



BOARD OF DIRECTORS MEETING

CareerSource Central Florida | 12/11/24

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12/11/24 BOARD OF DIRECTORS MEETING DETAILS

 [Meeting Details](#)[Meeting Agenda](#)[Roll Call](#)[Welcome](#)[Spotlight Story](#)[Public Comment](#)[Consent Agenda](#)[Information/
Discussion/
Action Items](#)[Insight](#)[Other Business](#)[Adjournment](#)[Appendix](#)

What: CSCF Board of Directors Meeting

When: Wednesday, December 11, 2024
9:00 a.m. – 11:00 a.m.

Where: 4Roots Farm / Education Building
1101 N John Young Parkway
Orlando, FL 32804

or

Virtual Option via Zoom:

Link: <https://careersourcecf.zoom.us/j/83403171216?pwd=B3laKl92m2GrrNGows0ZaRoliHR4DA.1>

Dial In: 1 (929) 205-6099 / Meeting ID: 834 0317 1216 / Passcode: 204502

12/11/24 BOARD OF DIRECTORS MEETING AGENDA

Meeting Details Meeting Agenda Roll Call Welcome Spotlight Story Public Comment Consent Agenda Information/ Discussion/ Action Items Insight Other Business Adjournment Appendix	Agenda Item #”	Topic	Presenter	Action Item
	1.	Greetings - Pledge of Allegiance	Richard Sweat	
	2.	Roll Call / Establishment of Quorum	Kaz Kasal	
	3.	Welcome - New Board Member - Host Welcome - Spotlight Story	Richard Sweat	
	4.	Public Comment	Richard Sweat	
	5.	Consent Agenda A. 10/17/24 Board Meeting – Minutes	Richard Sweat	X
	6.	Information / Discussion / Action Items A. Chair’s Report B. President’s Report C. Finance Report D. Committee Reports <i>(deferred to next Board Meeting)</i> E. CareerSource Central Florida – 2023-2024 Annual Performance	Richard Sweat Pamela Nabors Eric Ushkowitz Florida Commerce	

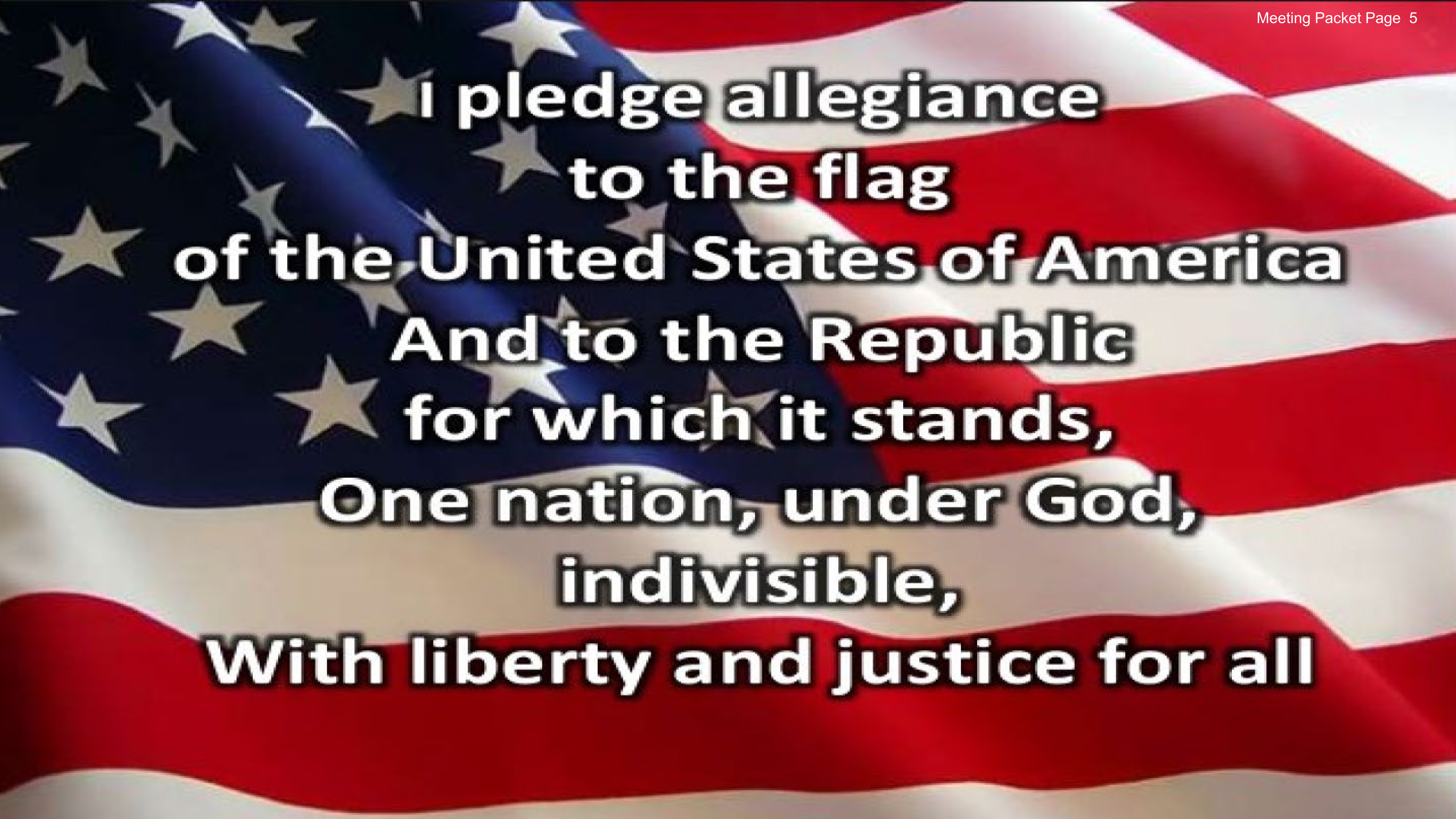
12/11/24 BOARD OF DIRECTORS MEETING AGENDA

Meeting Details
Meeting Agenda
Roll Call
Welcome
Spotlight Story
Public Comment
Consent Agenda
Information/ Discussion/ Action Items
Insight
Other Business
Adjournment
Appendix

Agenda Item #	Topic	Presenter		Action Item
7.	Insight A. Ethics Training	Dr. Jason Lesandrini Principal/Founder The Ethics Architect		
8.	Other Business			
9.	Adjournment			

Upcoming Meetings:

1/15/25	Audit & Finance	2:30 p.m. – 4:00 p.m.
1/29/25	Rev Diversity & New Mkts	3:00 p.m. – 4:30 p.m.
2/6/25	Governance	3:00 p.m. – 4:30 p.m.
2/10/25	Facilities Ad Hoc	10:00 a.m. – 11:00 a.m.
2/13/25	Career Services	3:00 p.m. – 4:30 p.m.
2/20/25	Executive	2:00 p.m. - 3:30 p.m.
2/27/25	Board	9:00 a.m. – 10:30 a.m.

The background of the image is a close-up, slightly blurred view of the American flag, showing the stars and stripes in a wavy pattern. The text is overlaid on this background.

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



[Meeting Details](#)

[Meeting Agenda](#)

[Roll Call](#)

[Welcome](#)

[Spotlight Story](#)

[Public Comment](#)

[Consent Agenda](#)

[Information/
Discussion/
Action Items](#)

[Insight](#)

[Other Business](#)

[Adjournment](#)

[Appendix](#)

ROLL CALL / ESTABLISHMENT OF QUORUM



[Meeting Details](#)

[Meeting Agenda](#)

[Roll Call](#)

[Welcome](#)

[Spotlight Story](#)

[Public Comment](#)

[Consent Agenda](#)

[Information/
Discussion/
Action Items](#)

[Insight](#)

[Other Business](#)

[Adjournment](#)

[Appendix](#)

WELCOME



WELCOME: NEW BOARD MEMBER



Tremayne Simpkins

Vocational Rehabilitation Area Supervisor
Division of Vocational Rehabilitation
Florida Department of Education



SPECIAL THANKS TO OUR HOST





[Meeting Details](#)

[Meeting Agenda](#)

[Roll Call](#)

[Welcome](#)

[Spotlight Story](#)

[Public Comment](#)

[Consent Agenda](#)

[Information/
Discussion/
Action Items](#)

[Insight](#)

[Other Business](#)

[Adjournment](#)

[Appendix](#)

CSCF SPOTLIGHT STORY





[Meeting Details](#)

[Meeting Agenda](#)

[Roll Call](#)

[Welcome](#)

[Spotlight Story](#)

[Public Comment](#)

[Consent Agenda](#)

[Information/
Discussion/
Action Items](#)

[Insight](#)

[Other Business](#)

[Adjournment](#)

[Appendix](#)

PUBLIC COMMENT



[Meeting Details](#)

[Meeting Agenda](#)

