



CAREERSOURCE CITRUS LEVY MARION BOARD MEETING

MINUTES

DATE: March 12, 2025
PLACE: College of Central Florida, Lecanto Campus
TIME: 11:30 a.m.

MEMBERS PRESENT

Albert Jones
Andy Starling
Angela Juaristic
Ben Whitehouse
Brandon Whiteman
Carl Flanagan
Charles Harris
Darlene Goddard
Debra Stanley
Edward Suor
Equilla Wheeler
Fred Morgan
Jeff Chang
John Hemken
Jorge Martinez
Kathy Judkins
Kim Baxley
Larry White
Mark Paugh
Pete Beasley
Theresa Flick

MEMBERS ABSENT

Arno Proctor
John Murphy
Kevin Cunningham
Pat Reddish
Staci Bertrand
Steven Weinstein

OTHER ATTENDEES

Rusty Skinner, CSCLM
Dale French, CSCLM
Cory Weaver, CSCLM
Larry Trowbridge, CSCLM
Sandra Crawford, CSCLM
Laura Byrnes, CSCLM
Melissa Saco, CSCLM

Cira Schnettler, CSCLM
Robert Stermer, Attorney
Tony Waterson, One Stop Operator
Kristen Barry, One Stop Operator
Caleb Perla, Powell, and Jones
Dean Blinkhorn, Ocala CEP
Tameka Austin, Florida Commerce

CALL TO ORDER

The meeting was called to order by Carl Flanagan, Chair at 11:30 a.m.

ROLL CALL

Cira Schnettler called roll and a quorum was declared present.

PUBLIC COMMENT

There were no public comments.

APPROVAL OF MINUTES

Al Jones made a motion to approve the minutes from the December 11, 2024, meeting. Deb Stanley seconded the motion. Motion carried.

INTRODUCTION OF NEW MEMBERS

Carl Flanagan introduced two new members:

- Edward Suor with VPN Systems, Inc.
- Jennifer Roach with Vocational Rehabilitation

ACTION ITEMS

Powell and Jones Audit Report

Caleb Perla reviewed the audit report for the period of July 2023 through June 2024. No issues or findings were noted. Theresa Flick made a motion to accept the audit report. Mark Paugh seconded the motion. Motion carried.

Mid-Year Budget Updates

Dale French presented the budget updates. Darlene Goddard noted a date typo on page 63. Charles Harris made a motion to accept the budget updates. Fred Morgan seconded the motion. Motion carried.

Youth Services Contract

Dale French explained that the contract goes out for bid every four years. The current contract ends on June 30, 2025. Eckerd Connects was the only vendor that bid on the request for proposal. Eckerd Connects has been an excellent performer in monitoring and a successful partner. Theresa Flick made a motion to approve the Eckerd Connects contract. Darlene Goddard seconded the motion. Motion carried.

Website Development Agreement

Dale French explained the current website has reached its end of life and is consistently developing security issues. Five vendors submitted bids and were graded on a matrix system. The top two vendors were interviewed to learn more about their companies. One of the proposals was selected. The proposal was competitive with the others, and they had experience working with another workforce board. There was discussion about the ongoing annual costs and server usage. Edward Suor made a motion to enter into a contract with Appleton Creative for website development. Mark Paugh seconded the motion. Motion carried.

RELATED PARTIES CONTRACT APPROVALS 2025-2026

Master Contracts Requiring 2/3rds Vote

1. Citrus County Chamber of Commerce

- Fred Morgan made a motion to approve the Citrus County Chamber of Commerce contract. John Murphy and Kevin Cunningham previously declared a conflict but were not present. Carl Flanagan declared a conflict and abstained from the vote. Mark Paugh seconded the motion. Motion carried.

2. College of Central Florida
 - Charles Harris made a motion to approve the College of Central Florida contract. Mark Paugh declared a conflict and abstained from the vote. Steven Baham seconded the motion. Motion carried.
3. Marion County School Board
 - Mark Paugh made a motion to approve the Marion County School Board contract. Ben Whitehouse declared a conflict and abstained from the vote. Deb Stanley seconded the motion. Motion carried.

