken.

**ARTICLE IX: EXEMPT ACTIVITIES:**

Section A: Notwithstanding any other provisions of these By-laws, no Member, Director, Officer, Employee or Representative of this Corporation shall take any action or carry on any activities by or on behalf of the Corporation, not permitted to be taken or carried on by an organization exempt under Section 501(c)(3) of the Internal Revenue Code and its regulations as they now exist or may hereafter be amended or by an organization, contributions to which are deductible under Section 170(c)(2) of such code and regulations as they now exist or as they may hereafter be amended.

**ARTICLE X: INDEMNIFICATION BY CORPORATION:**

Section A: Every Person who is or shall be or shall have been a Member or an Officer of the CLMRWDB and that person's Personal Representative shall be indemnified by the CLMRWDB against all costs and expenses reasonably incurred by or imposed upon that person in connection with or resulting from any actions, suit, or proceeding to which that person may be made a party by reason of being or having been a Member or Officer of the CLMRWDB, or of any subsidiary or affiliate thereof, except in relation to such matters as to which that person shall finally be adjudicated in such action, suit or proceeding to have acted in bad faith and to have been liable by a reason of willfulness of conduct in the performance of his duty as such Member or Officer. "Costs and Expenses" shall include, but without limiting the generality thereof, attorney's fees, damages and reasonable amounts paid in settlement.

**ARTICLE XI: CODE OF CONDUCT AND ETHICS:**

- A. CLMRWDB's Officers, Members, Employees or Agents shall not solicit gratuities nor accept favors or anything of monetary value in excess of \$25.00 from each other or from vendors, contractors or potential vendors or contractors. Violations of this standard will result in disciplinary action being taken. Appropriate disciplinary action will be determined by an Ad Hoc Committee of the CLMRWDB whose members will be free from any conflict of interest related to the party or parties involved.
  
- B. Except as allowed by applicable law, any Contractor or CLMRWDB Officer, Member, Employee or Agent who develops or drafts specifications, requirements, statements of work, invitations for bids, and/or requests for proposals shall be excluded from competing for such procurement. Further, except as allowed by applicable law, Persons, Organizations, and Employees in any way associated with such Officer, Member, Employee or Agent shall be

excluded from competing for such procurement when a conflict-of-interest situation would be created by such competition.

- C. Except as allowed by applicable law no CLMRWDB Officer, Member, Employee or Agent shall participate in the selection, award, or administration of a contract where, to the best of the person's knowledge, the person or the person's immediate family, partners or organizations in which the person or the person's immediate family has a financial interest, or with whom the person is negotiating has any arrangement concerning prospective employment.
- D. No CLMRWDB Officer or Member shall discuss or vote on any proposal which is in competition with a proposal submitted by any party with whom the Officer or Member, or the Officer or Member's immediate family, has business, organizational or family ties.
- E. Arm's length relationships shall be maintained between contractors and CLMRWDB Officers, Members, Employees and Agents in the award and administration of contracts.
- F. Meetings of the CLMRWDB, its Committees, and between members, shall comply with the Florida Government in the Sunshine Act, Florida Statutes, Section 286.011.
- G. CLMRWDB Officers, Members and Employees shall complete a Disclosure of Potential Conflicts and Certification/Code of Conduct/Ethics Form (ADM-2) annually by July 1st, and a copy should be returned to CLMRWDB Administrative Office to be kept on file for the CLMRWDB.
- H. CLMRWDB Officers and Members shall complete a Financial Disclosure (Form 1) annually by July 1st and should be filed with the Supervisor of Elections of the county in which they permanently reside.
- I. Upon discovery of an actual or potential conflict of interest, a CLMRWDB Officer,

Member, Employee or Agent shall promptly file a written statement of disqualification and shall withdraw from any further participation in the transaction involved. The Officer, Member, Employee or Agent may, at the same time, apply to CLMRWDB's Legal Counsel for an advisory opinion as to what further participation, if any, the Officer, Member, Employee or Agent may have in the transaction.

a. No employee shall:

- i. Accept any direct or indirect financial benefit from any source other than the CLMRWDB as a result of the performance of official duties.
- ii. Accept any position, whether compensated or uncompensated, which will impair independence of judgment in the exercise of official duties.
- iii. Accept any position or engage in any business which will require disclosure of information that could provide a competitive advantage to one party over another in procurement matters.
- iv. Improperly disclose information acquired in the performance of official duties that could result in personal gain or provide a party a competitive advantage over another party in procurement matters.
- v. Use or attempt to use official position to secure unwarranted privileges or exemptions personally or on behalf of others or give the appearance of such action.
- vi. By conduct, give reasonable basis for the impression that any person or organization can improperly influence the performance of official duties.
- vii. Pursue a course of conduct which will raise suspicion among citizens that acts engaged in are in violation of public trust.

- viii. Pursue a course of conduct which will give rise to a violation of conflict-of-interest standards.
- ix. Take part in any prohibited political activities.
- x. Take part in any religious or anti-religious activity in the discharge of official responsibilities.
- xi. Promote or oppose unionization in the discharge of official duties.
- xii. Participate in any effort to violate any other applicable Federal, State or Local Law or Regulation.

Violations of any provision of this Code may be cause for immediate dismissal or other disciplinary actions provided for under the CLMRWDB's Personnel Rules and Policies.

**ARTICLE XII: NONDISCRIMINATION:**

Section A: All actions taken by the CLMRWDB shall be made without regard to age, sex, race, religion, national origin, political affiliation, marital status, other prohibited bases under applicable law or handicap.

## SIGNATURE PAGE

**APPROVED:**

\_\_\_\_\_  
CLMRWDB Chair

\_\_\_\_\_  
CLMRWDB Vice-Chair

\_\_\_\_\_  
Board Attorney

**ATTEST:**

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CLMRWDB Treasurer

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## **RECORD OF ACTION/APPROVAL**

### **Consortium Meeting Thursday, June 18, 2026**

#### **TOPIC/ISSUE:**

Amendments to Agreement to Establish

#### **BACKGROUND:**

The 8-year term limit for Board members created a review by staff of membership and ways to increase private sector engagement, without expanding the size of the Board.

