

**CareerSource Pinellas
Compensation Committee Minutes**

Date: February 3, 2022

Location: Hybrid In-Person//Zoom – In person EpiCenter room 1-455

Call to Order

Compensation Committee Chair Candida Duff, called the meeting to order at 11:15am. There was a quorum present with the following board members.

Committee Members in Attendance

Barclay Harless (Board Chair), Candida Duff (Committee Chair), Jack Geller, Michael Logal, Michele Matthews, Scot Thomas, Ken Williams

Committee Members Not in Attendance

Debbie Passerini

Board Members in Attendance

Belinthia Berry, David Fetkenher, Dr. Rebecca Sarlo, John Howell, Michael Jalazo, Elizabeth Siplin

Board Counsel

Stephanie Marchman

Staff in Attendance

Jennifer Brackney, Kristopher Lucas, Jacqueline DuChene-Heyward, Steven Meier, Amy Leuschke

Public Comments

There were no public comments.

Action Item 1 – Approval of the Minutes – 10.7.21 Compensation Committee Meeting

The minutes of the October 7th, 2021, Compensation Committee meeting were presented for approval.

Discussion: None

Motion:	Jack Geller
Second:	Ken Williams

The minutes were approved as presented. This motion carried unanimously. There was no further discussion.

Action Item 2 – Approved Minutes – 12.15.21 Special Meeting of the Board of Directors.

The Approved Minutes for the December 15, 2021 Special Meeting of the Board of Directors was presented for reference.

Action Item 3 – Executive Compensation

The Grantee-Subgrantee Agreement between Florida Department of Economic Opportunity and CareerSource Pinellas states that:

No changes to compensation for executive staff of the Board are allowed without documented Board approval and must be in alignment with local policies and procedures. The Board shall ensure that all bonuses, pay raises, and benefits are reasonable and necessary for the successful performance of the award and are a prudent use of federal funds.

The purpose of this requirement is full and open disclosure that the Board is specifically aware of the compensation for executive staff. At the September 8, 2021, Board of Directors meeting, the Board approved the addition of a Chief Operating Officer position to best align our business efforts from both a business services perspective in tandem with our programs and services. Kristopher Lucas is currently the Director of Business and Talent Development and assumed the role of Director of Programs on an interim basis on July 1, 2021. With the promotion to Chief Operating Officer (COO) his salary was increased to \$135,000. The minimum for this position is \$121,870, mid salary is \$158,431, and max salary for this position is \$194,992. Previous work experience, education, number of direct reports, and current level of work and responsibility were taken into consideration.

		Salary Effective:	
Employee	Position	7/1/2021	1/15/2022
Kristopher Lucas	Chief Operating Officer	\$115,005.28	\$135,000

RECOMMENDATION

Approval of the Chief Operating Officer’s salary of \$135,000, effective January 17, 2022, to comply with the requirements of DEO’s Grantee-Subgrantee agreement.

Discussion:

Discussion around Kris Lucas work experience, and his hiring followed the presentation of the motion. CEO Jennifer Brackney explained that Jacqueline Heyward, HR Director posted the position. She indicated she believes the position was posted for two-weeks, and that she received five resumes from Jacqueline Heyward, HR Director, Kris Lucas’ resume was one of them. Jennifer Brackney indicated the hiring decision was supported by Mr. Lucas’ previous job experience, his work with CareerSource Pinellas, and his education.

Michael Jalazzo cited frontline concerns, as noted previously and settled in December 15th Special meeting of the Board of Directors.

Belinthia Berry requested clarification of Mr. Lucas background. Conversation surrounding Mr. Lucas experience occurred between Chair Harless, Michael Jalazzo, Jack Geller, Candida Duff and Belinthia Berry. The conversation ended with a request to see Mr. Lucas resume.

Jacqueline Heyward, HR Director left the meeting to gather a copy of the resume and the job posting which were distributed to the committee and board members. CEO Jennifer Brackney

brought the discussion back to the action item – a recommendation to approve the compensation for Kris Lucas.

John Howell approved of the compensation recommendation highlighting that his experience, prior work with CareerSource Pinellas, and education are relevant to offering a higher than minimum salary.

Michele Mathews added the importance of offering a ‘stay’ salary to discourage ‘The Great Resignation’ within our organization, as is happening within other corporations.

Chair Harless returned the conversation to the hiring of Kris Lucas. He questioned the hiring guidelines for the position, the length of time posted to the public, how many individuals were interviewed, and the general information about the job posting.