Master Contracts Requiring 2/3rds Vote - OJT, CBT, or Apprenticeship Training Opportunities

4. APEX Insurance Advisors
 - Darlene Goddard made a motion to approve the APEX Insurance Advisors contract. Brandon Whiteman declared a conflict and abstained from the vote. Theresa Flick seconded the motion. Motion carried.
5. Citrus County BOCC
 - Charles Harris made a motion to approve the Citrus County BOCC contract. Steven Baham declared a conflict and abstained from the vote. Edward Suor seconded the motion. Motion carried.
6. A & M Manufacturing
 - Brandon Whiteman made a motion to approve the A & M Manufacturing contract. John Hemken declared a conflict and abstained from the vote. Mark Paugh seconded the motion. Motion carried.
7. Lockheed Martin
 - Fred Morgan made a motion to approve the Lockheed Martin contract. Jeff Chang declared a conflict and abstained from the vote. Darlene Goddard seconded the motion. Motion carried.
8. Key Training Center
 - Edward Suor made a motion to approve the Key Training Center contract. Theresa Flick declared a conflict and abstained from the vote. Steven Baham seconded the motion. Motion carried.

Master Contracts Requiring 2/3rds Vote

9. Nature Coast Business Development Council
 - Steven Baham made a motion to approve the Nature Coast Business Development Council contract. Edward Suor and Kim Baxley declared a conflict and abstained from the vote. Theresa Flick seconded the motion. Motion carried.

Contracts Not Requiring 2/3rds Vote – No Conflicts

10. Southern Indiana Works
 - Mark Paugh made a motion to approve the Southern Indiana Works contract. Charles Harris seconded the motion. Motion carried.
11. Powell and Jones – Subrecipient Monitoring
 - Theresa Flick made a motion to approve the Powell and Jones contract. Angela Juaristic seconded the motion. Motion carried.
12. CD Staffing
 - Pete Beasley made a motion to approve the CD Staffing contract. Steven Baham seconded the motion. Motion carried.
13. Region 6 Financial Services Agreement
 - Fred Morgan made a motion to approve the Region 6 Financial Services

Agreement contract. Al Jones seconded the motion. Motion carried.

14. Underwood and Sloan

- Darlene Goddard made a motion to approve the Underwood and Sloan contract. Charles Harris seconded the motion. Motion carried.

15. Ocala Metro Chamber and Economic Partnership

- Darlene Goddard made a motion to approve the Ocala Metro Chamber and Economic Partnership contract. Mark Paugh seconded the motion. Motion carried.

16. Levy County Schools

- Fred Morgan made a motion to approve the Levy County Schools contract. Mark Paugh seconded the motion. Motion carried.

DISCUSSION ITEMS

State Update

Rusty Skinner provided the following updates:

- The State has exhausted all funds for the clam farming project that was funded through the disaster relief grant for Hurricane Idalia. There will not be additional funding for disaster recovery efforts for Hurricane Helene. The current funding will be used through March 23, 2025.
- The State plans to tighten criteria for the letter grades over the next couple of years. The Regions have been successful under the current letter grade system.
- There will be expected budget adjustments for the next program year as the disaster funding for Hurricane Helene has been exhausted.
- We will be meeting with Region 6 and Region 26 to develop goals for regional planning in the 2025-2026 program year.

Workforce Issues that are Important to our Community

Carl Flanagan shared that he had two businesses express interest in internship programs.

CONSENT AGENDA

Performance and Monitoring – 2/4/2025

Performance Negotiations Response

Eckerd Budget/Performance Mod

Committee Chair Jeff Chang provided a summary of the committee's activities.

Business and Economic Development – 2/5/2025

YouthBuild

Committee Chair Pete Beasley provided a summary of the committee's activities.

Education and Industry Consortium – 2/6/2025

No Action Items

Rusty Skinner welcomed the members to review the Consortium minutes and

presentation in the packet.

Career Center – 2/20/2025

Eckerd Budget/Performance Mod

Lecanto Lease

Committee Chair Charles Harris provided a summary of the committee activities.

Marketing and Outreach – 2/12/2025

Website RFP

Committee Chair Al Jones provided a summary of the committee's activities.

Executive Committee – 2/26/2025

YouthBuild

Joint Auditing RFP

Board Chair Carl Flanagan provided a summary of the committee's activities.

Darlene Goddard made a motion to approve all consent agenda items. Theresa Flick seconded the motion. Motion carried.