One way to do this was to look at members being cycled out and ask them to continue to serve as “community members” on our committees. Another was to analyze whether replacing members (eliminating the board seat) of non-private sector members who were terming out would also be of benefit.

The first approach is allowable under the By-Laws by action of the Board chair. The incoming chair was strongly in favor and has approved a letter to be sent to those members appointing them.

In the second option it was determined that if the seat occupied by Charles Harris, terming out member, were removed it would not impact our mandatory membership percentage requirements.

#### **POINTS OF CONSIDERATION:**

Elimination of the seat will increase private sector board membership percentage.

#### **STAFF RECOMMENDATIONS:**

Recommend approval of the elimination of the seat in the attached amended agreement.

#### **COMMITTEE ACTION:**

#### **BOARD ACTION:**

**AGREEMENT TO ESTABLISH THE CITRUS LEVY MARION REGIONAL  
WORKFORCE DEVELOPMENT BOARD  
UNDER THE WORKFORCE INNOVATION AND OPPORTUNITY ACT**

**WITNESSETH:**

**WHEREAS**, the Workforce Innovation and Opportunity Act (WIOA), P.L. number 113-128 calls for the creation of a workforce investment board (WIB) to serve local workforce development areas; and

**WHEREAS**, the counties of Citrus, Levy and Marion have entered into an Interlocal Agreement and requested to be designated as a local workforce development area; and

**WHEREAS**, the Boards of County Commissioners of Citrus, Levy and Marion Counties have entered an Interlocal Agreement and empowered the Citrus Levy Marion Workforce Development Consortium (CLMWDC) (Consortium), to serve in their capacity.

**NOW THEREFORE**, the parties hereto agree to constitute the CLMRWDB as follows:

**1. Establishment, Composition, and Appointment of the Citrus, Levy, Marion Regional Workforce Development Board**

There is hereby established the CLMRWDB, which shall be constituted in accordance with the requirements of Section 107 of WIOA and F.S. 445.

The number of members of the CLMRWDB shall be no more than **Thirty-two (32)**. A member may represent more than one category. The following paragraphs specify the composition of thirty-three members of the CLMRWDB:

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a) There shall be **at least** seventeen (17) representatives of the private sector, nominated from business groups, industry groups or chambers of commerce and economic development agencies. The appointments should, to the best extent possible provide balanced representation:

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- a. From each of the three counties; and
- b. Of the key industry sectors in the local area

b) At least twenty percent (20%) of CLMRWDB will be representatives of the workforce:

- a. Two (2) representatives shall represent organized labor, nominated by their local unions;
- b. One (1) representative shall represent apprenticeship programs in the area and be a member of organized labor, a training director for

a joint labor-management program or represent an apprenticeship program in the area;

- c. Five (5) representatives will be appointed that serve as representative for persons with barriers to employment; veterans; or the needs of youth, including out of school youth.

c) There shall be three (3) educational representatives who:

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- a. Represent adult education and literacy;
- b. Institutions of higher education;
- c. Local education agencies or community-based organizations that possess skills in serving persons with barriers to employment;
- d. One (1) representative from a private institution of higher education.

d) Four (4) members shall represent governmental and economic development organizations:

- a. Two (2) shall represent economic development;
- b. One (1) shall represent vocational rehabilitation;
- c. One shall represent transportation, public housing, or public assistance.

It is the desire of the Consortium to have engaged the maximum representation from key organizations within the three-county area. Rather than create a large Board, the Consortium is directing that the Board of Directors, through its By-Laws, secure the involvement and input of groups as committee members.

## 2. Terms of Office

Terms of office for the individuals identified in Section 1 above shall be no more than eight (8) consecutive years in accordance with the CLMRWDB Bylaws. CLMRWDB shall be entitled to remove a member for cause as set forth in the CLMRWDB Bylaws.

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## 3. Effect of Agreement

This Agreement to Establish the CLMRWDB shall be effective June 18, 2026, supersedes all previous Agreements to Establish the CLMRWDB and continue during the life of the Interlocal Agreement creating the authority of the CLMRWDC.

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**IN WITNESS WHEREOF**, the parties hereto have executed this Agreement to become effective on June 18, 2026.

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**SIGNATURE PAGE**

**CITRUS, LEVY, MARION WORKFORCE  
DEVELOPMENT CONSORTIUM**

**MARION COUNTY MEMBER**

**BY: \_\_\_\_\_**

**DATE: \_\_\_\_\_**

**ATTEST: \_\_\_\_\_**

**SIGNATURE PAGE**

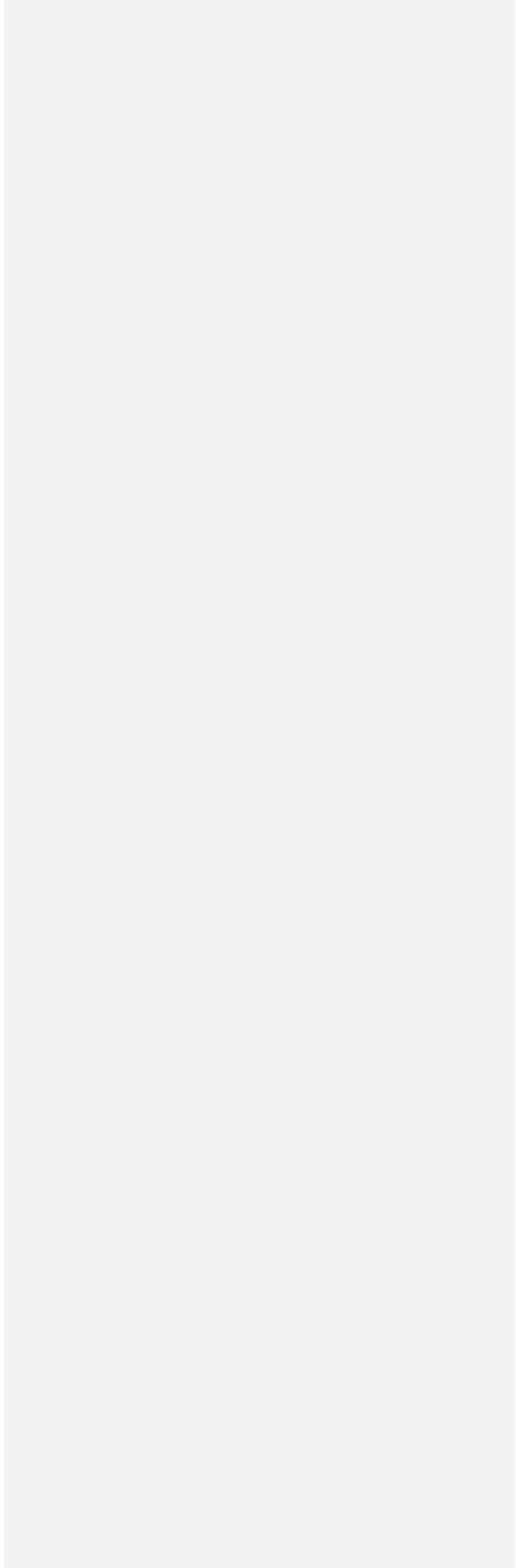
**CITRUS, LEVY, MARION WORKFORCE  
DEVELOPMENT CONSORTIUM**