[Roll Call](#)

[Welcome](#)

[Spotlight Story](#)

[Public Comment](#)

 [Consent Agenda](#)

[Information/
Discussion/
Action Items](#)

[Insight](#)

[Other Business](#)

[Adjournment](#)

[Appendix](#)

CONSENT AGENDA

- [10/17/24 Board Minutes](#)

[RETURN TO AGENDA](#)



[Meeting Details](#)

[Meeting Agenda](#)

[Roll Call](#)

[Welcome](#)

[Spotlight Story](#)

[Public Comment](#)

[Consent Agenda](#)

[Information/
Discussion/
Action Items](#)

[Insight](#)

[Other Business](#)

[Adjournment](#)

[Appendix](#)

INFORMATION / DISCUSSION / ACTION ITEMS



CHAIR'S REPORT





PRESIDENT'S REPORT UPDATE



FINANCE

FY2024 Q1 FINANCIAL SUMMARY

- **Expenditures:** CSCF has posted expenditures of \$9M, representing 25.6% of its total \$35M budget for the first quarter of the fiscal year.
- **Investment Allocation:** Investment in Career and Business Services is tracking at 77%, while Innovation Support and Administration are at 23%. This aligns with the targeted 75/25 budgeted split, indicating proper allocation of resources.
- **Budget vs. Actuals:** All expenditures by category are in line with budgeted expectations, with no significant variances noted during the first quarter.



CAREERSOURCE CENTRAL FLORIDA 2022-2023 ANNUAL PERFORMANCE



CareerSource Central Florida

Annual Performance Presentation

December 2024

Objectives



Current Year Allocations



Financial Expenditure Requirements



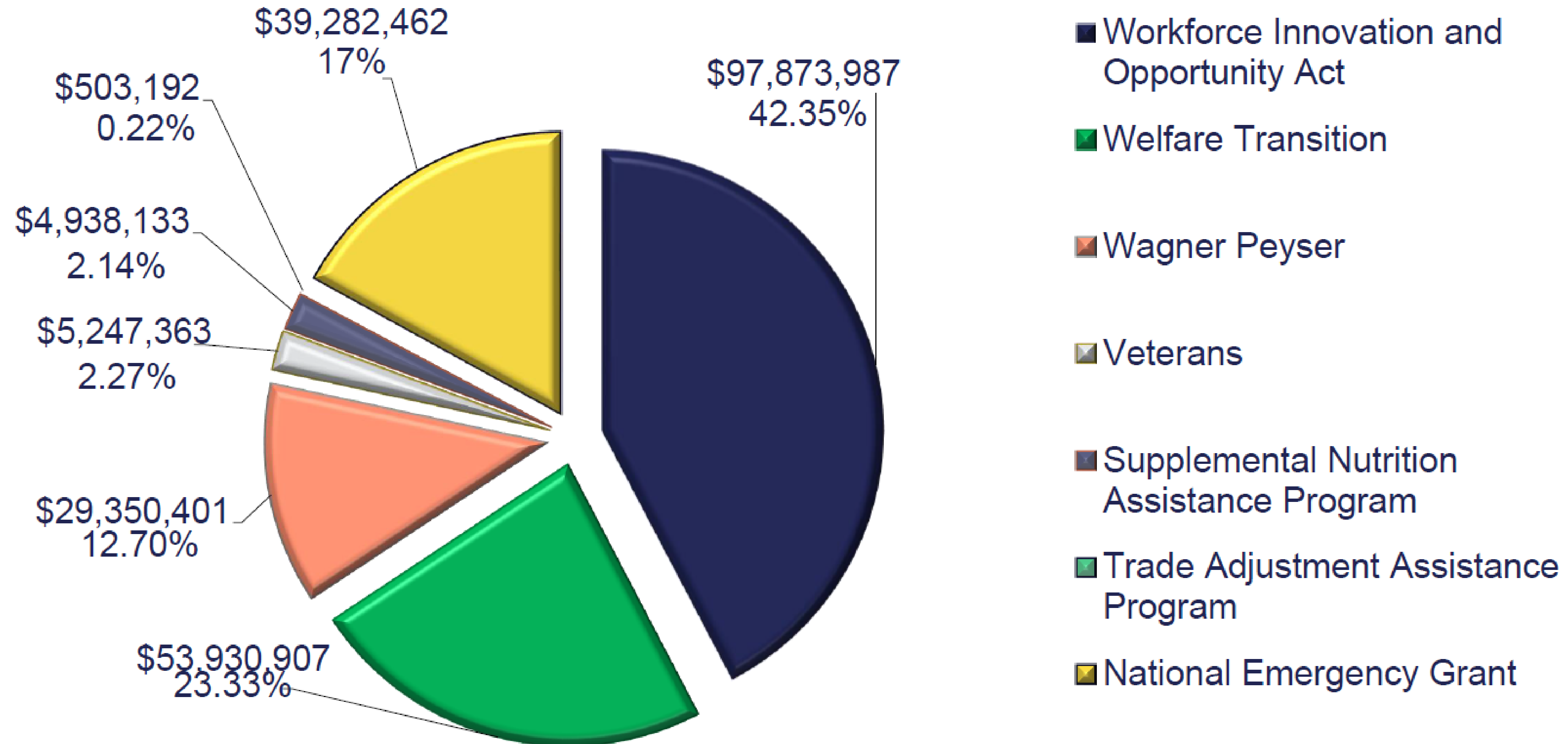
Performance Accountability Metrics



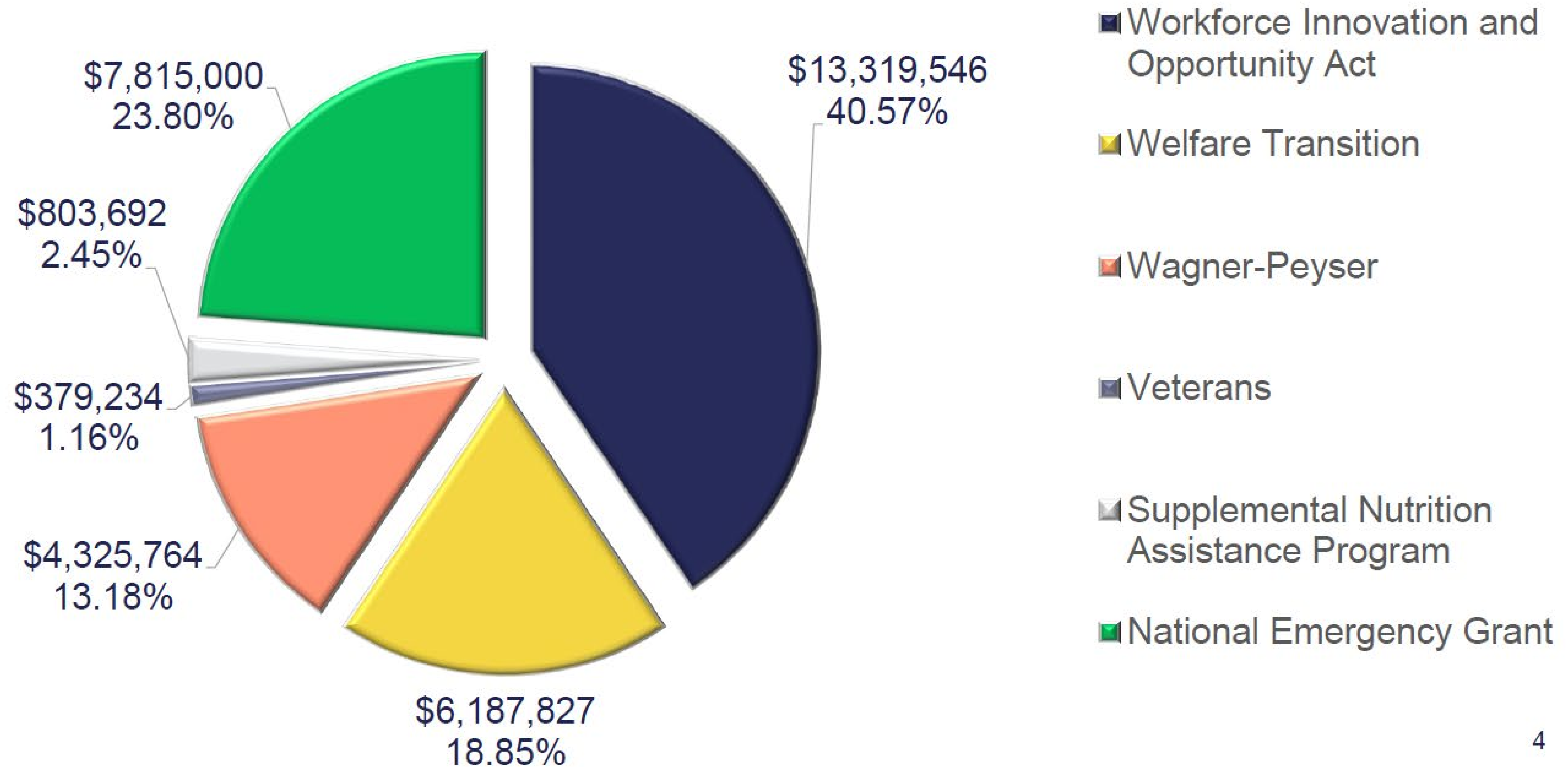
Programmatic and Financial Monitoring
Results