PROJECT UPDATES

None

MATTERS FROM THE FLOOR

None

ADJOURNMENT

There being no further business, the meeting adjourned at 12:46 p.m.

APPROVED:



RECORD OF ACTION/APPROVAL

Board Meeting, Wednesday, March 12, 2025
Executive Committee, Wednesday, February 26, 2025

TOPIC/ISSUE:

2024 Year End Finance Audit

BACKGROUND:

Powell and Jones concluded their financial audit for the year ending June 30, 2024. This audit is conducted annually. The full report is attached for review.

POINTS OF CONSIDERATION:

No issues were identified in the report as detailed on pages 41 and 42.

STAFF RECOMMENDATIONS:

Accept the monitoring as presented.

COMMITTEE ACTION:

Fred Morgan approved the audit report. Arno Proctor seconded the motion. Motion carried.

BOARD ACTION:

Theresa Flick made a motion to accept the audit report. Mark Paugh seconded the motion. Motion carried.



RECORD OF ACTION/APPROVAL

Board Meeting, Wednesday, March 12, 2025
Executive Committee, Wednesday, February 26, 2025

TOPIC/ISSUE:

Budget and Expenditure summary for period 7/1/2024 – 2/2/2025

BACKGROUND:

The attached is a summary of the budget and actual expenditures by cost pool.

POINTS OF CONSIDERATION:

The following reports provide status updates of spending by revenue stream and cost pool for planning purposes.

STAFF RECOMMENDATIONS:

Approve the mid-year budget and expenditure reports.

COMMITTEE ACTION:

Fred Morgan made a motion to accept the mid-year budget. Arno Proctor seconded the motion. Motion carried.

BOARD ACTION:

Charles Harris made a motion to accept the budget updates. Fred Morgan seconded the motion. Motion carried.



RECORD OF ACTION/APPROVAL

**Board Meeting
Wednesday, March 12, 2025**

TOPIC/ISSUE:

Youth Services Contracting

BACKGROUND:

Youth service providers must be procured at minimum every four years. Our current contract with Eckerd Connects reaches its maximum term of four program years on June 30, 2025. An Invitation to Negotiate (ITN) was released on December 12, 2024, soliciting proposals for the provision of Youth services. The deadline for submissions to be received was February 7, 2025. One proposal was received from Eckerd Connects.

POINTS OF CONSIDERATION:

The staff with Eckerd Connects are all long-term staff that have many years of experience working in this region. Eckerd exhibits strength in process and services management. A new contract will be renewable for an additional three program years (4 year total) at the Board's discretion.

STAFF RECOMMENDATIONS:

Approve the Sole Source selection and contracting with Eckerd Connects to provide youth services beginning July 1, 2025, through June 30, 2026.

COMMITTEE ACTION:

BOARD ACTION:

Theresa Flick made a motion to approve the Eckerd Connects contract. Darlene Goddard seconded the motion. Motion carried.



RECORD OF ACTION/APPROVAL

**Board Meeting
Wednesday, March 12, 2025**

TOPIC/ISSUE:

Website Development Agreement

BACKGROUND:

A request for proposals was released on December 12, 2024, for website development proposals. Five (5) proposals were received. A team of five reviewers composed of sr. leadership reviewed and ranked the proposals. Appleton Creative was selected as the company with the best proposal for our needs. Selection was approved by the CLM Marketing Committee on February 12, 2025. The original RFPs provided price ranges based on specific builds.

POINTS OF CONSIDERATION:

Appleton Creative has submitted a final quote based on our specific needs. The agreement is in the amount of \$49,350.00.

STAFF RECOMMENDATIONS:

Approve staff to move forward with the agreement.

COMMITTEE ACTION:

BOARD ACTION:

Edward Suor made a motion to enter into a contract with Appleton Creative for website development. Mark Paugh seconded the motion. Motion carried.



RECORD OF ACTION/APPROVAL

Board Meeting
Wednesday, March 12, 2025

TOPIC/ISSUE:

Approval of 2025-2026 contracts

BACKGROUND:

POINTS OF CONSIDERATION:

Please see the attached Contracts Spreadsheet attached for details. Contracts with Board Member conflicts require approval from 2/3rds of the members present.