**CITRUS COUNTY MEMBER**

**BY: \_\_\_\_\_**

**DATE: \_\_\_\_\_**

**ATTEST: \_\_\_\_\_**



**SIGNATURE PAGE**

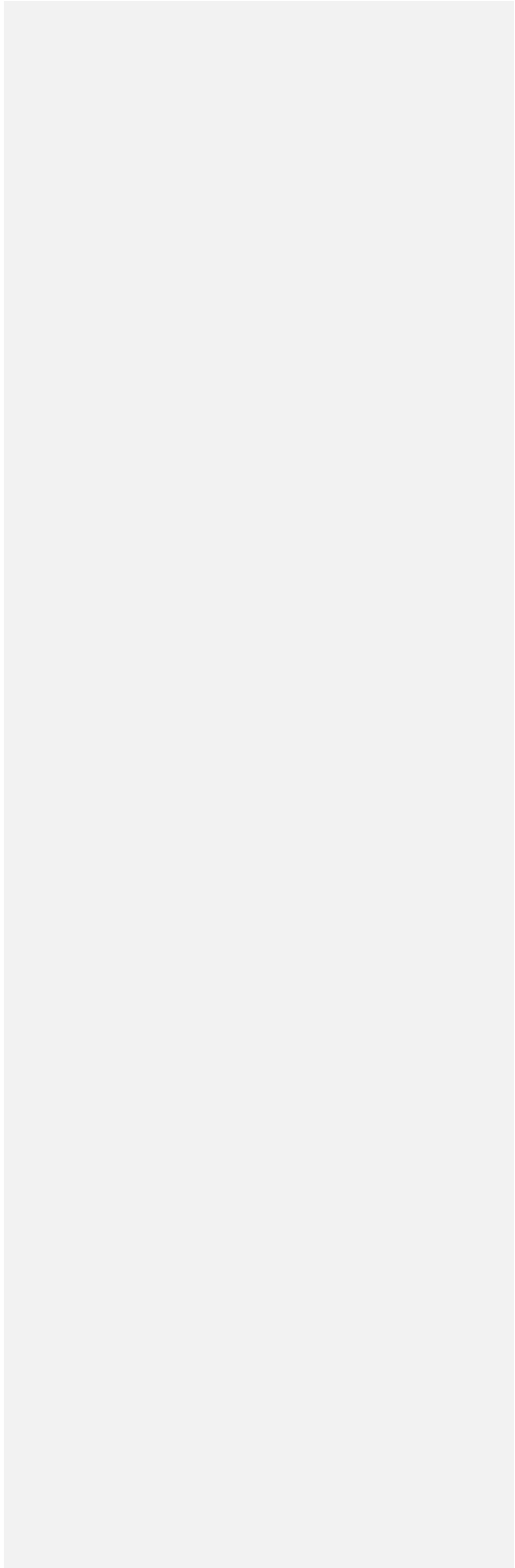
**CITRUS, LEVY, MARION WORKFORCE  
DEVELOPMENT CONSORTIUM**

**LEVY COUNTY MEMBER**

**BY: \_\_\_\_\_**

**DATE: \_\_\_\_\_**

**ATTEST: \_\_\_\_\_**





**RECORD OF ACTION/APPROVAL**

**Consortium Meeting  
Thursday, June 18, 2026**

**TOPIC/ISSUE:**

Board Member Appointments

**BACKGROUND:**

Nomination to fill a private sector vacancy in Marion County and Economic Development.

**POINTS OF CONSIDERATION:**

See attached nomination forms for:  
April Brown  
Matt McCormick

These appointments will bring us into compliance with state and federal board representation.

**STAFF RECOMMENDATIONS:**

Staff recommends approval of Ms. Brown and Mr. McCormick.

**COMMITTEE ACTION:**

**BOARD ACTION:**



**NOMINATION FORM**

**FAX: 352 873-7956**

**EMAIL: [rskinner@careersourceclm.com](mailto:rskinner@careersourceclm.com)**

**Phone: 352 873-7939, Ext 1204**

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ County: \_\_\_\_\_ Zip Code: \_\_\_\_\_

\_\_\_\_\_ Private Business Owner/Chief Executive

\_\_\_\_\_ Agency/Company Representing – Must be representative with optimum Policy-making authority

Name of Business: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ County: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Business Telephone: \_\_\_\_\_ Fax #: \_\_\_\_\_

Cell #: \_\_\_\_\_

E-Mail Address: \_\_\_\_\_

**INFORMATION REQUIRED BY THE STATE - Check all that Apply**

Sex: Male _____	Female _____
Race: White _____	Hispanic _____ Black _____ Other _____
Veteran: Yes _____	No _____ Disabled _____

Revised 4-26-16

CareerSource Citrus Levy Marion is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers listed above may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711. If you need accommodations, please call 352-840-5700, ext. 7878 or e-mail [accommodations@careersourceclm.com](mailto:accommodations@careersourceclm.com) at least three business days in advance. CareerSource Florida Member.





## **RECORD OF ACTION/APPROVAL**

**Consortium Meeting, Thursday, June 18, 2026**  
**Board Meeting, Wednesday, June 10, 2026**  
**Executive Committee, Wednesday, May 27, 2026**

### **TOPIC/ISSUE:**

Preliminary 2026-2027 Budget

### **BACKGROUND:**

Attached is the proposed budget for the 2026-2027 program year.