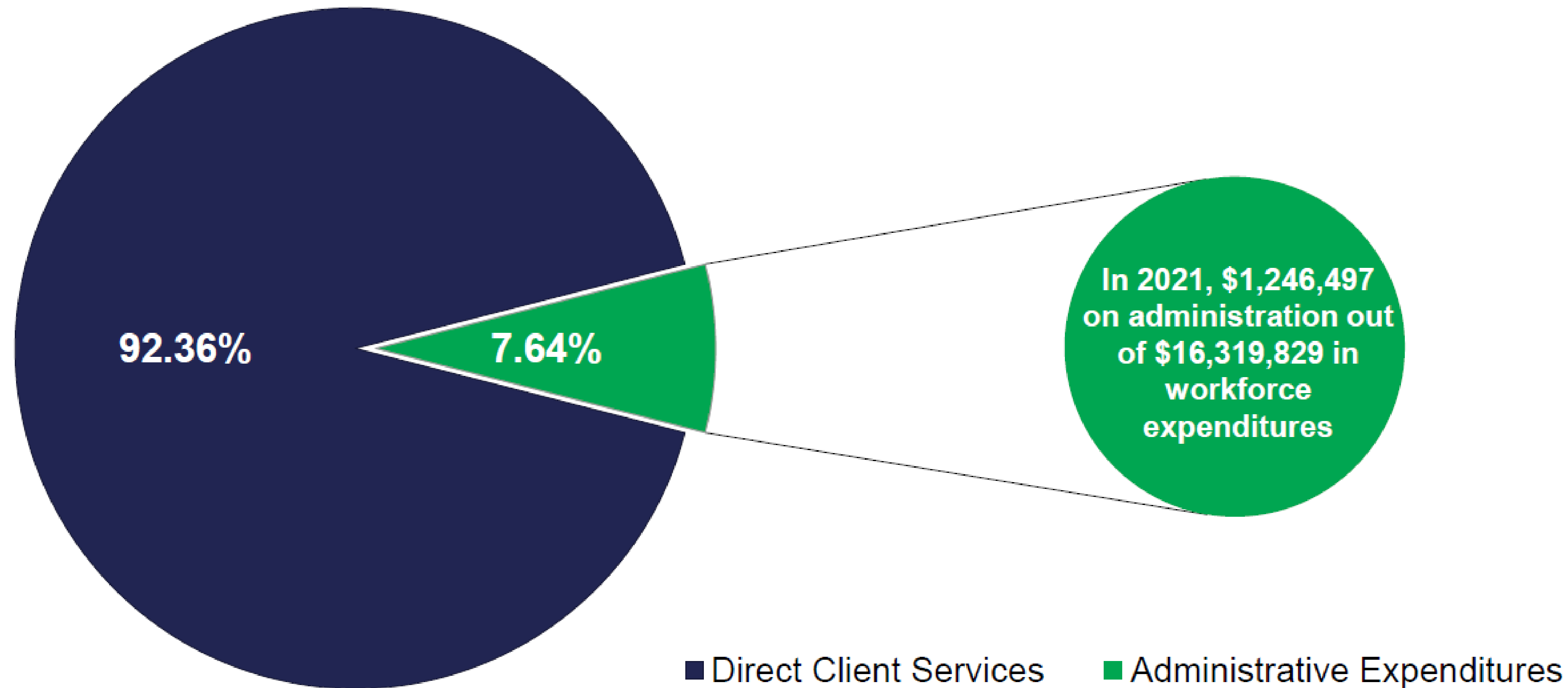
Statewide Funding 2024: \$231,126,445



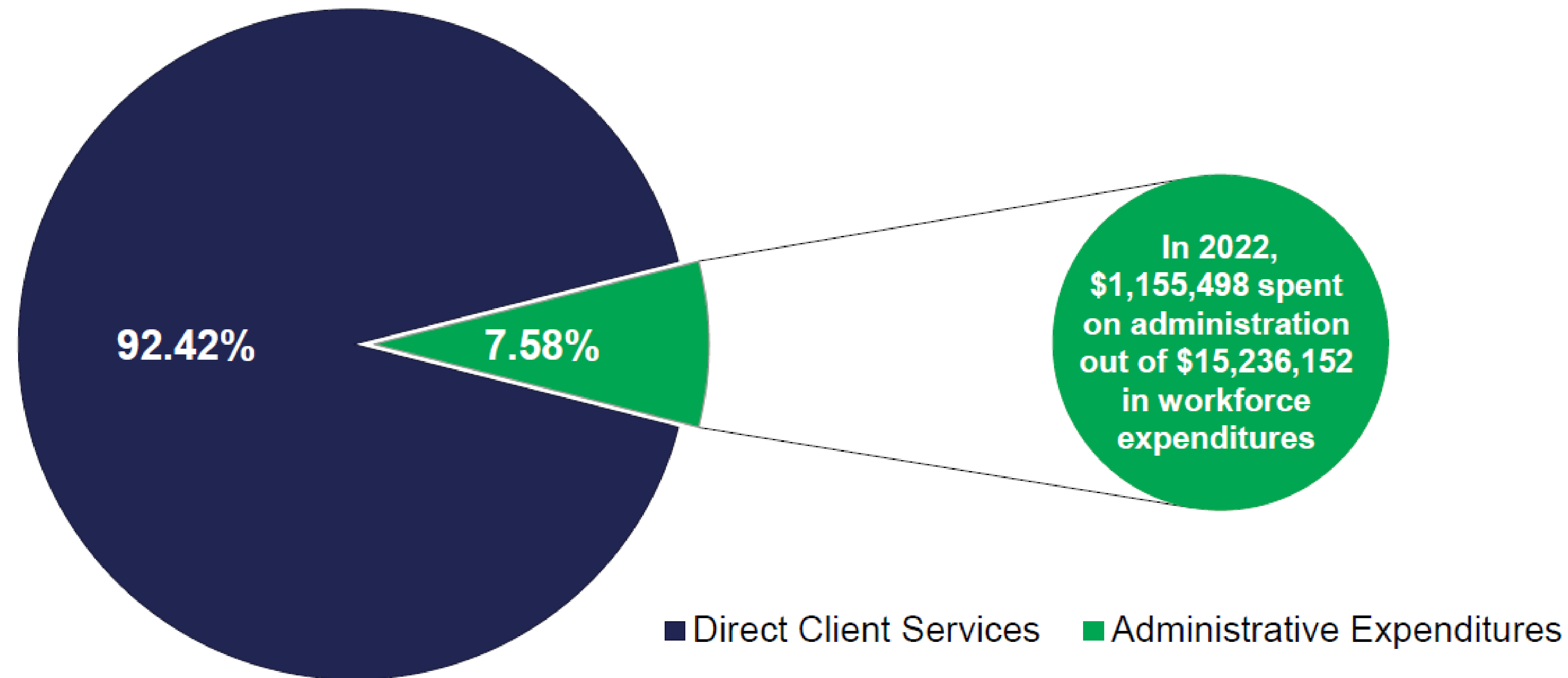
Local Board Funding 2024: \$32,885,816



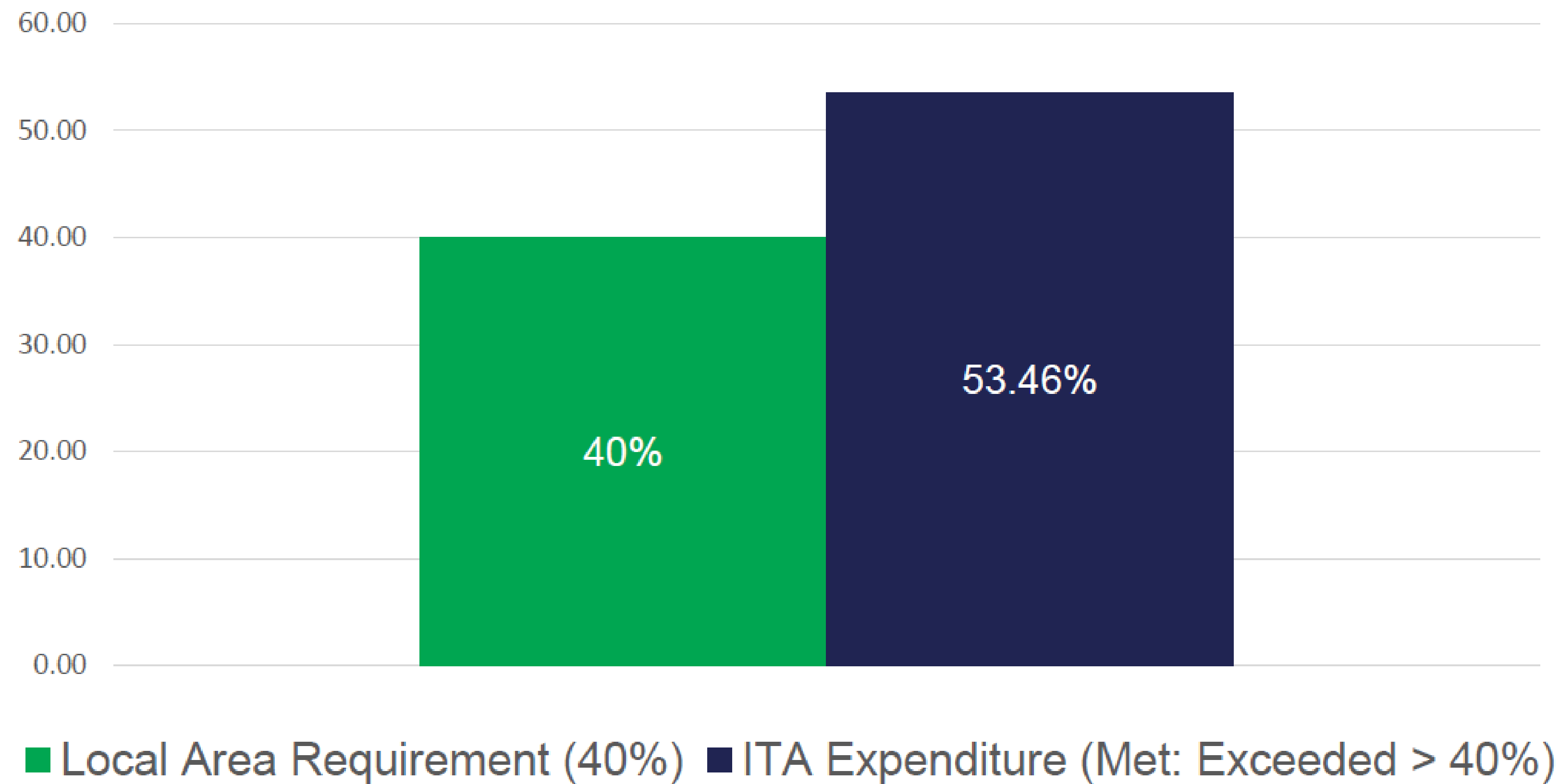
Local Board Direct Client Services and Administrative Expenditures (PY 2021)