STAFF RECOMMENDATIONS:

COMMITTEE ACTION:

BOARD ACTION:

Master Contracts Requiring 2/3rds Vote

1. Citrus County Chamber of Commerce
 - Fred Morgan made a motion to approve the Citrus County Chamber of Commerce contract. John Murphy and Kevin Cunningham previously declared a conflict but were not present. Carl Flanagan declared a conflict and abstained from the vote. Mark Paugh seconded the motion. Motion carried.
2. College of Central Florida
 - Charles Harris made a motion to approve the College of Central Florida contract. Mark Paugh declared a conflict and abstained from the vote. Steven Baham seconded the motion. Motion carried.
3. Marion County School Board
 - Mark Paugh made a motion to approve the Marion County School Board contract. Ben Whitehouse declared a conflict and abstained from the vote. Deb Stanley seconded the motion. Motion carried.

Master Contracts Requiring 2/3rds Vote - OJT, CBT, or Apprenticeship Training Opportunities

4. APEX Insurance Advisors
 - Darlene Goddard made a motion to approve the APEX Insurance Advisors

contract. Brandon Whiteman declared a conflict and abstained from the vote. Theresa Flick seconded the motion. Motion carried.

5. Citrus County BOCC

- Charles Harris made a motion to approve the Citrus County BOCC contract. Steven Baham declared a conflict and abstained from the vote. Edward Suor seconded the motion. Motion carried.

6. A & M Manufacturing

- Brandon Whiteman made a motion to approve the A & M Manufacturing contract. John Hemken declared a conflict and abstained from the vote. Mark Paugh seconded the motion. Motion carried.

7. Lockheed Martin

- Fred Morgan made a motion to approve the Lockheed Martin contract. Jeff Chang declared a conflict and abstained from the vote. Darlene Goddard seconded the motion. Motion carried.

8. Key Training Center

- Edward Suor made a motion to approve the Key Training Center contract. Theresa Flick declared a conflict and abstained from the vote. Steven Baham seconded the motion. Motion carried.

Master Contracts Requiring 2/3rds Vote

9. Nature Coast Business Development Council

- Steven Baham made a motion to approve the Nature Coast Business Development Council contract. Edward Suor and Kim Baxley declared a conflict and abstained from the vote. Theresa Flick seconded the motion. Motion carried.

Contracts Not Requiring 2/3rds Vote – No Conflicts

10. Southern Indiana Works

- Mark Paugh made a motion to approve the Southern Indiana Works contract. Charles Harris seconded the motion. Motion carried.

11. Powell and Jones – Subrecipient Monitoring

- Theresa Flick made a motion to approve the Powell and Jones contract. Angela Juaristic seconded the motion. Motion carried.

12. CD Staffing

- Pete Beasley made a motion to approve the CD Staffing contract. Steven Baham seconded the motion. Motion carried.

13. Region 6 Financial Services Agreement

- Fred Morgan made a motion to approve the Region 6 Financial Services Agreement contract. Al Jones seconded the motion. Motion carried.

14. Underwood and Sloan

- Darlene Goddard made a motion to approve the Underwood and Sloan contract. Charles Harris seconded the motion. Motion carried.

15. Ocala Metro Chamber and Economic Partnership

- Darlene Goddard made a motion to approve the Ocala Metro Chamber and Economic Partnership contract. Mark Paugh seconded the motion. Motion carried.

16. Levy County Schools

- Fred Morgan made a motion to approve the Levy County Schools contract. Mark Paugh seconded the motion. Motion carried.