### **POINTS OF CONSIDERATION:**

This budget is based on the following:

- Estimated carry forward funds from current year grants.

### **STAFF RECOMMENDATIONS:**

Approve preliminary 2026-2027 budget

### **COMMITTEE ACTION:**

Dale French reviewed the forecasted budget. Pete Beasley approved the 2026-2027 budget. Jeff Chang seconded the motion. Motion carried.

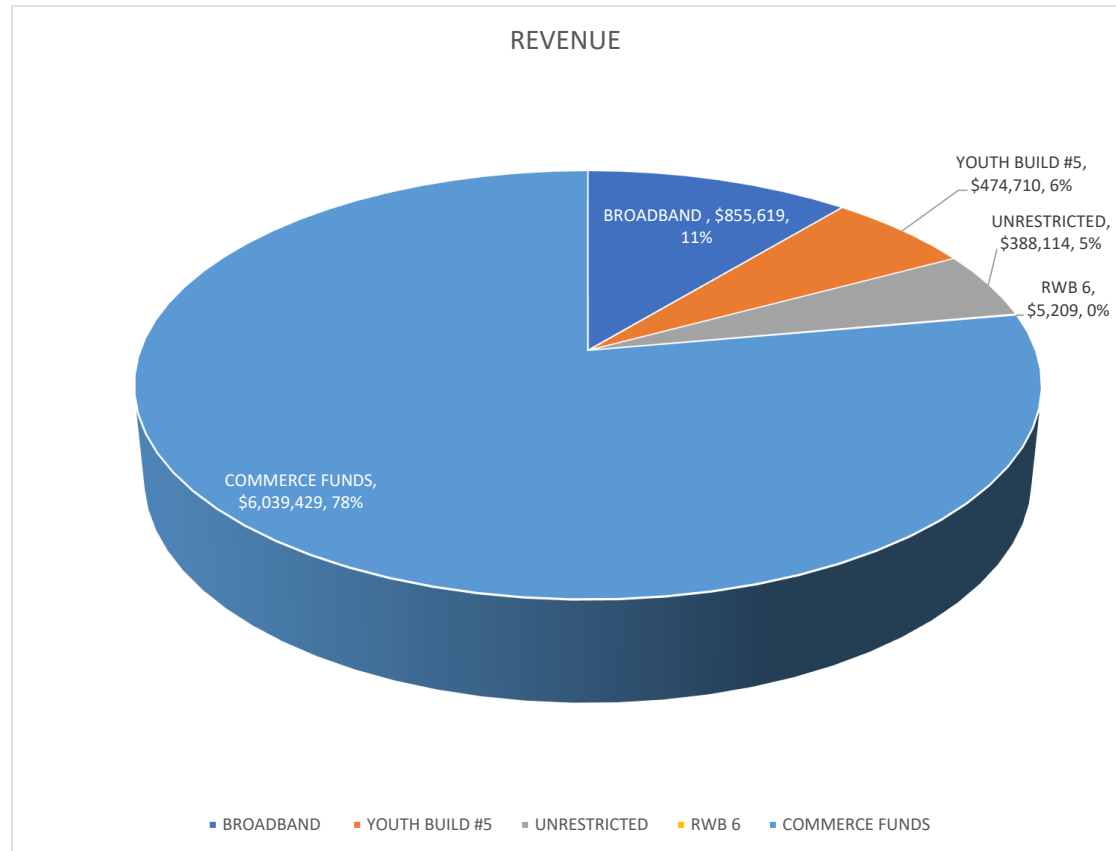
### **BOARD ACTION:**

Deb Stanley made a motion to accept the 2026-2027 preliminary budget. Kathy Judkins seconded the motion. Motion carried.

## REVENUE RESOURCES

### \$7,763,081

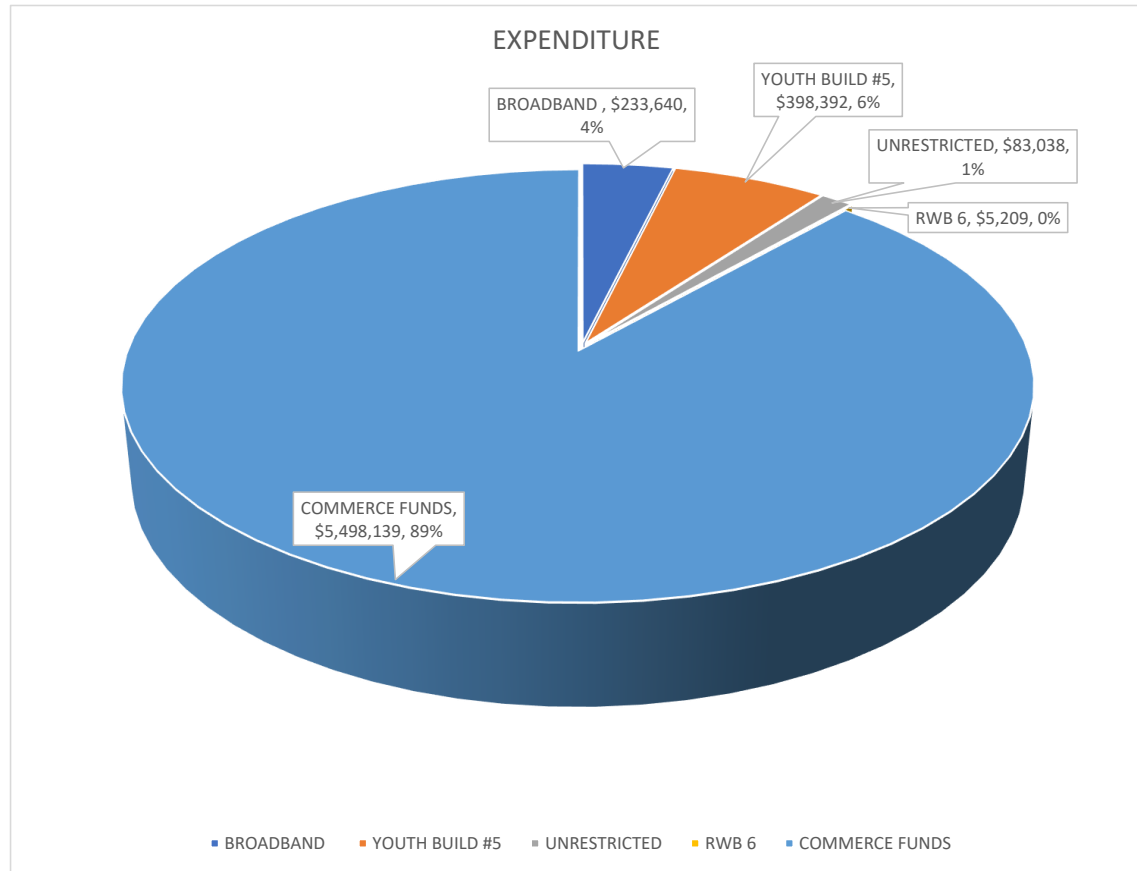
COMMERCE FUNDS	
ADULT	\$1,764,973
YOUTH	\$1,176,863
DISLOCATED WORKER	\$755,212
WAGNER PEYSER	\$282,347
WTP	\$1,506,476
SNAP	\$126,771
VETS	\$26,116
REA	\$99,600
OTHER	\$301,071
TOTAL COMMERCE	\$6,039,429