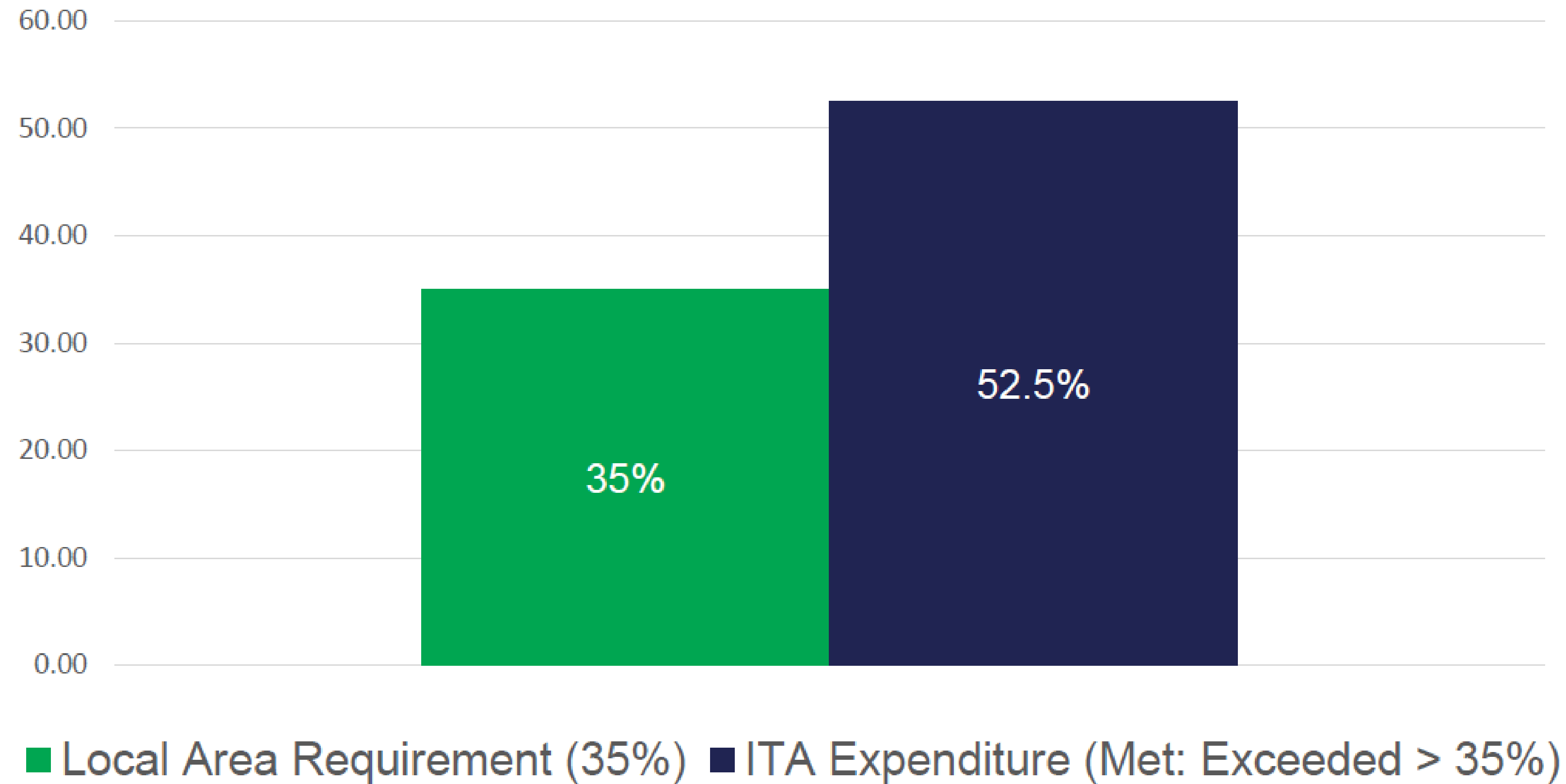
Local Board Direct Client Services and Administrative Expenditures (PY 2022)



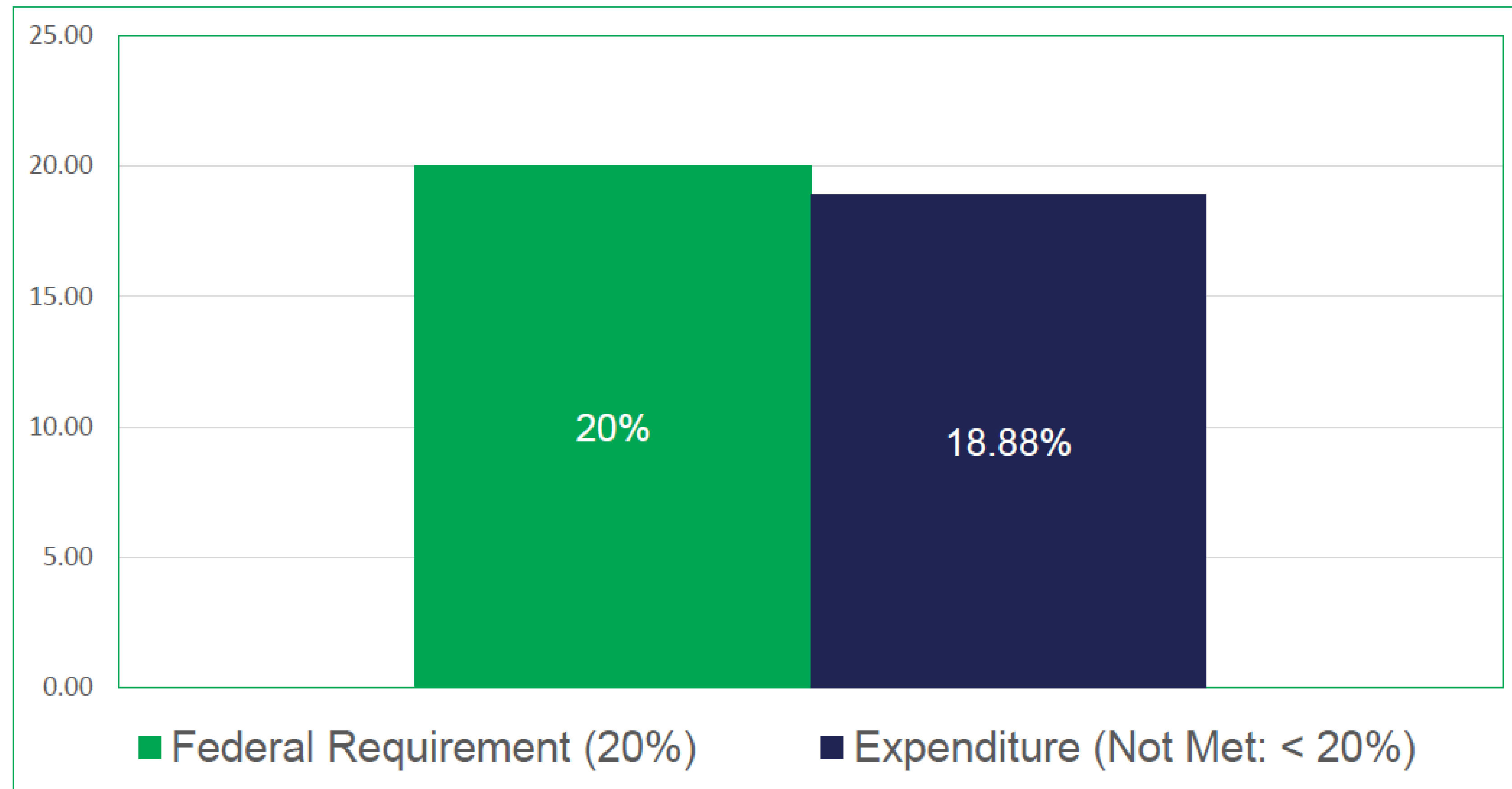
Individual Training Account Expenditures (SFY 2021-2022)