CareerSource CLM - All Contracts July 1, 2025 - June 30, 2026

| Item # | Contractor | Purpose/Scope of Work Summary | Funding | Board Action | Contractor / SubContractor | Conflicts |
|--------|--|--|--------------------|--------------|----------------------------|--|
| | | Master Contracts Requiring 2/3rds Vote | | | | |
| 1 | Citrus County Chamber of Commerce | Employer outreach and job development services. Have been determined to be contractor for services and not subrecipients for the purpose of providing goods or services. | \$ 20,000.00 | Approved | C | John Murphy, Carl Flanagan, Kevin Cunningham |
| 2 | College of Central Florida | Facility usage and rental fees. This is a blanket approval but to not exceed. Have been determined to be contractor services and not subrecipients for the purpose of providing goods or services. Cost is an average based on prior year usage. | \$ 200,000.00 | Approved | C | Mark Paugh |
| 3 | Marion County School Board | Facility usage and rental fees. Cost is an average based on prior year usage. This is a blanket approval but to not exceed. Primary location for services is at MTC. | \$ 50,000.00 | Approved | C | Ben Whitehouse |
| | | Master Contracts Requiring 2/3rds Vote - OJT, CBT, or Apprenticeship Training Opportunities | | | | |
| 4 | APEX Insurance Advisors | CBT and/or OJT Training Services - approval but to not exceed | \$ 20,000.00 | Approved | C | Brandon Whiteman |
| 5 | Citrus County BOCC | CBT and/or OJT Training Services - approval but to not exceed | \$ 50,000.00 | Approved | C | Steven Baham |
| 6 | A&M Manufacturing | CBT and/or OJT Training Services - approval but to not exceed | \$ 20,000.00 | Approved | C | John Hemken |
| 7 | Lockheed Martin | CBT and/or OJT Training Services - approval but to not exceed | \$ 20,000.00 | Approved | C | Jeff Chang |
| 8 | Key Training Center | CBT and/or OJT Training Services - approval but to not exceed | \$ 20,000.00 | Approved | C | Theresa Flick |
| | | Master Contracts Requiring 2/3rds Vote | | | | |
| 9 | Nature Coast Business Development Council | Employer outreach and job development services. Have been determined to be contractor for services and not subrecipients for the purpose of providing goods or services. | \$ 30,000.00 | Approved | C | Edward Suor, Kim Baxley |
| | | Contracts Not Requiring 2/3rds Vote | | | | |
| 10 | Southern Indiana Works | One Stop Operator | \$ 75,000.00 | Approved | C | |
| 11 | Powell and Jones | Subrecipient monitoring | \$ 3,800.00 | Approved | C | |
| 12 | CD Staffing | Payroll for PWE/PWI agreements | Cost + 30% Mark up | Approved | C | |
| 13 | Region 6 | Financial Services Agreement | \$ 55,000.00 | Approved | C | |
| 14 | Underwood and Sloan | Third party monitoring | \$ 50,000.00 | Approved | C | |
| 15 | Ocala Metro Chamber & Economic Partnership (CEP) | Employer outreach and job development services. Have been determined to be contractor for services and not subrecipients for the purpose of providing goods or services. | \$ 30,000.00 | Approved | C | |
| 16 | Levy County Schools | Facility usage and rental fees. Cost is an average based on prior year usage. This is a blanket approval but to not exceed. | \$ 10,000.00 | Approved | C | |

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

| | |
|---|---|
| LAST NAME—FIRST NAME—MIDDLE NAME Baham II, Steven Mark | NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE Citrus Levy Marion Reg. Workforce Dev. Board(CareerSource) |
| MAILING ADDRESS 5405 N Bedstrow Blvd | THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: <input type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input checked="" type="checkbox"/> OTHER LOCAL AGENCY |
| CITY Beverly Hills | COUNTY Citrus |
| DATE ON WHICH VOTE OCCURRED 3/12/2025 | NAME OF POLITICAL SUBDIVISION. MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTIVE |

WHO MUST FILE FORM 8B

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

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

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

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

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

* * * * *

ELECTED OFFICERS:

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

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

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

* * * * *

APPOINTED OFFICERS:

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

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

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

APPOINTED OFFICERS (continued)

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

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

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

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Steven Baham, hereby disclose that on March 12, 20 25 :

(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 Citrus County Board of County Commissioners, 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:

I am employed by the Citrus County BOCC.

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.

3/12/2025

Date Filed


Signature

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

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

| | |
|---|---|
| LAST NAME—FIRST NAME—MIDDLE NAME BALLEE KIMBERLY ANNE | NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE Citrus Levy Marion Reg. Workforce Dev. Board(CareerSource) |
| MAILING ADDRESS 8045 SW 135th Lane | THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: |
| CITY Archer FL 32618 COUNTY Alachua | <input type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input checked="" type="checkbox"/> OTHER LOCAL AGENCY |
| DATE ON WHICH VOTE OCCURRED 3/12/2025 | NAME OF POLITICAL SUBDIVISION: |
| | MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTIVE |

WHO MUST FILE FORM 8B

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

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

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

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

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

* * * * *

ELECTED OFFICERS:

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

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

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

* * * * *

APPOINTED OFFICERS:

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

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

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

APPOINTED OFFICERS (continued)

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

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

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

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Kimberly Bayley, hereby disclose that on March 12, 20 25 :

(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 _____, 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:

*NONE - NO CONFLICT EXISTS - I misunderstood
conflict of interest.*
Bayley

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.

