

**CareerSource Pinellas  
Board of Directors Minutes**

Date: Wednesday October 17, 2018 at 9:00 A.M.  
Location: EpiCenter: 13805 58<sup>th</sup> Street N. Clearwater, FL 33760

**Call to Order**

Chair Jack Geller called the meeting to order at 9:00 a.m. There was a quorum present with the following board members participating.

**Board Members in attendance**

William Apple, Jody Armstrong, James England, David Fetkenher (phone), Jack Geller, Comm. Patricia Gerard, Michael Gliner, Barclay Harless, Andrea Henning, John Howell, Mark Hunt, Michael Jalazo, Carolyn King, Samuel Kolapo (phone), Adrian LaTrace, Karla Leavelle, Michael Meidel, Rebecca Sarlo, Chad Simpson, Scott Wagman, Zachary White, Glenn Willocks.

**Board Members absent**

Vivian Amadeo, Justin Bean, Candida Duff, Celeste Fernandez, Jack Jarrell, William Law, Russell Leggette, Kim Marston, Kay McKenzie, Debbie Passerini, Kenneth Williams.

**Staff in attendance**

Jennifer Brackney, April Torregiante, Linsey Stiglic, Luna Clarke, Steven Blakey.

**Board Counsel**

Charles Harris – Trenam Law

**Guests**

Mark Puente—Tampa Bay Times  
Trevor Pettiford—Bay News Nine  
Whitney Creech – Pinellas County  
Marcie Mullins – Department of Economic Opportunity (phone)

**1. Overview of Process**

The Chairman opened the meeting by updating the board members on current events regarding the search. One of the finalists—Mr. Rocco Tricarico—removed himself from the running, and would not partake in the interviews. As Ms. Brackney remains the sole candidate, the chairman asked for a consensus from Board members about whether or not to proceed with interviewing Jennifer Brackney and make a decision, or to re-open the search for the CEO position. Over the course of two hours, Board Members debated on which direction to take. Several members did not think it necessary to re-open the search, as Ms. Brackney was chosen as a finalist, after the search process was completed. Other members argued in favor of re-opening the search and considering other candidates, to avoid the perception that the Board had not done its due diligence.

An option was proposed to appoint Ms. Brackney as the “Interim CEO”, granting her powers to hire senior management staff, in order to keep the organization running smoothly. Simultaneously, the CEO search would continue with the possible help of an outside consulting firm. Ms. Brackney indicated that she would not want an “Interim” position, but would respect the Board’s decision to re-open the search.

A motion was made by Mr. Wagman and seconded by Mr. Meidel, to keep Ms. Brackney in her role of Interim Executive Director, granting her full authority to make organizational decisions. At the same time, the search would be re-opened. **The motion was later withdrawn.**

A similar motion was made by Mr. Gliner and seconded by Commissioner Gerard, to grant Ms. Brackney full authority as Executive Director, with the stipulation of increasing her salary. **The motion was later withdrawn.**

**(There was a 10-minute recess and the Board reconvened at 11:10 a.m.)**

Taking into consideration all that was previously discussed, three options were presented to the panel.

Option 1: Offer a 1-year contract. Chief Executive Officer title. Termination for cause only.

Option 2: Keep Interim Executive Director. Compensation will be re-evaluated and she will be given full power of CEO to make organizational decisions. Continue the search process.

Option 3: Interview the sole candidate for CEO. Vote.

To determine the Board's consensus on whether or not to continue the search process of a new CEO, the chairman asked for a rollcall to be taken in which voting members answered by "yes" or "no". The roll was as follows:

YES—12

NO—9

**The consensus of the board is to discontinue the search process.**

**A motion was made to continue with the interview process as was originally planned and interview Jennifer Brackney.**

Motion: Michael Meidel

Second: Commissioner Gerard

***The Board of Directors agrees to interview Ms. Jennifer Brackney as the only remaining candidate for the CEO role. The motion carried with dissenting votes from Messrs. Harless and Gliner.***

## **2. Legally Compliant Interviewing**

Board Counsel gave a brief overview of legally compliant interviewing regulations, and highlighted some topics/questions that were prohibited when interviewing a candidate.

## **3. CEO Candidates Interviews**

Ms. Jennifer Brackney proceeded to give a presentation to the panel. She gave a summary of her accomplishments during the interim period, outlined her goals for the first 100 days as the CEO and gave an outlook on how she plans to move the organization forward.

Following her presentation, the panel interviewed Ms. Brackney. Questions included, but were not limited to: approach to current controversies surrounding to organization, leadership style, changes needed in the organization, implementing internal controls, path to excellence, strength and weaknesses.

## **4. Board Deliberation and Voting**

Following the interview, the floor was open for discussion. Mr. Meidel provided a summary of the feedback received from Ms. Brackney's references.

Several members maintained that the organization needs a visionary leader to take the organization in a new direction, not someone who will simply maintain the "status quo". Others argued in favor of hiring Ms. Brackney, taking into consideration the work she has done in the last several months. Board members attested to the difference they've seen in CareerSource involvement and how positively this has affected the business community. The Board came to a consensus that Ms. Brackney was the leader that the organization needed at this moment, while still working through the various investigations and legal requests.

**A motion was made to hire Ms. Jennifer Brackney as the new CEO of CareerSource Pinellas, under a 1-year contract, stipulating termination for cause only.**

Motion: Jack Geller

Second: David Fetkenher

***The Board of Directors approves to hire Ms. Jennifer Brackney as the new CEO, for a 1-year term. A formal contract will be negotiated by the Compensation Committee in the coming week. The motion carried.***

#### **5. Board of Directors Business**

The Board of Directors will reconvene on another date to discuss the DEO Internal Control Questionnaire and Assessment. Board members are encouraged to review the document and bring forth any specific items that they wish to modify.

A Board of Directors will be scheduled for October 31, 2018 at 11:30am to discuss the DEO Questionnaire and other routine items, as well as approve the CEO contract for Jennifer Brackney.

#### **Public Comments**

None.

#### **Adjournment**

The meeting was adjourned at approximately 12:42 p.m.