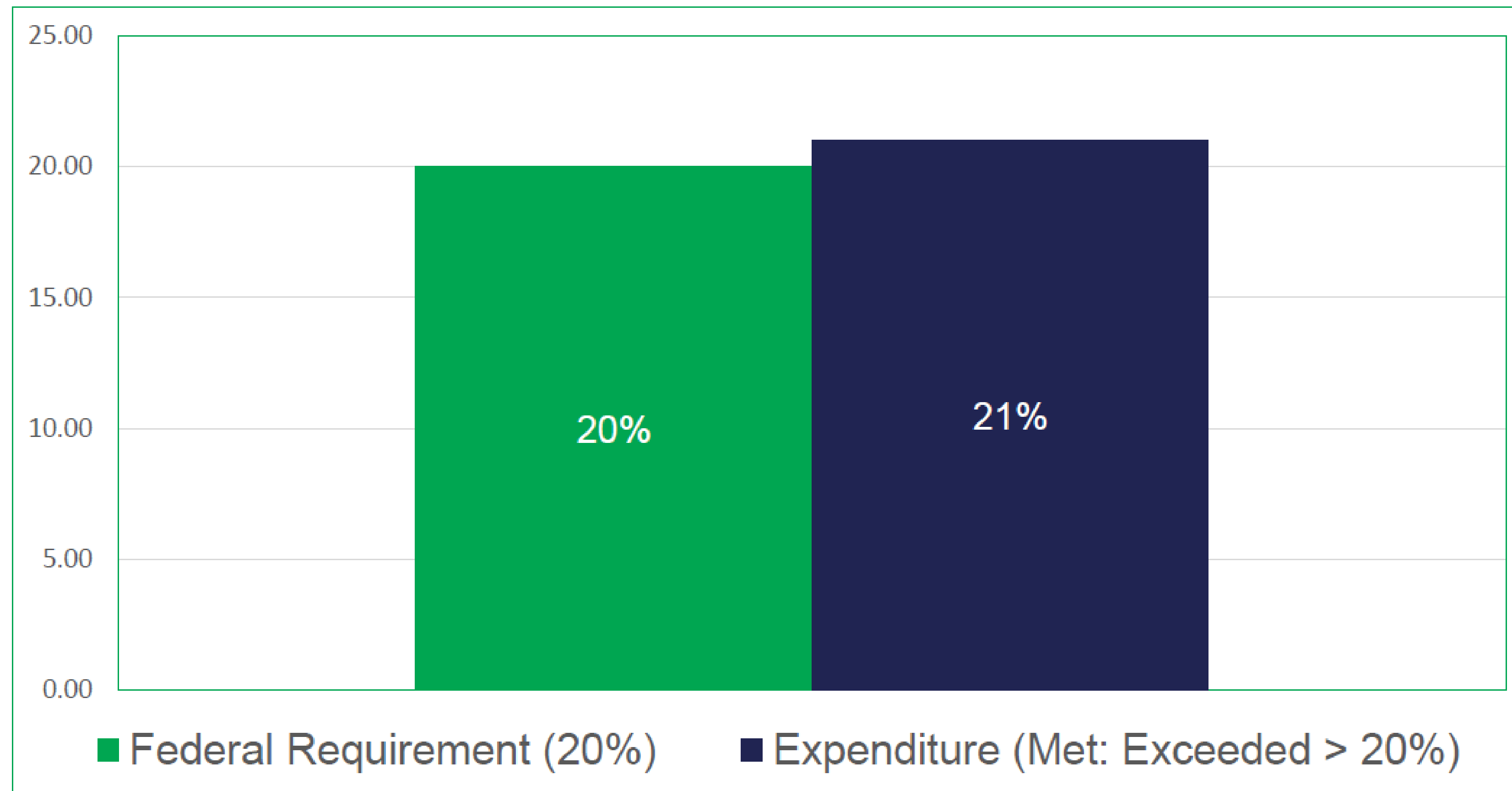
Individual Training Account Expenditures (SFY 2022-2023)



Work Experience Expenditures (FFY 2021)



Work Experience Expenditures (FFY 2022)



Out-of-School Youth Expenditures

PY2021



■ Out-of-School

■ In-School

Federal Requirement = 75%

PY2022



■ Out-of-School

■ In-School

Federal Requirement = 50%



Primary Indicators of Performance

Customer Groups

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

Metrics

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



Primary Indicators of Performance

LWDB 12 Program Year (PY) 2022 & 2023 Performance for July 1– June 30	PY2022 Negotiated Performance Goals	PY2022 Adjusted Performance Goals	PY2022 4th Quarter Performance	PY2023 Negotiated Performance Goals	PY2023 4th Quarter Performance
Adult Programs:					
Employed 2nd Quarter After Exit	80.6	85.2	85.0	80.6	84.5
Median Wage 2nd Quarter After Exit	\$7,000	\$7,527	\$9,079	\$7,208	\$9,471
Employed 4th Quarter After Exit	79.7	82.8	78.4	79.7	82.1
Credential Attainment Rate	73.6	81.9	64.4	73.6	72.4
Measurable Skill Gains	71.0	81.4	73.2	71.0	82.9
Dislocated Workers Programs:					
Employed 2nd Quarter After Exit	82.0	88.0	82.5	82.0	81.4
Median Wage 2nd Quarter After Exit	\$7,300	\$8,279	\$10,083	\$7,300	\$10,400
Employed 4th Quarter After Exit	79.6	82.0	80.6	79.6	86.6
Credential Attainment Rate	76.9	89.3	74.8	76.9	52.6
Measurable Skill Gains	79.0	67.1	77.2	79.0	90.5
Youth Programs:					
Employed 2nd Quarter After Exit	80.1	78.5	77.1	80.1	77.6
Median Wage 2nd Quarter After Exit	\$4,000	\$3,875	\$5,209	\$4,000	\$5,927
Employed 4th Quarter After Exit	75.4	68.2	70.6	75.4	73.8
Credential Attainment Rate	87.2	86.6	69.1	87.2	77.0
Measurable Skill Gains	64.6	34.3	61.4	64.6	62.4
Wagner Peyser Programs:					
Employed 2nd Quarter After Exit	68.0	69.1	71.9	68.0	72.3
Median Wage 2nd Quarter After Exit	\$5,200	\$5,572	\$7,205	\$5,200	\$7,496
Employed 4th Quarter After Exit	68.7	64.6	73.5	68.7	72.3



Not Met (less than 90% of adjusted)



Met (90 - 100% of adjusted)



Exceeded (greater than 100% of adjusted)



Letter Grades

Customer Groups

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

Metrics

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



Letter Grades, Cont.

Screenshot of the Letter Grades website interface:

Browser address bar: <https://analytics.careersourceflorida.com/LetterGrades>

Navigation bar (dark blue):

- CareerSource FLORIDA | ANALYTICS
- ANALYTICS HOME
- [LETTER GRADES](#)
- CLIFF DASHBOARD
- BUSINESS & WORKFORCE
- BOARD PERFORMANCE
- FUNDING
- BARRIERS TO EMPLOYMENT

Letter Grades sub-navigation bar (light blue):

-  **LETTER GRADES**
- [HOME](#)
- PERFORMANCE
- METHODOLOGY
- FAQ
- RESOURCES
- LOG IN ▾

Main content area:

- Left side: Light blue background with a white outline map of Florida.
- Right side: Dark blue background with the Letter Grades logo (a square containing three horizontal lines and three checkmarks) and the text **LETTER GRADES** and *Grading Success*.