3/12/2025

Date Filed

Bayley
Signature

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

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

| | | | |
|--|------------------|---|--|
| LAST NAME—FIRST NAME—MIDDLE NAME CHANG, JEFFREY JAMES | | NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE Citrus Levy Marion Reg. Workforce Dev. Board(CareerSource) | |
| MAILING ADDRESS 3471 SW 10th Court | | THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: | |
| CITY Ocala | COUNTY MARION | <input type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input checked="" type="checkbox"/> OTHER LOCAL AGENCY | |
| DATE ON WHICH VOTE OCCURRED 3/12/2025 | | NAME OF POLITICAL SUBDIVISION: | |
| | | MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTIVE | |

WHO MUST FILE FORM 8B

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

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

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

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

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

* * * * *

ELECTED OFFICERS:

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

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

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

* * * * *

APPOINTED OFFICERS:

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

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

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

APPOINTED OFFICERS (continued)

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

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

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

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, JEFFREY CHANG, hereby disclose that on March 12, 20 25 :

(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 LOCKHEED MARTIN, 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:

Approval of master contract with Lockheed Martin for OJT, CBT, or internship/paid work experience training opportunities.

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.

3/12/2025

Date Filed

Signature 

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

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

| | | | |
|---|-------------------------|--|--|
| LAST NAME—FIRST NAME—MIDDLE NAME Flanagan, Carl | | NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE Citrus Levy Marion Reg. Workforce Dev. Board(CareerSource) | |
| MAILING ADDRESS 6155 W. Pinedale Circle | | THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: | |
| CITY Crystal River | COUNTY Citrus | <input type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input checked="" type="checkbox"/> OTHER LOCAL AGENCY | |
| DATE ON WHICH VOTE OCCURRED 3/12/2025 | | NAME OF POLITICAL SUBDIVISION: | |
| | | MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTIVE | |

WHO MUST FILE FORM 8B

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

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

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

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

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

ELECTED OFFICERS:

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

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

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

APPOINTED OFFICERS:

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

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

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

APPOINTED OFFICERS (continued)

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

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

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

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Carl Flanagan, hereby disclose that on March 12, 20 25:

(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 _____, 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:

Board member of CLM and board (lifetime)
member of the Citrus County Chamber
of Commerce.

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.

3/12/2025

Date Filed

Carl Flanagan
Signature

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

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

| | | | |
|--|-------------------------|--|--|
| LAST NAME—FIRST NAME—MIDDLE NAME <i>Flick Theresa Darts</i> | | NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE <i>Citrus Levy Marion Reg. Workforce Dev. Board(CareerSource)</i> | |
| MAILING ADDRESS <i>11309 W. Amerindian Ct. Citrus</i> | | THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: | |
| CITY <i>Crystal River</i> | COUNTY <i>Citrus</i> | <input type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input checked="" type="checkbox"/> OTHER LOCAL AGENCY | |
| DATE ON WHICH VOTE OCCURRED <i>3/12/2025</i> | | NAME OF POLITICAL SUBDIVISION: | |
| | | MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTIVE | |

WHO MUST FILE FORM 8B

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

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

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

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

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

ELECTED OFFICERS:

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

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

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

APPOINTED OFFICERS:

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

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

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

APPOINTED OFFICERS (continued)

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

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

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

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Theresa Flick, hereby disclose that on March 12, 20 25 :

(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 Key Training Center, 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:

Board member of CMM and employee of the
Key Training Center.

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.