## BUDGET EXPENDITURES

**\$6,218,419**

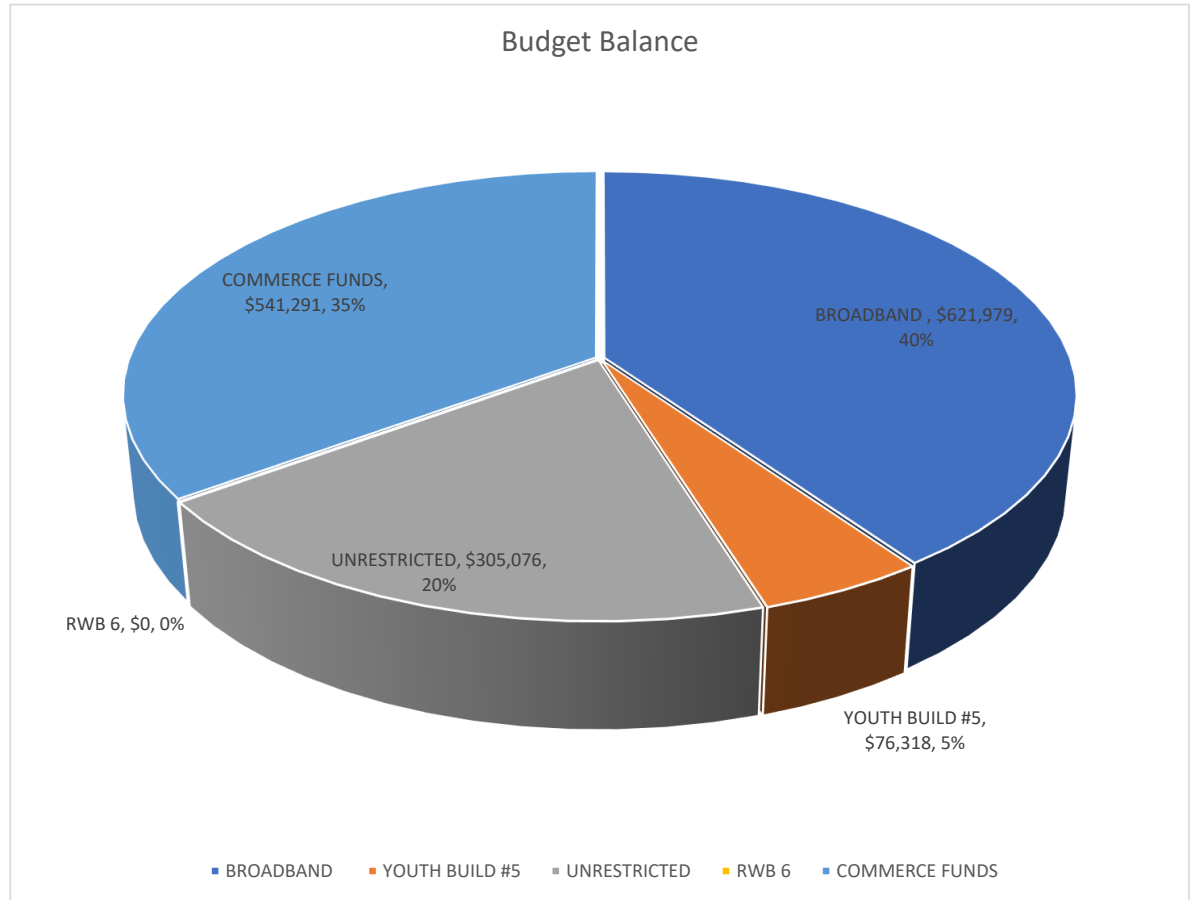
COMMERCE FUNDS EXPENDITURE	
ADULT	\$1,565,471
YOUTH	\$1,091,953
DISLOCATED WORKER	\$659,805
WAGNER PEYSER	\$136,007
WTP	\$1,499,167
SNAP	\$126,351
VETS	\$25,645
REA	\$98,735
OTHER	\$295,006
<b>TOTAL COMMERCE</b>	<b>\$5,498,139</b>



# BUDGET BALANCE

**\$1,544,664**

COMMERCE FUNDS BALANCE	
ADULT	\$199,502
YOUTH	\$84,910
DISLOCATED WORKER	\$95,407
WAGNER PEYSER	\$146,340
WTP	\$7,309
SNAP	\$420
VETS	\$471
REA	\$865
OTHER	\$6,065
<b>TOTAL COMMERCE</b>	<b>\$541,291</b>