Visit: <https://analytics.careersourceflorida.com>



Programmatic Monitoring Activities

LWDB 12 Program Year (PY) 2022-23	PY 2021-22 Findings	PY 2022-23 Findings
Welfare Transition	1	1
Wagner-Peyser	2	2
Supplemental Nutrition Assistance Program - Employment and Training	1	0
WIOA Adult / Dislocated Worker / Youth / Special Initiatives	2	0
Trade Adjustment Assistance	0	0
Jobs for Veterans State Grants	1	1
Other: Local Board Governance	0	1
Total Findings	7	5



Financial Monitoring Activities

LWDB 12 Program Year (PY) 2022-23 October 1, 2021 – June 30, 2022	PY 2021	PY 2022
Findings	0	0
Issues of Non-Compliance	0	0
Observations	1	1
Technical Assistance	1	0



Questions & Answers



Contact Us

Thank You.

If you have questions or comments about this presentation, please contact us.



Karmyn Hill

Email: Karmyn.Hill@Commerce.fl.gov

Office: Bureau of One-Stop and Program Support





[Meeting Details](#)

[Meeting Agenda](#)

[Roll Call](#)

[Welcome](#)

[Spotlight Story](#)

[Public Comment](#)

[Consent Agenda](#)

[Information/
Discussion/
Action Items](#)

 [Insight](#)

[Other Business](#)

[Adjournment](#)

[Appendix](#)

INSIGHT



DR. JASON LESANDRINI
FOUNDER & PRINCIPAL
THE ETHICS ARCHITECT





[Meeting Details](#)

[Meeting Agenda](#)

[Roll Call](#)

[Welcome](#)

[Spotlight Story](#)

[Public Comment](#)

[Consent Agenda](#)

[Information/
Discussion/
Action Items](#)

[Insight](#)

[Other Business](#)

[Adjournment](#)

[Appendix](#)

OTHER BUSINESS



REMINDER:

NEXT BOARD MEETING SCHEDULED FOR:

THURSDAY, FEBRUARY 27, 2025

AT

NEO CITY

CALENDAR INVITE WILL BE SENT OUT



[Meeting Details](#)

[Meeting Agenda](#)

[Roll Call](#)

[Welcome](#)

[Spotlight Story](#)

[Public Comment](#)

[Consent Agenda](#)

[Information/
Discussion/
Action Items](#)

[Insight](#)

[Other Business](#)

[Adjournment](#)

[Appendix](#)

ADJOURNMENT

CONNECT WITH US



or in person by appointment, in your place of business or at one of our Career Centers.



THANK YOU

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[RETURN TO AGENDA](#)



[Meeting Details](#)

[Meeting Agenda](#)

[Roll Call](#)

[Welcome](#)

[Spotlight Story](#)

[Public Comment](#)

[Consent Agenda](#)

[Information/
Discussion/
Action Items](#)

[Insight](#)

[Other Business](#)

[Adjournment](#)

[Appendix](#)

APPENDIX

- [10/17/24 BOARD MEETING MINUTES](#)
- [SCORECARD – 1ST QUARTER](#)
- [FINANCIALS – 1ST QUARTER](#)



DRAFT
Board of Directors Meeting
Thursday, October 17, 3:00 p.m.

MINUTES

AGENDA ITEM 5A

MEMBERS PRESENT: Sheri Olson, Andrew Albu, Sharon Arroyo, Joe Battista, Sean Donnelly, Wendy Ford, Tanisha Nunn Gary, Kristin Gray, Mark Havard, Jeff Hayward, Molly Kostenbauder, Lindsey LeWinter, Nicole Martz, Catherine McManus, Snak Nakagawa, Gaby Ortigoni, Chris Pascal, Brinkley Ruffin, Amy Santorelli, Jonathan Schaefer, Stella Siracuza, Michelle Sperzel, David Sprinkle, DeAnna Thomas, Eric Ushkowitz, Maria Vazquez, Matt Walton, Richard Watford, and Kristin Williams

MEMBERS ABSENT: Wendy Brandon, Gui Cunha, Casey Ferguson, John Gill, Shawn Hindle, Ben Larry, and Richard Sweat

STAFF PRESENT: Pam Nabors, Tadar Muhammad, Leo Alvarez, Dyana Burke, Steven Nguyen, Nilda Blanco, Gina Ronokarijo, Emily Kruszewski, Marcela DeFaria, Carla Sosa, Amulyasai Bangaru, Marcel Cicero, Jamie Santos, Sean Masherella, Vince Bruno, and Kaz Kasal

GUESTS PRESENT: Keira des Anges / Former CSCF Board Member; Jayden G. / CSCF Participant; Heather Ramos / GrayRobinson

Agenda Item	Topic	Action Item / Follow Up Item
1	Welcome - Ms. Olson, Board Vice Chair, called the meeting to order at 3:01 pm and welcomed attendees. CSCF Spotlight Story - Jayden G. is a student of the Neo City Academy in Kissimmee and interning with IMEC via the CSCF program. Under the guidance of the internship mentors, Jayden has leveraged opportunities by creating a day camp program to increase awareness of STEM in the community. This then extended to a summer camp this past summer exposing 8th graders to STEM, with 250 students attending from over 30 schools. Jayden plans to start his own non-profit to help replicate this program in other states	
2	Roll Call / Establishment of Quorum Ms. Kasal, Executive Board Coordinator, reported a quorum present.	
3	Public Comment None offered.	
4	Recognition of Board Service / Departing Board Members Ms. Olson, recognized departing members Dr. Heather Bigard and Ms. Keira des Anges for their service on the board.	
5	Consent Agenda - Ms. Olson asked the Board if any item on consent agenda, as listed below (attachments), should be moved off for further discussion: - Draft Minutes of 6/26/24 Board Meeting - Draft Local Workforce Plan 1/1/2025 – 12/31/2028 - Budget Adjustment (<i>Finance</i>) - Career Services Committee Charter (<i>Career Services</i>)	Mr. Walton made a motion to approve all items on the consent agenda. Mr. Schaefer seconded; motion passed unanimously.