Michael Jalazo mentioned appreciating hiring at the middle of the salary range, to keep staff from being lured away by better job offers.

General discussion around selection process were presented by CEO Jennifer Brackney and Jacqueline Heyward, HR Director.

Chair Harless called for a vote, ‘cautioning’ the purpose of the action item was a recommendation of salary only.

Motion:	Barclay Harless
Second:	John Howell

This motion carried unanimously. There was no further discussion.

Action Item 4 – Recommendations for Employee Engagement

At the Special Meeting of the Board of Directors on December 15, 2021, the Board of Directors unanimously approved to refer Section IV of the Report related to the perception of the internal work environment and employee engagement, as well as recommendations by Commissioner Flowers to address these topics, to the Compensation Committee for further review and recommended action, if any. Any recommended action of the Compensation Committee shall be submitted to the Board for review and any action the Board deems appropriate.

Commissioner Flowers suggested several options for the Compensation Committee to consider including, side-by-side, peer-to-peer, employee orientation/re-orientation, 360 review, employee engagement survey, and collaborative labs. Other board members suggested, a review of the open-door policy, the complaint process, the mission, vision and core values, and performance measures, and possibly consider hosting a stand down/town hall and/or conducting stay interviews.

The CareerSource Pinellas Executive Leadership Team has researched and prepared recommendations in response to the direction of the Board of Directors. While this work would

typically be implemented with the significant involvement of the Human Resources director, the current director's last day on the job is February 18, 2022. Accordingly, to maintain the positive momentum, the CEO intends to hire a Human Resources consultant to assist in implementing the recommendations in this report. An RFQ for those services is under development. CareerSource Pinellas would also work with the HR professional consultant to review the recommended actions and ensure best practices are followed.

RECOMMENDATION

At the Special Meeting of the Board of Directors on December 15, 2021, the Board of Directors unanimously approved to refer Section IV of the Report related to the perception of the internal work environment and employee engagement, as well as recommendations by Commissioner Flowers to address these topics, to the Compensation Committee for further review and recommended action, if any. Any recommended action of the Compensation Committee shall be submitted to the Board for review and any action the Board deems appropriate.

CEO Report:

The CareerSource Pinellas Executive Leadership Team has researched and prepared recommendations in response to the direction of the Board of Directors. While this work would typically be implemented with the significant involvement of the Human Resources director, the current HR director Jacqueline Heyward's last day on the job is February 18, 2022. Accordingly, to maintain the positive momentum, the CEO recommends hiring a Human Resources consultant. An RFQ for those services is under development. CareerSource Pinellas would also work with the HR professional consultant to review the recommended actions below, make recommendations, conduct a cost analysis, and ensure best practices are followed.

Action	Description	Considerations	Budget Implications	Estimated Timeline
Side-by-Side Engagement	Ongoing, frequent, and informal feedback discussions between employees and leaders to establish priorities, empower employees with knowledge and tools, and clarify expectations	<ul style="list-style-type: none"> • Formalize the process to ensure consistency • Develop expectations for supervisors that support this work • Encourage open communication and effective listening • Understand the time required for leaders to have more one-on-one conversations 	Included in work of HR consultant	Build upon existing processes with rollout and implementation in Q3 of Program Year
Peer-to-Peer Engagement	Colleagues in the same role engage in a two-way discussion surrounding best practices, opportunities and challenges, and other processes relevant to their positions	<ul style="list-style-type: none"> • Formalize the process to ensure consistency • Garner employee input into the process to ensure effectiveness 	Included in work of HR consultant	Implementation in Q3/Q4 of Program Year

Action	Description	Considerations	Budget Implications	Estimated Timeline
Employee Recognition Luncheon on Feb. 15, 2022	Recognize the outstanding work of the CareerSource Pinellas team during the pandemic and present Employee Achievement Awards	<ul style="list-style-type: none"> Develop peer-group matching for optimal outcomes Celebratory moment for the team and opportunity for engagement Ensure services are covered during recognition luncheon 	Included in existing budget	February 15, 2022
Mission-Focused Engagement	Information session to review the organization's mission, the Employee Handbook, performance expectations, etc.	<ul style="list-style-type: none"> Formalize the process to ensure consistency Evaluate best options for reaching all employees while maintaining services 	Included in work of HR consultant	Implementation in Q3/Q4 of Program Year with ongoing opportunities for new hires
Classification and Compensation Review	<p>Review existing compensation plan and conduct a comprehensive analysis of salary benchmark and data to ensure CareerSource Pinellas offers competitive salaries and compensation compared to the marketplace;</p> <p>Ensure job descriptions and job titles align with work and best practices</p>	<ul style="list-style-type: none"> New positions may need to be created, consolidated and/or eliminated This process affords a review of FLSA exemption criteria for each position 	<p>This may be included in the work of the HR Consultant or require an additional RFQ</p> <p>Potential budget impacts if salary adjustments are recommended to retain talent and competitiveness</p>	<p>RFQ is completed and ready as needed</p> <p>Rollout and implementation in Q3/Q4 of Program Year</p>