# INDICATORS OF PERFORMANCE

Q3 PY25-26

Measures	PY2024-2025 2nd Quarter Performance	PY2024-2025 4-3rd Quarter % of Performance Goal	PY2024-2025 3rd Quarter Performance	PY2024-2025 4-2nd Quarter % of Performance Goal	PY2024-2025 4th Quarter Performance	PY2024-2025 4-2nd Quarter % of Performance Goal	PY2024-2025 Performance Goals	PY2025-2026 1st Quarter Performance	PY2025-2026 5-2nd Quarter % of Performance Goal	PY2025-2026 2nd Quarter Performance	PY2025-2026 5-2nd Quarter % of Performance Goal	PY2025-2026 3rd Quarter Performance	PY2025-2026 5-2nd Quarter % of Performance Goal	PY2025-2026 Performance Goals
<b>Adults:</b>														
Employed 2nd Qtr After Exit	82.4	95.81	88.3	102.67	87.9	102.21	86	88.6	100.68	87.4	99.32	87.1	98.98	88
Median Wage 2nd Quarter After Exit	\$10,920	113.16	\$11,320	117.31	\$10,898	112.93	\$9,650	\$9,730	98.28	\$9,583	96.79	\$9,579	96.76	\$9,900
Employed 4th Qtr After Exit	78.5	92.35	80.2	94.35	84.8	99.76	85	86.7	100.81	87.9	102.21	88	102.33	86
Credential Attainment Rate	61.8	87.17	51.3	72.36	59.4	83.78	70.9	63.6	89.70	75.8	106.91	83	117.07	70.9
Measurable Skill Gains	70	115.89	74.8	123.84	89.1	147.52	60.4	78.5	129.97	79.9	132.28	82.3	136.26	60.4
<b>Dislocated Workers:</b>														
Employed 2nd Qtr After Exit	0	0.00	50	60.98	66.7	81.34	82	75	89.29	75	89.29	100	119.05	84
Median Wage 2nd Quarter After Exit	\$0	0.00	\$7,577	93.89	\$14,224	176.25	\$8,070	\$9,285	115.06	\$9,285	115.06	\$15,078	186.83	\$8,070
Employed 4th Qtr After Exit	0	0.00	0	0.00	0	0.00	77.4	50	64.60	66.7	86.18	75	96.90	77.4
Credential Attainment Rate	0	0.00	0	0.00	0	0.00	75.1	0	0.00	66.58	66.58	66.7	88.81	75.1
Measurable Skill Gains	50	66.67	80	106.67	100	133.33	75	100	133.33	100	133.33	78.6	104.80	75
<b>Youth:</b>														
Employed 2nd Qtr After Exit	72.1	90.92	75.6	95.33	81.3	102.52	79.3	77.3	97.48	76.9	96.97	66.7	84.11	79.3
Median Wage 2nd Quarter After Exit	\$4,106	109.23	\$4,015.5	106.82	\$4,767.8	126.84	\$3,759	\$5,077.0	135.06	\$5,473.3	145.61	\$5,077.0	135.06	\$3,759
Employed 4th Qtr After Exit	71.3	92.48	67.1	87.03	67.4	87.42	77.1	64.4	83.53	68.1	88.33	68	88.20	77.1
Credential Attainment Rate	93.9	108.30	91.9	106.00	86.8	100.12	86.7	85	98.04	76.6	88.35	78.6	90.66	86.7
Measurable Skill Gains	81.8	89.20	73.8	80.48	94.3	102.84	91.7	89.8	97.93	79.7	86.91	82.1	89.53	91.7
<b>Wagner Peysers:</b>														
Employed 2nd Qtr After Exit	66.1	93.76	67.5	95.74	66.2	93.90	70.5	66.6	94.47	66.6	94.47	66.2	93.90	70.5
Median Wage 2nd Quarter After Exit	\$6,742	112.75	\$6,694	111.96	\$7,090	118.57	\$5,979	\$6,961	116.42	\$7,165	119.84	\$7,167	119.87	\$5,979
Employed 4th Qtr After Exit	65.3	97.32	64.4	95.98	66.6	99.25	67.1	66.2	98.66	66.5	99.11	67.6	100.75	67.1

Not Met (less than 90% of negotiated)
Met (90-100% of negotiated)
Exceeded (greater than 100% of negotiated)



**Measure 1 - Participants with Increased Earnings**

Numerator	Denominator	Rate	Target	Target Met	Weight	Weighted Performance
514	1119	45.93	50	91.86	25	22.965

**Measure 2 - Reduction in Public Assistance**

Numerator	Denominator	Rate	Target	Target Met	Weight	Weighted Performance
615	1,309	46.98	50	93.96	25	23.49

**Measure 3 - Employment and Training Outcomes**

Numerator	Denominator	Rate	Target	Target Met	Weight	Weighted Performance
12	18	66.67	100	66.67	20	13.334

**Measure 4 - Participants in Work-Related Training**

Numerator	Denominator	Rate	Target	Target Met	Weight	Weighted Performance
1,090	2,495	43.69	25	100	10	10

**Measure 5 - Continued Repeat Business**

Numerator	Denominator	Rate	Target	Target Met	Weight	Weighted Performance
502	2,156	23.28	35	66.51	5	3.3255

**Measure 6 - Year-Over-Year Business Penetration**

PreviousNum	PreviousDen	PreviousRate	CurrentNum	CurrentDen	CurrentRate	YOY	Target	TargetMet	Weight	WeightedPerf
884	11,200	7.89	708	11,325	6.25	-1.64	100	70	5	3.5

**Measure 7 - Completion-to-Funding Ratio**

Exiters_LWDB	Exiters_State	Num	Budget_LWDB	Budget_State	Den	Rate	Target	TargetMet	Weight	WeightedPerf
1,092	72,394	1.51	3,724,797	129,718,302	2.87	52.61	100	52.61	5	2.63