3/12/2025

Date Filed

Theresa D. Flick
Signature

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

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

| | | | |
|---|--|--|--|
| LAST NAME—FIRST NAME—MIDDLE NAME HEMKEN, JOHN - DARYL | | NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE Citrus Levy Marion Reg. Workforce Dev. Board(CareerSource) | |
| MAILING ADDRESS 10005 NW 22ND ROAD | | THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: | |
| CITY GAINESVILLE | | <input type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input checked="" type="checkbox"/> OTHER LOCAL AGENCY | |
| COUNTY ALACHUA | | NAME OF POLITICAL SUBDIVISION: | |
| DATE ON WHICH VOTE OCCURRED 3/12/2025 | | MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTIVE | |

WHO MUST FILE FORM 8B

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

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

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

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

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

ELECTED OFFICERS:

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

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

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

APPOINTED OFFICERS:

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

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

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

APPOINTED OFFICERS (continued)

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

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

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

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, JOHN HEMKEN, hereby disclose that on March 12, 20 25 :

(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 _____, 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:

TRAINING GRANT FOR THE BUSINESS
THAT I OWN (A&M MANUFACTURING)

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.

3/12/2025

Date Filed

Signature



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

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

| | |
|--|---|
| LAST NAME—FIRST NAME—MIDDLE NAME PAUGH, MARK LEE | NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE Citrus Levy Marion Reg. Workforce Dev. Board(CareerSource) |
| MAILING ADDRESS 3001 SW College Road | THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: <input type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input checked="" type="checkbox"/> OTHER LOCAL AGENCY |
| CITY Ocala | COUNTY Marion |
| DATE ON WHICH VOTE OCCURRED 3/12/2025 | NAME OF POLITICAL SUBDIVISION: MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTIVE |

WHO MUST FILE FORM 8B

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

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

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

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

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

ELECTED OFFICERS:

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

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

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

APPOINTED OFFICERS:

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

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

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

APPOINTED OFFICERS (continued)

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

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

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

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, MARK C. PAUGH, hereby disclose that on March 12, 20 25 :

(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 College of Central Florida, 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:

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.

3/12/2025

Date Filed

Signature

Mark C. Paugh

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

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

| | | | |
|--|----------------|---|--|
| LAST NAME—FIRST NAME—MIDDLE NAME Suor, Edward | | NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE Citrus Levy Marion Reg. Workforce Dev. Board(CareerSource) | |
| MAILING ADDRESS 190 SE 110th Terrace | | THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: | |
| CITY Williston | COUNTY Levy | <input type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input checked="" type="checkbox"/> OTHER LOCAL AGENCY | |
| DATE ON WHICH VOTE OCCURRED 3/12/2025 | | NAME OF POLITICAL SUBDIVISION: | |
| | | MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTIVE | |

WHO MUST FILE FORM 8B

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

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

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

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

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

* * * * *

ELECTED OFFICERS:

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

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

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

* * * * *

APPOINTED OFFICERS:

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

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

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

APPOINTED OFFICERS (continued)

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

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

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

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Edward Suor, hereby disclose that on March 12, 20 25 :

(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 _____ , 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:

Board member of CareerSource CLM and Nature Coast Development Council

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.

3/12/2025

Date Filed



Digitally signed by Edward W. Suor
DN: cn=Edward W. Suor, o=Vantage Point
Network Systems, ou=Administration,
email=EdWSuor@VPNSystems.com, c=US
Date: 2025.03.20 07:17:43 -04'00'

Signature

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

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

| | | | |
|---|------------------|---|--|
| LAST NAME—FIRST NAME—MIDDLE NAME Whitehouse, Benjamin Paul | | NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE Citrus Levy Marion Reg. Workforce Dev. Board(CareerSource) | |
| MAILING ADDRESS 3901 SE 9th Avenue | | THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: | |
| CITY Ocala | COUNTY Marion | <input type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input checked="" type="checkbox"/> OTHER LOCAL AGENCY | |
| DATE ON WHICH VOTE OCCURRED 3/12/2025 | | NAME OF POLITICAL SUBDIVISION: | |
| | | MY POSITION IS: | |
| | | <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTIVE | |

WHO MUST FILE FORM 8B

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

INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

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

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

* * * * *

ELECTED OFFICERS:

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

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

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

* * * * *

APPOINTED OFFICERS:

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.

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APPOINTED OFFICERS (continued)

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

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

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

DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Benjamin Whitehouse, hereby disclose that on March 12, 20 25 :

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

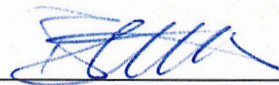
(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

Facility usage and rental fees to include costs for employee tuition.