Action	Description	Considerations	Budget Implications	Estimated Timeline
Employee Engagement Survey	Assess employees' perceptions and alignment with organizational values and practices; Measure employees' commitment, motivation, sense of purpose, and passion for their work and the organization	<ul style="list-style-type: none"> • Ensure best practices are followed to determine actionable results • Ensure confidentiality to the extent allowed by Florida Public Records Law • Use results to impact overall recommendations for enhancing work culture 	<p>Estimate \$10,000 to \$15,000 based on previous employee survey in 2019</p> <p>This may be included in the work of the HR Consultant or require an additional RFQ</p>	<p>RFQ In Process</p> <p>Rollout and implementation in Q3/Q4 of Program Year</p>
Annual 360 Performance Review	Performance Feedback Tool and process to solicit feedback from direct reports, leadership, and other appropriate stakeholders to enhance communication and performance	<ul style="list-style-type: none"> • Ensure best practices are followed to determine actionable results • Ensure confidentiality to the extent allowed by Florida Public Records Law • Use results to impact overall recommendations for enhanced outcomes 	<p>Preliminary research suggests a minimum budget of \$25,000-\$50,000</p> <p>Exact pricing to be determined with HR consultant</p>	<p>Rollout and implementation in Q3/Q4 of Program Year</p>
Organization-Wide Collaborative Labs Opportunity at St. Petersburg College	St. Petersburg Collaborative Labs designs and executes facilitated meetings to build teamwork and assist groups in reaching consensus on key priorities and developing an action plan	<ul style="list-style-type: none"> • Evaluate best options for including all employees while maintaining services • Encourage open communication and effective listening • Use results to impact overall recommendations for enhancing work culture and performance 	<p>For a half-day event for 70+ employees with five Collaborative Labs team members, the non-profit partnership rate is \$6,655</p> <p>Lunch costs</p>	<p>Implement in Q3/Q4 of Program Year</p>

Action	Description	Considerations	Budget Implications	Estimated Timeline
Review performance evaluation process and metrics	Align performance metrics with the primary indicators with DEO and USDOL to ensure employee accountability and enhanced service delivery to reach operational objectives	<ul style="list-style-type: none"> Review current process Develop metrics, process, and performance tools 	Exact pricing to be determined with HR consultant	Implement in Q1 of 2022-23 program year

Discussion:

Chair Harless started discussion by asking Committee Chair Duff who requested the change of the Compensation Committee date. Chair Duff indicated that she and CEO Brackney discussed it.

Chair Harless then asked two additional questions, 1) How many staff resignations were there in 2021 and 2) Why is Jacqueline Heyward leaving? Discussion around these questions began as the committee and board members questioned the reason for staff departures.

Chair Harless encouraged all committee members to take time to request the exit interviews, and to familiarize themselves with the exit interview process, and take time to read them.

Michael Jalazo asked the question several times why was Jacqueline leaving?

Michael Jalazo asked if staff would be willing to be asked questions during meeting, requesting feedback from the senior leadership team.

There was discussion around which staff left CareerSource Pinellas to relocated to a position with CareerSource Tampa Bay. Michael Logal asked if it was salary related?.

Michael Jalazo asked again why was Jacqueline leaving?

Dr. Rebecca Sarlo asked if discussion was appropriate to engage in during the Compensation Committee meeting. She suggested that it could be addressed during the next Board meeting?

Michael Jalazo remarked he would feel better if he heard from Jackie (Jacqueline Heyward, HR Director).

Andrea Cianek brought up ‘The Great Resignation’ and indicated that it is a factor in qualified individuals moving on to take other employment opportunities.

CEO Jennifer Brackney brought the meeting discussion back to the action item. She returned to her presentation, and the recommendation of bringing HR consultant onboard to review the recommendation, make recommendations, conduct an analysis of costs, and follow best practices.