**Measure 8 - Serving Individuals on Public Assistance**

Numerator	Denominator	Rate	Weighted Performance
1,634	2,664	61.34	5

**Total Office Letter Grade**

Weighted Grade	Letter Grade
84.25	<b>B</b>

Local Workforce Development Board	Final Score 2025Q2	Letter Grade 2025Q2	Final Score 2025Q1	Letter Grade 2025Q1
01 - CareerSource Escarosa	73.46	C	73.34	C
02 - CareerSource Okaloosa Walton	84.02	B	85.2	B
03 - CareerSource Chipola	83.34	B	82.86	B-
04 - CareerSource Gulf Coast	73.96	C	74.83	C
05 - CareerSource Capital Region	79.13	C+	79.68	C+
06 - CareerSource North Florida	78.16	C+	78.28	C+
08 - CareerSource Northeast Florida	87.02	B+	88.86	B+
10 - CareerSource Citrus Levy Marion	84.25	B	84	B
12 - CareerSource Central Florida	85.59	B	85.49	B
16 - CareerSource Pasco Hernando	82.52	B-	82.11	B-
17 - CareerSource Polk	79.6	C+	78.38	C+
18 - CareerSource Suncoast	90.59	A-	91.22	A-
19 - CareerSource Heartland	82.53	B-	85.27	B
20 - CareerSource Research Coast	84.36	B	86.3	B
21 - CareerSource Palm Beach County	79.94	C+	80.46	B-
22 - CareerSource Broward	93.32	A	92.91	A-
23 - CareerSource South Florida	93.25	A	97.34	A+
24 - CareerSource Southwest Florida	91.91	A-	93.15	A
26 - CareerSource North Central Florida	82.92	B-	84.77	B
27 - CareerSource Brevard Flager Volusia	83.83	B	84.34	B
28 - CareerSource Hillsborough Pinellas	87.09	B+	87.43	B+

Letter Grade changed from previous quarter:

Decreased      Same      Increased

Metric	Weight
<p><b>1. Participants With Increased Earnings</b></p> <p>The percentage of participants who earned more in the second quarter after exit than before their participation with the local workforce development board.</p> <ul style="list-style-type: none"> <li>• <b>Numerator:</b> The number of exiters from the denominator with higher earnings two quarters after exiting the program than in the earliest of the two quarters prior to participation.</li> <li>• <b>Denominator:</b> The number of distinct exiters from WIOA* (Adult and Dislocated Worker) and Wagner-Peyser programs included in the local workforce development board's federal Employment Rate – 2nd Quarter After Exit metric during the previous program year.</li> </ul> <p><b>Category:</b> Employment and Training Services, Self-Sufficiency  <b>Target:</b> 50%  <b>Data Source:</b> ETA 9173 Program Performance Reports  * Includes WIOA-funded grants</p>	0.25
<p><b>Reduction in Public Assistance</b></p> <p>The percentage of exiters who received Supplemental Nutrition Assistance Program (SNAP) or Temporary Assistance for Needy Families (TANF) benefits during their active participation with the local workforce development board but were no longer receiving SNAP or TANF benefits in the fourth quarter after exit.</p> <ul style="list-style-type: none"> <li>• <b>Numerator:</b> The number of individuals from the denominator who were no longer receiving SNAP or TANF benefits in the fourth quarter after exiting the workforce development program.</li> <li>• <b>Denominator:</b> The number of exiters from WIOA* (Adult, Dislocated Worker and Youth), Wagner-Peyser, SNAP Employment and Training (SNAP E&amp;T), and Welfare Transition programs who received SNAP or TANF cash assistance at any time during their participation with the local workforce development board.</li> </ul> <p><b>Category:</b> Employment and Training Services, Self-Sufficiency  <b>Target:</b> 50%  <b>Data Source:</b> Employ Florida, One-Stop Service Tracking (OSST) and DCF Recipient Data  * Includes WIOA-funded grants</p>	0.25
<p><b>3. Employment and Training Outcomes</b></p> <p>Comprises the existing 18 federal accountability measures for local workforce development boards within the WIOA Primary Indicators of Performance (Employment Rate – 2nd Quarter After Exit, Employment Rate – 4th Quarter After Exit, Median Earnings – 2nd Quarter After Exit, Credential Attainment, and Measurable Skill Gains) for Adult, Dislocated Workers, Youth and Wagner-Peyser programs.</p> <ul style="list-style-type: none"> <li>• <b>Numerator:</b> The number of federal metrics from the denominator for which the local workforce development board reached at least 90% of its negotiated target.</li> <li>• <b>Denominator:</b> The number of federal WIOA Primary Indicators of Performance metrics in the current program year for WIOA (Adult, Dislocated Worker and Youth) and Wagner-Peyser programs.</li> </ul> <p><b>Category:</b> Employment and Training Services  <b>Target:</b> 100%  <b>Data Source:</b> ETA 9173 Program Performance Reports</p>	0.20
<p><b>4. Participants in Work-Related Training</b></p> <p>The percentage of all job seekers who received work-related training including occupational skills training, on-the-job training and other work-based learning models, registered apprenticeships, and customized training for employers.</p> <ul style="list-style-type: none"> <li>• <b>Numerator:</b> The number of participants from the denominator who received work-related training services.</li> <li>• <b>Denominator:</b> The number of participants served in the current program year by a local workforce development board within the following programs: SNAP E&amp;T, Welfare Transition, WIOA* (Adult, Dislocated Worker and Youth), National Dislocated Worker Grant, Wagner-Peyser and Trade Adjustment Assistance (TAA).</li> </ul> <p><b>Category:</b> Training Services  <b>Target:</b> 25%  <b>Data Source:</b> ETA 9173 Program Performance Reports, One-Stop Service Tracking (OSST)  <b>Cohort Used:</b> July 2021-June 2022  * Includes WIOA-funded grants.</p>	0.10