6	Information / Discussion <u>Chair's Report:</u> - Ms. Olson provided following highlights: - CSCF kicked off High School Career Express on 9/18/24. - A lot of great momentum and collaboration occurring around National Science Foundation (NSF). - Board Source issue will be coming out this afternoon. <u>President's Report</u> - Ms. Nabors, President/CEO, provided highlights from the President's Report (attachment). - September was Workforce Development Month. Annual Summit occurred during week of 9/9/24. - CSCF staff Amulyasai Bangaru and Marcel Cicero received awards for outstanding work. - Lake County Career Center is partnering with several agencies and utilizing its location as the "Storm Recovery Center" to provide needed resources to those individuals impacted by Hurricanes Milton and Helene. - Orlando Magazine recognized: - Some key CSCF staff as part of "Faces of Orlando" - Ms. Nabors along with several CSCF Board Members and Mayor Demings named "50 Most Powerful in Orlando." - CSCF exceeded all performance goals in PY 2023-2024. - Revenue Diversity – great start this program year; receiving contributions from some major companies. - Reviewed program updates, performance targets, and HR initiatives for PY 2024-2025. - Continuing right sizing the organization with workforce planning. - Ms. Nabors spoke at Region 3 State Administrator's meeting with Department of Labor on reimagining the workforce system and how partnerships make a difference. - Exceeded Board Engagement goals in PY 23-24, with Contribution category at its highest at 74% <u>Finance Report</u> - Mr. Alvarez, CFO, reviewed highlights on financials as of July 2024 (attachment).	
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	<u>Committee Reports</u> <u>Executive</u> Ms. Olson, on behalf of Richard Sweat, Executive Committee Chair, stated committee met on 9/18/24 and reviewed: - Committee charter – no changes needed - Current Committee structure - Approved Local Workforce Plan for 1/1/2025 thru 12/31/28, which the full board approved in today’s meeting under “Consent Agenda” <u>Audit</u> Mr. Walton, Audit Committee Chair, stated the Committee met jointly with the Finance Committee on 9/3/24. The Committee reviewed its charter (no changes needed), as well as audit planning to be performed by auditors Cherry Bekaert. <u>Career Services</u> Mr. Albu, Career Services Committee Chair, stated Career Services Committee met on 9/12/24 and: - Approved recommendation for Board’s final approval an MOU with Ironworkers Local Union 808 Joint Apprenticeship Trust (attachment). This will require CSCF Board Member Mr. Watford, Director at Ironworkers Local Union 808, to abstain from voting. - Reviewed: - o Committee’s charter, with edits as approved under this meeting’s “Consent Agenda.” - o Year-end scorecard for PY 2023-2024. - o PY 2024-2025 Performance Targets. - o Grant updates. - o Updates on Education & Industry Consortium. <u>Community Engagement</u> Mr. Sprinkle, Community Engagement Committee Chair, stated committee met on 8/29/24 and reviewed: - Committee charter – no changes needed. - PY 2023-2024 year-end recap. - National Science Foundation update. - Timeline on website refresh, with audit survey coming for Committee’s further feedback. - Committee discussed messaging strategies with youth population.	Mr. Schaefer made a motion to approve the agreement between CSCF and Ironworkers Local Union 808 Joint Apprenticeship Trust Fund to support up to 46 apprenticeships based on the funding availability and program requirements. Mr. Walton seconded, with Mr. Watford abstaining; motion passed unanimously.
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	- Mr. Sprinkle encouraged Board to review CSCF website and provide Ms. Kruszewski any suggestions or comments. <u>Facilities Ad Hoc</u> Mr. Walton, Facilities Ad Hoc Committee Chair, stated Committee met on 8/28/24 at Seminole Career Center and: - Reviewed lease schedules of all CSCF locations - Discussed the two-year space optimization plan to reduce overhead costs and strategically utilize technology while not reducing service delivery. <u>Finance Committee</u> Mr. Ushkowitz, Finance Committee Chair, reported the Committee met jointly with the Audit Committee on 9/3/24 and reviewed: - Committee charter, no changes needed. - Financials thru July 2024. - Facilities update. - Approved, for Board's final approval, the budget adjustment increase of \$4.7M – which the Board approved during this meeting's "Consent Agenda." <u>Governance</u> Ms. Olson, Governance Committee Chair, stated Committee met on 8/21/24 and reviewed: - Committee charter – no changes needed. - PY 2023-2024 Board Engagement Metrics, which exceeded goals including 74% in Contribution category. - Enterprise Risk update. <u>Revenue Diversity and New Markets</u> Mr. Snak, on behalf John Gill, Revenue Diversity and New Markets Committee Chair, stated the Committee met on 10/1/24 and reviewed: - Committee charter – no changes needed. - PY 2023-2024 year-end results by fund-raising sources: public, private, referral and general donations. Exceeded annual \$3M Target at \$5.9M. - Discussed and concurred for staff to create an investment strategy policy for Committee to review at next meeting. - o Also concurred placing funds (unrestricted) with reputable investment firm vs. leaving in bank savings account. - o Finance Committee most likely to amend its charter to include oversight of reserve account	
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8	Other Business Next Board Meeting scheduled on 12/11/24 at 4Roots Farm. Calendar invites will be sent out soon.	
9	Adjournment Meeting adjourned at 3:59 pm.	

Respectfully submitted,

Kaz Kasal
Executive Board Coordinator



FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS	
LAST NAME—FIRST NAME—MIDDLE NAME Watford, Richard	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE CareerSource Central Florida / Board of Directors
MAILING ADDRESS Ironworkers Local 808, 200 E. Landstreet Rd.	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF:
CITY Orlando	☐ CITY ☐ COUNTY ☒ OTHER LOCAL AGENCY
COUNTY Orange	NAME OF POLITICAL SUBDIVISION:
DATE ON WHICH VOTE OCCURRED 10/17/24	MY POSITION IS: ☐ ELECTIVE ☒ APPOINTIVE

WHO MUST FILE FORM 8B

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

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

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

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

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

* * * * *

ELECTED OFFICERS:

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

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

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

* * * * *

APPOINTED OFFICERS:

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

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

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



APPOINTED OFFICERS (continued)

- A copy of the form must be provided immediately to the other members of the agency.
 - The form must be read publicly at the next meeting after the form is filed.
- IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:
- You must disclose orally the nature of your conflict in the measure before participating.
 - You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Richard Watford, hereby disclose that on October 17, 20 24 :

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

- ☐ inured to my special private gain or loss;
- ☐ inured to the special gain or loss of my business associate, _____ ;
- ☐ inured to the special gain or loss of my relative, _____ ;
- ☒ inured to the special gain or loss of Ironworkers Local 808, by whom I am retained; or
- ☐ inured to the special gain or loss of _____ , which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

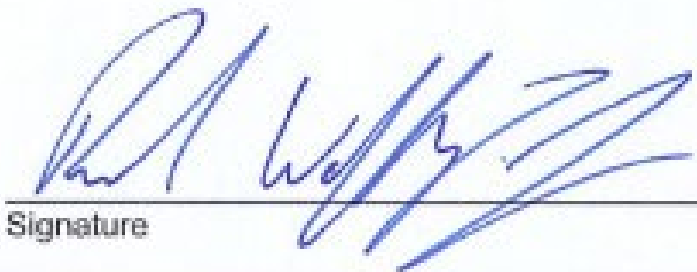
(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

The CareerSource Central Florida Board of Directors voted to approve "MOU with Ironworkers Local Union 808 Joint Apprenticeship Trust [Agenda Item 6D 3) a)]. As Director of Ironworkers Local 808, I would not benefit personally but my employer, Ironworkers Local 808, could benefit.

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

10/17/2024

Date Filed


Signature

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

[RETURN TO AGENDA](#)

[RETURN TO APPENDIX](#)



CSCF SCORECARD PY24-25 Q1

SCORECARD

**CAREER
SEEKERS
CLIENTS**

5,516

**CAREER
SEEKERS
RECEIVING
TRAINING**

380

996

CAREER SEEKERS HIRED



CAREER SEEKERS AVERAGE WAGE

\$20.53

SCORECARD

**BUSINESS
RELATIONSHIPS**

1,338

INDIVIDUALS INTERVIEWED VS HIRED



[RETURN TO APPENDIX](#)