Michael Jalazo sited conversation had during the December meeting and cited concerns of allowing the issue is being 'pushed down the road,' and asked again, why is Jackie leaving.

Dr. Sarlo requested clarification for reason for the presentation. The HR consultant could also help better understand the workplace environment.

Michael Jalazzo asked Jacqueline if she is comfortable having the discussion? Jacqueline responded 'yes' she is comfortable discussing why she is leaving.

John Howell requested clarification on the action item, to vote. Citing much of the discussion were 'topics to be discussed later', maybe 'not appropriate to discuss during this meeting'

Michele Mathews cited concerns surrounding Jacqueline's part in creating the motion on the table, and concerns why she is now leaving after her involvement in the ideas supporting the motion.

CEO Jennifer Brackney stated that she too was concerned as to why Jacqueline Heyward was leaving. She had a conversation with her. She noted that Jacqueline is departing the organization for personal reasons.

Michele Matthews apologized for not understanding Jacqueline's reason as personal.

Michael Logal mentioned the motion on the floor.

Michael Jalazo again voiced concerns for Jacqueline's departure. And recommended this as the chance to ask the leadership any questions.

Chair Harless mentioned the motion on the floor, and discussed the number of departures of the organization. Again, recommended reading exit interviews.

Dr Sarlo asked if there were any recommendations being left out of the motion. Michele Matthews recommended making some adjustments to the motion on the floor.

CEO Jennifer Brackney recommended the importance of bringing a qualified HR consultant on board to review the recommendations, to create a plan, analyze the costs, and to follow-up best practices.

Michael Jalazo brought up the Special Meeting from December and how it could impact the motion on the floor. He wants to avoid delaying any potential issues. Again, requested wanting to hear from the Senior Leadership.

Dr. Sarlo suggested that HR consultant will address these issues.

Michael Jalazo recommendation was to ask questions of the leadership, last opportunity to ask questions of Jackie (Jacqueline Heyward, HR Director).

CEO Jennifer Brackney again returned to the focus of the action item.

Discussion returned importance of finding the most capable HR consultant in dealing with organizations such as CareerSource Pinellas.

Michele Matthews recommended requesting proposals from three firms and following up on references to ensure we get the best qualified firm.

Michael Jalazo again requested to ask questions of leadership citing concerns if it was appropriate.

CEO Jennifer Brackney said it is appropriate to discuss the motion of engaging an HR consultant to conduct an audit, review the recommendations, conduct a cost analysis, and create a plan for moving forward.

Chair Harless asked who the HR consultant would report to? What is the HR transition plan? If the motion remained on the floor as is, his vote would be no.

There was further discussion regarding the HR consultant and the specifics of the RFQ.

Chair Harless recommended an edit to the motion on the floor to include other items discussed.

Michael Jalazo asked whom of leadership was involved in development of the recommended in the action plan. Jacqueline Heyward, HR Director and Kristopher Lucas, Chief Operating Officer both replied in the affirmative. Steven Meier, Chief Financial Officer was a no.

The upcoming Special Board of Directors meeting scheduled for February 11, 2022 was announced during the meeting, by Chair Harless.

Michael Jalazo voiced concerns about the issue being pushed to later meetings, doesn't want to see the issue being addressed again this summer.

CEO Jennifer Brackney recommended that the Committee establish a timeline for completion of the RFQ and hiring an HR consultant.

Discussion around day-to-day operations and CEO specific responsibilities was discussed. Chair Harless suggested that the HR consultant should not report to the CEO rather to the Compensation Committee Chair.

John Howell recommended making amendments to the action item.

Stephanie Marchman discussed oversight by committee related to the action item, the details would need to be fleshed out, the committee would need to identify who the HR consultant would report to. It can be whomever the committee identifies.

Michele Matthews made the amended motion to have Compensation Committee Chair and CEO as communication points for the HR consultant.

Michael Jalazo asked again to directly address the Senior Leadership team. Wants to make a motion seeking feedback from the senior leadership. Asking them if they are 'good.'

Stephanie Marchman requested clarification of the motion Michael Jalazo was making. Michael Jalazo then asked if there were any other committee members with any thoughts.

Michael Logal said asking leadership isn't the right direction for the conversation.

Michael Jalazo again noted the discussion at the Special Board of Directors meeting.

Michael Logal said he wasn't sure if he had all of the information, so he couldn't discuss.