<p><b>5. Continued Repeat Business</b>  Percentage of business establishments served in prior three years that continued to be served in the current program year.</p> <ul style="list-style-type: none"> <li>• <b>Numerator:</b> The number of employer worksites from the denominator that received a core business service in the current program year.</li> <li>• <b>Denominator:</b> The number of employer worksites that received a core business service from the local workforce development board in the previous three program years.</li> </ul> <p><b>Category:</b> Business Services  <b>Target:</b> 35%  <b>Data Source:</b> Employ Florida</p>	0.05
<p><b>6. Year-Over-Year Business Penetration</b>  The percentage point difference in the number of business establishments served in the current program year compared to the prior year. Each local workforce development board is assigned a percentage as the percent target met based on the year-over-year business penetration rate difference, as follows:</p> <ul style="list-style-type: none"> <li>• <math>\geq 4 = 100\%</math></li> <li>• <math>2 \text{ to } &lt; 4 = 90\%</math></li> <li>• <math>0 \text{ to } &lt; 2 = 80\%</math></li> <li>• <math>-2 \text{ to } &lt; 0 = 70\%</math></li> <li>• <math>-4 \text{ to } &lt; -2 = 60\%</math></li> <li>• <math>-6 \text{ to } &lt; -4 = 40\%</math></li> <li>• <math>-8 \text{ to } &lt; -6 = 20\%</math></li> <li>• <math>&lt; -8 = 0\%</math></li> </ul> <p>Local workforce development boards achieving greater than 90% overall business penetration will not be penalized for maintaining year-over-year comparable business penetration.  Annual Business Penetration Calculation:</p> <ul style="list-style-type: none"> <li>• <b>Numerator:</b> The number of employer worksites from the denominator that received a core business service from the local workforce development board during the program year.</li> <li>• <b>Denominator:</b> The number of active employer worksites in Employ Florida for each local workforce development board during the program year.</li> </ul> <p><b>Category:</b> Business Services  <b>Target:</b> 100%  <b>Data Source:</b> Employ Florida</p>	0.05
<p><b>7. Completion-to-Funding Ratio</b>  Compares a local workforce development board's share of statewide WIOA and Wagner-Peyser exiters with the local workforce development board's share of statewide funding allocations.</p> <ul style="list-style-type: none"> <li>• <b>Numerator:</b> The percentage of distinct exiters from WIOA* (Adult, Dislocated Worker and Youth) and Wagner-Peyser programs.</li> <li>• <b>Denominator:</b> The percentage of the local workforce development board's share of statewide WIOA*, Supplemental WIOA Dislocated Worker, Wagner-Peyser, Reemployment Services and Eligibility Assessment (RESEA), and Veteran annual funding allocation for the current program year.</li> </ul> <p><b>Category:</b> Employment and Training Services  <b>Target:</b> 100%  <b>Data Source:</b> DEO Finance and Accounting, ETA 9173 Program Performance Reports  * Includes WIOA-funded grants</p>	0.05
<p><b>8. Serving Individuals in SNAP, TANF, Adult Education, Blind Services or Vocational Rehabilitation</b> The percentage of individuals served who are on SNAP or TANF or those in Adult Education, Blind Services, or Vocational Rehabilitation programs. This metric is calculated as follows:</p> <ul style="list-style-type: none"> <li>• <b>Numerator:</b> The number of individuals from the denominator who received SNAP or TANF benefits, received services from Vocational Rehabilitation or Blind Services, or were enrolled in Adult General Education programs during their participation period. Individuals who received SNAP or TANF services AND Adult Education, Blind Services, or Vocational Rehabilitation services will be weighted with a value of 1.5 in the numerator.</li> <li>• <b>Denominator:</b> The number of distinct participants served in the current program year by a local workforce development board within the following programs: SNAP E&amp;T, Welfare Transition, WIOA (Adult, Dislocated Worker and Youth) and Wagner-Peyser.</li> </ul> <p>Points will be awarded as follows:</p> <ul style="list-style-type: none"> <li>• <math>\geq 55\% = 5 \text{ points}</math></li> <li>• <math>51\% \text{ to } &lt; 55\% = 4 \text{ points}</math></li> <li>• <math>49\% \text{ to } &lt; 51\% = 3 \text{ points}</math></li> <li>• <math>47\% \text{ to } &lt; 49\% = 2 \text{ points}</math></li> <li>• <math>45\% \text{ to } &lt; 47\% = 1 \text{ point}</math></li> </ul> <p><b>Category:</b> Employment and Training Services, Self-Sufficiency  <b>Data Source:</b> ETA 9173 Program Performance Reports, OSST, DCF Recipient Data, Florida Education Training Placement Information Program</p>	0.05

## BOARD MEETING AGENDA

### REVISED AGENDA

Wednesday, June 10, 2026 – 11:30 a.m.

College of Central Florida – Marion Campus – Strategic Planning Room

3001 SW College Road, Ocala, FL 34474

Join Zoom Meeting: <https://us02web.zoom.us/j/88462842661>  
Conference Line: 1 646 558 8656 Meeting ID: 884 6284 2661

Call to Order		C. Flanagan
Invocation and Pledge of Allegiance		R. Stermer
Roll Call		C. Schnettler
Public Comment		C. Flanagan
Approval of Minutes, March 4, 2026	Pages 3 - 39	C. Flanagan
Introduction of New Members		C. Flanagan

Recognition of Chair and Outgoing Board Members		A. Proctor
-------------------------------------------------	--	------------

#### **DISCUSSION ITEMS**

State Update		R. Skinner
Workforce Issues that are Important to our Community		R. Skinner
Financial Disclosure Forms / Annual Conflicts Reminder		R. Skinner
Board Membership Status		R. Skinner

#### **ACTION ITEMS**

Workforce Champion – Presentation	Page 40	D. French
2026/2027 Budget	Pages 41 - 44	D. French
Penn Foster Agreement	Pages 45 - 48	D. French
Powell and Jones Agreement	Pages 49 - 55	D. French
HBI Contract	Pages 56 - 65	D. French
State Action on PIP/Action Steps	Pages 66 - 71	R. Skinner
Annual Indicator of Performance Goal Setting	Pages 72 - 73	R. Skinner

#### **CONSENT AGENDA**

<u>CEO Contract Review – 5/12/2026, 5/27/2026</u>	Page 74	C. Flanagan
CEO Contract Renewal		

<u>Nominating Committee – 5/20/2026</u>	Pages 75 - 77	P. Reddish
Affirmation of Chair		
Nomination of Vice-Chair		

Nomination of Treasurer

Performance and Monitoring – 5/5/2025

No Action Items

J. Chang

Business and Economic Development – 5/6/2026

No Action Items

P. Beasley

Career Center – 5/7/2026

No Action Items

C. Harris

Education and Industry Consortium - 5/14/2026

No Action Items

Minutes attached

Pages 78 - 83

R. Skinner

Marketing and Outreach – 5/13/2026

No Action Items

A. Jones

Executive Committee – 4/29/2026 - 5/27/2026

By-Laws Amendment

Workforce Summit Sponsorship

2026-2027 Budget

Benefits Annual Renewal

Schedule of Operations

Decision Steps: Self Insurance

CD Staffing Contract

Pages 84 - 113

C. Flanagan /  
R. Skinner

**PROJECT UPDATES**

None

**MATTERS FROM THE FLOOR**

**ADJOURNMENT**

**LUNCH**