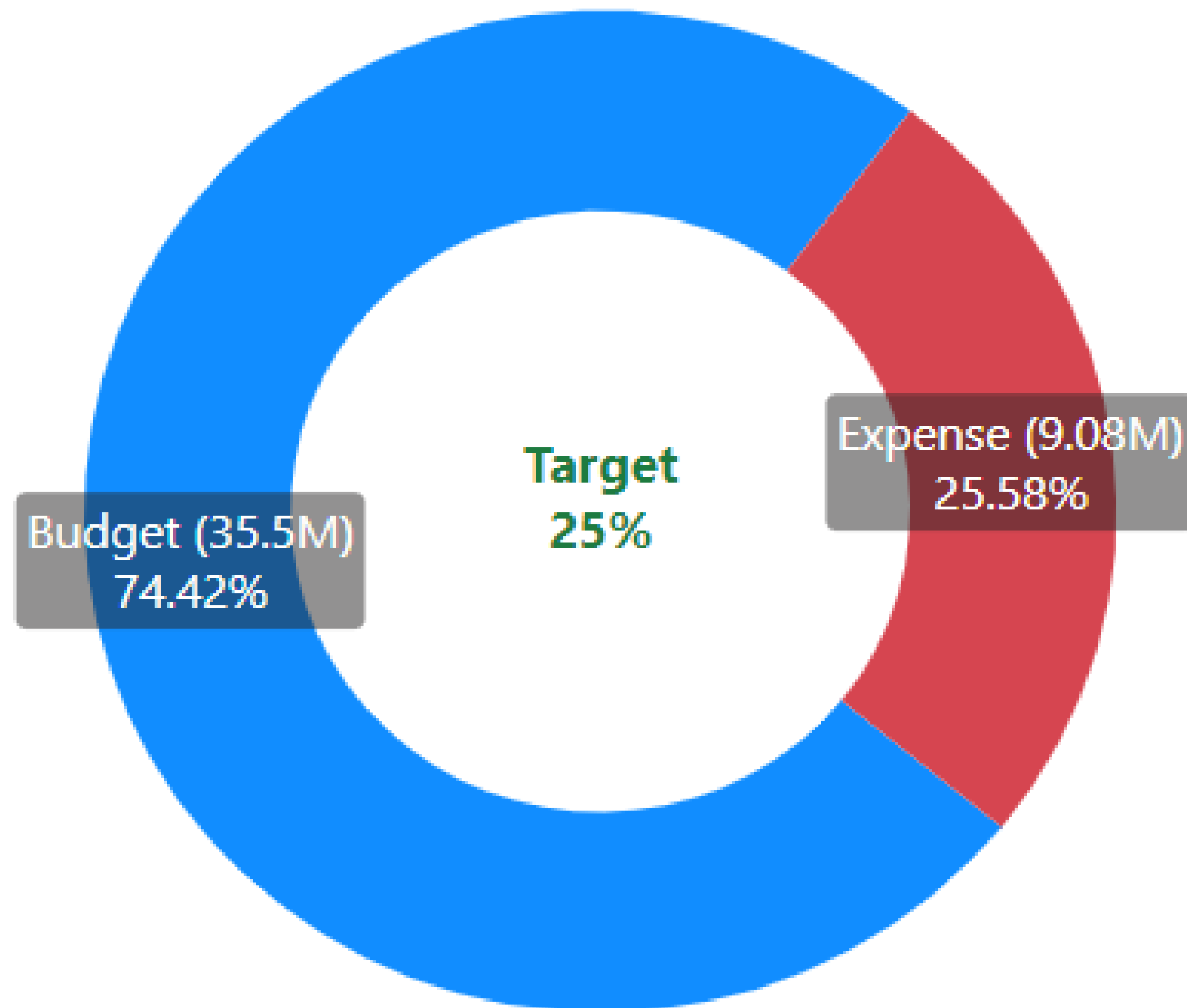


FINANCE PY24-25 Q1

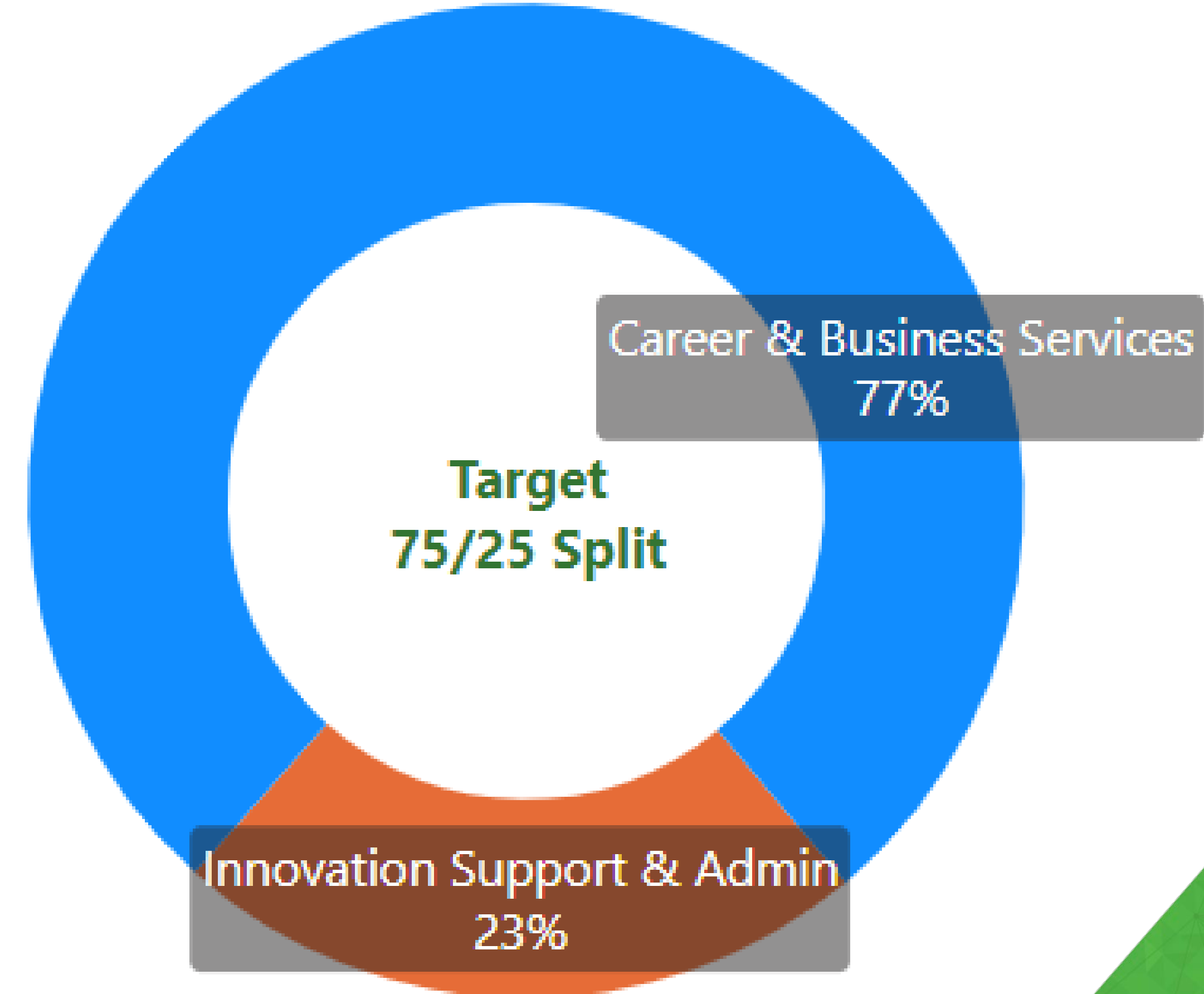


BUDGET VS ACTUAL

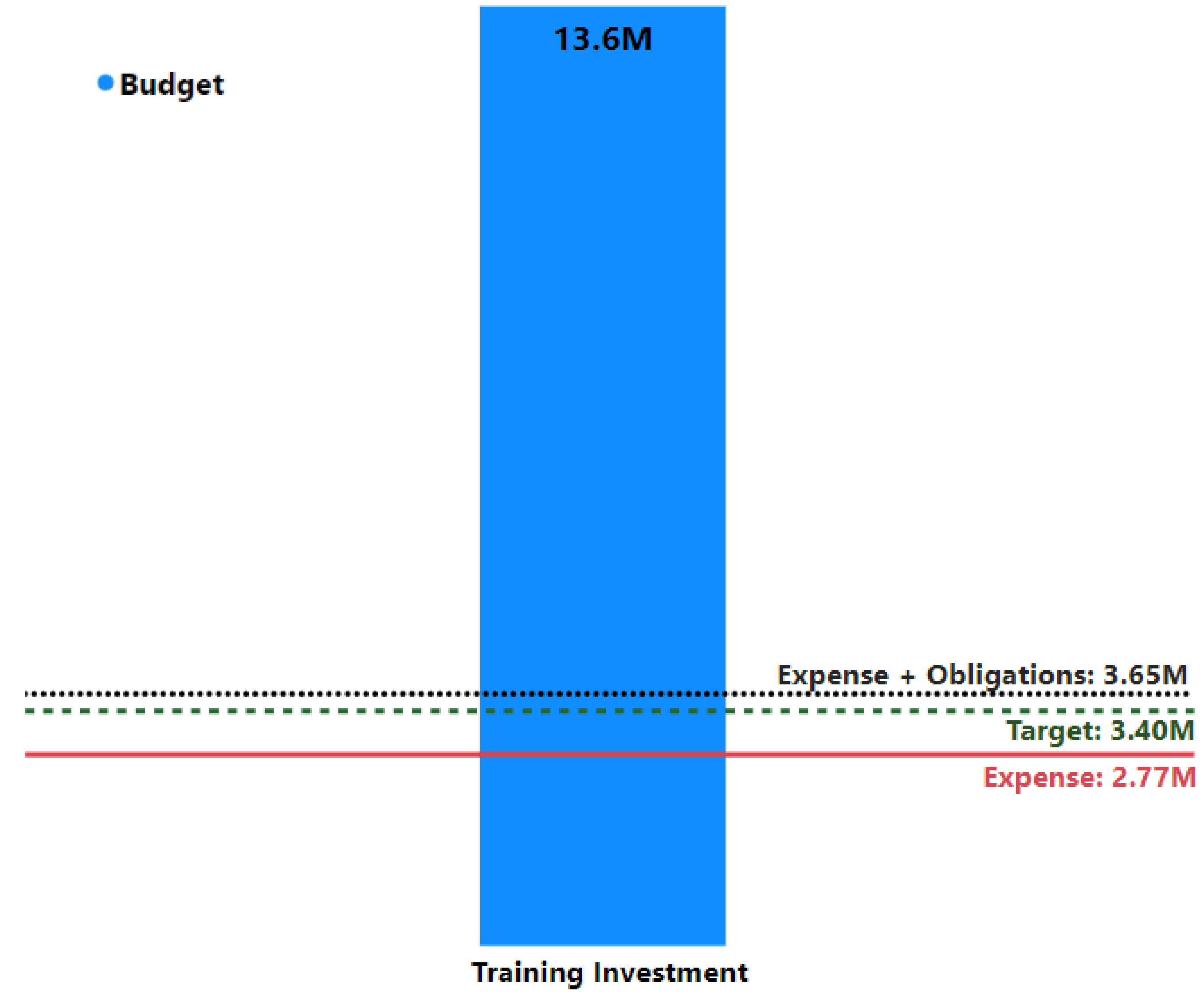
BUDGET VS ACTUAL EXPENSES



BUDGET OPERATIONS/SUPPORT



BUDGET VS ACTUAL BY EXPENDITURE CATEGORY



BUDGET VS ACTUAL BY EXPENDITURE CATEGORY



[RETURN TO APPENDIX](#)