The proposed amended motion remained on the floor. Dr. Sarlo replied the motion was two distinct questions. Do we want to hire an HR consultant? Who do they report to?

Chair Harless seconded the motion as including the HR consultant be obtained and report to the Compensation Committee Chair.

Motion:	Michele Mathews
Second:	Barclay Harless

The motion was approved as amended. This motion carried unanimously. There was no further discussion.

Discussion Item 5 – Recommendation to Realign and Elevate Customer Engagement


RECOMMENDATION

Made per CEO Jennifer Brackney as outlined in a memo sent January 31, 2022



TO: CareerSource Pinellas Board of Directors
CareerSource Pinellas Compensation Committee
Chairman Charlie Justice, Pinellas County Board of Commissioners

CC: Dane Eagle, Secretary, Florida Department of Economic Opportunity
Michelle Dennard, President and CEO, CareerSource Florida

FROM: Jennifer Brackney, Chief Executive Officer, CareerSource Pinellas 

DATE: January 31, 2022

RE: Recommendations to Realign and Elevate Customer Engagement

As CareerSource Pinellas continues its important work to connect employers with qualified, skilled talent and individuals with employment and career opportunities, it is essential for staff to constantly look at ways to enhance our services. We all recognize that a key priority is outreach to customers and potential customers who would benefit from the availability of public workforce services and resources.

With the mission to build the talent pipeline for today and the future by providing easy access to workforce solutions, CareerSource Pinellas has an opportunity to take an important step to elevate the reach and outcomes with job seekers and businesses in this region.

Last year, the Florida Legislature unanimously passed the landmark workforce, and education systems bill, the Reimagining Education and Career Help (REACH) Act signed into law by Governor Ron DeSantis on June 24, 2021, which took effect July 1, 2021. The REACH Act seeks to increase collaboration, improve training, and enhance equity and access to all Floridians seeking employment services. The REACH Act further underscores the need to develop and execute a new strategic and collaborative public outreach approach. The REACH Act requires, among other things:

- Further alignment and support across the broader workforce development system to help more Floridians achieve self-sufficiency.
- Creation of a “no-wrong-door” approach to providing access to workforce development services.
- Increased accountability and further integration of Florida’s workforce and education systems to better serve students, job seekers, and workers.
- Enhanced performance and accountability for local workforce development boards

Understanding the greater opportunity of the comprehensive policy reforms being provided by Governor Ron DeSantis and the Florida Legislature with the REACH Act, aimed at improving performance, accountability, and alignment, it is my recommendation for CareerSource Pinellas to merge with one of the local boards in the region. This not only provides the opportunity for a strong realignment with a focus on enhanced outcomes for job seekers and businesses, but it also provides an overall cost-savings.

There are multiple local workforce development boards in this regional labor market and economic development area that are options for the merger and realignment. The following are some of the expected outcomes of the merge:

- Provide significant cost-savings with increased efficiencies and outcomes by leveraging regional resources.
- Enhance opportunities to expand and elevate services; customers in this region will have access to more services.
- Elevate outcomes with increased collaboration with education, business, and economic development partners.

As part of my commitment to this transition, I will not be seeking the CEO position with the new realigned organization.

The Workforce Innovation and Opportunity Act (WIOA) designates or redesignates a local area in consideration of the following criteria:

- Local labor market area
- Common economic development area
- Federal and non-federal resources to carry out WIOA activities
- Population centers
- Commuting patterns
- Industrial composition and sector alignment

Florida's WIOA Unified State Plan (2020-2024) utilizes these factors for potential alignment and regional planning areas.

The Pinellas Metropolitan Service Area (MSA) includes Tampa, St. Petersburg, and Clearwater, with a population of more than three million. The Florida Economic Development Council (FEDC) Tampa Bay Region includes Tampa, Clearwater, St. Petersburg, Bradenton, Sarasota, and Venice, with a population of more than four million. The Florida Department of Economic Opportunity Bureau of Labor Market Statistics indicates the top six counties commuting in and out of Pinellas County: Hillsborough, Pasco, Manatee, Orange, Polk, and Sarasota. These designated regions—aligning with the labor market area, economic development area, population centers and commuting patterns—further highlight the opportunities and advantages of promoting a regional approach by merging with one of the area's local workforce development boards.

With the recommended realignment this region will experience even greater outcomes. In this program year, CareerSource Pinellas assisted 7,047 job seekers with services including job search, resume assistance, education and training, and other resources to help them enter, remain, and advance in the workforce. We also assisted 1,019 employers to recruit, hire, train and retain workers.

As the state's economy continues to rebound with employers demanding more workers and more individuals seeking to return to work, now more than ever, regional job seekers, workers, and employers will benefit from this enhanced regional collaboration. This realignment would support the CareerSource Florida-led integrated network, and advance the customer-centered goals of the REACH Act.

With my continued commitment to integrity, accountability, and transparency, I look forward to working with the CareerSource Pinellas Board leadership and staff, Florida Department of Economic Opportunity Secretary Dane Eagle, and CareerSource Florida President and CEO Michelle Dennard to support this effort to advance opportunities in this region and enhance customer engagement.



Recommendation: To discuss the recommendation made by CEO Jennifer Brackney to realign and elevate customer engagement.

Discussion:

Chair Harless began the discussion indicating that he is 'shocked' by the motion. If this is a recommendation to have a merger, then he is voting 'no.'

CEO Jennifer Brackney offered clarification indicating the recommendation today is to discuss bringing the discussion of a realignment to the table to begin conversations that align with the REACH Act and Governor Ron DeSantis of more collaboration within regions.

Chair Harless asked, if we are saying we are unable to run our organization.

CEO Jennifer Brackney indicated that the concept of a merger/realignment have been an undercurrent since July 1, 2021 when the REACH Act was signed by Governor DeSantis. She recommends bringing the conversation to the table for the entire board membership to discuss.

Dr. Sarlo asked if there would be a time we would be forced to merge? How likely would a merger be down the road.

CEO Jennifer Brackney indicated that this discussion aligns with the Governor's priorities and the REACH Act that support collaboration and a regional approach to workforce development. If we are going to consider a realignment, there should be a discussion around it.

Michael Jalazo has heard conversations around the topic. He agreed with the idea of having discussion related to realignment.

Michael Logal noted that there are conversations happening quickly surrounding the concept of a merger.

Michael Jalazo says we 'have to be aligned with CareerSource Tampa Bay' we can't be 'scared of the past.

CEO Jennifer Brackney indicated that there are many potential combinations that could be considered when considering the concept of a realignment.

Michael Logal encourages the idea of having this discussion with all board member – we can be 'at the table or we can be on the table'.

CEO Jennifer Brackney recommended bringing all stakeholders together with a neutral party to discuss potential realignment options

Michele Mathews says a conversation may be good to have with the other boards.

Michael Jalazo says we can't be scared to move forward.

Michael Logal appreciated the recommendation and hopes all are informed about the idea thus, allowing for continued conversation.

Dr. Sarlo supports the recommendation as being a good one, to start the conversation.

Michael Logal asks Chair Harless for guidance on how to bring the conversation forward for further discussion.

Chair Harless says he wants board approval before proceeding, he would like to know who is involved in discussions. He is planning on following up with DEO contacts, with board approval.

CEO Jennifer Brackney brought the conversation back to the discussion topic. She recommends gathering stakeholders to have further conversations.

Dr. Sarlo understands it's not a recommendation of a merger, how we can proceed with the conversations.

CEO Jennifer Brackney indicated the best way to proceed is to make a recommendation to continue the discussion. There are additional potential benefits including elevated customer service and cost savings.

Motion brought to the table to seek a facilitator to begin discussions and how to proceed with next steps.

Michael Logal asked if Jennifer Brackney would be interested in pursuing CEO position with newly realigned board. Brackney responded no, she would not be seeking the position of CEO in a realigned organization, however she underscored her commitment to the organization.

CEO Jennifer Brackney she is not recommending the best path forward. However, she is recommending the conversation move from an undercurrent to the agenda for discussion by all board members. It is important to have local input to present to the Governor.

Michael Logal requests that Jennifer Brackney provide an update after she attends the upcoming Florida Workforce Board Association (FWDA) meeting.

Michael Jalazo makes motion to discuss the realignment with the full board, along with key stakeholders.

Chair Harless clarifies voting powers of board members at committee meetings, Attorney Stephanie Marchman clarifies there is no rule in the by-laws regarding non-committee members voting during meetings, as they are full board members.

Motion:	Michael Jalazo
Second	Michael Logal

The motion was approved as presented. This motion was not voted unanimously, Barclay Harless voted “nay”. There was no further discussion.

Information items were approved as presented in committee packet.

Motion to adjourn at 1:03pm

Motion:	Michael Logal
Second:	Michael Jalazo

The motion was approved.