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.

3/12/2025

Date Filed


Signature

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

| | | | |
|--|-------------------------|---|--|
| LAST NAME—FIRST NAME—MIDDLE NAME <i>Whiteman, Brandon</i> | | NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE Citrus Levy Marion Reg. Workforce Dev. Board(CareerSource) | |
| MAILING ADDRESS <i>3211 SE 18th Ct</i> | | THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF: | |
| CITY <i>Ocala</i> | COUNTY <i>Marion</i> | <input type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input checked="" type="checkbox"/> OTHER LOCAL AGENCY | |
| DATE ON WHICH VOTE OCCURRED 3/12/2025 | | NAME OF POLITICAL SUBDIVISION: | |
| | | MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTIVE | |

WHO MUST FILE FORM 8B

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* * * * *

ELECTED OFFICERS:

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

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

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

* * * * *

APPOINTED OFFICERS:

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APPOINTED OFFICERS (continued)

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DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Brad Whitman, hereby disclose that on March 12, 20 25:

(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 _____, 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.

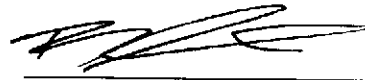
(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

Board Member CLM and partner of Apex Insurance Advisors

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.

3/12/2025

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.



RECORD OF ACTION/APPROVAL

**Board Meeting
Wednesday, March 12, 2025**

**Performance Committee
Wednesday, February 4, 2025**

TOPIC/ISSUE:

Performance Negotiations

BACKGROUND:

Every two years the local workforce development boards negotiate with FloridaCommerce on our annual performance measures for the Adult, Dislocated Worker (DW), Youth and Wagner Peyser programs. We received the proposed goals based on a Statistical Adjustment Model from FloridaCommerce on September 18th for the current and upcoming program years: 2024-2025 and 2025-2026. The regions were instructed to respond with acceptance or intent to negotiate by September 25th, with all negotiations to take place prior to September 27th. We notified FloridaCommerce of our intent to negotiate on September 24th. Due to the hurricanes, our negotiations did not take place until October 30th. We negotiated on 5 of the 18 goals. FloridaCommerce accepted 4 of our counteroffers and met in the middle on the 5th.

POINTS OF CONSIDERATION:

- For program year 24-25 we are proposing slight decreases in three Adult Measures and two DW measures. This is based on average performance in our area and areas of similar size and funding, as well as reduced DW caseloads. FloridaCommerce accepted 4 of these counters and requested we come up slightly on the Adult Median Wage goal. We agreed.
- For program year 25-26 all measures will remain the same as year one with slight increases in 3 Adult measures and 1 DW Measure.

STAFF RECOMMENDATIONS:

Approve performance negotiations based on the following charts for program years 24-25 and 25-26.

COMMITTEE ACTION:

Theresa Flick made a motion to approve the negotiated performance measures. Fred Morgan seconded the motion. Motion carried.

BOARD ACTION:

This item appeared the March 12, 2025, Board meeting consent agenda. Darlene Goddard made a motion to approve all consent agenda items. Theresa Flick seconded the motion. Motion carried.



RECORD OF ACTION/APPROVAL

Board Meeting, Wednesday, March 12, 2025
Career Center, Thursday, February 20, 2025
Performance Committee, Wednesday, February 4, 2025

TOPIC/ISSUE:

Eckerd Connects Contract Performance and Budget Modification

BACKGROUND:

The update to our negotiated performance measures requires a modification to our contract with Eckerd Connects, our youth services provider, to reflect the updated youth goals negotiated with FloridaCommerce.

Additionally, grant funding for Career Exploration was awarded to CSCLM in fall of 2024 in the amount of \$250,000. The funds are good through June 30th, 2026. We have been working with the Marion County Building Industry Association and Marion County Public Schools on their new Construction Pre-Apprenticeship program. We feel part of these Career Exploration funds would be useful in funding Paid Work Experience activities for these pre-apprentices so they can learn more about the Construction industry and subsectors of interest. This would cover a 4-week summer program for up to 19 students and would be managed by Eckerd Connects. This requires a modification to their budget in the amount of \$104,107 to allow them to begin using Career Exploration funds for this project.

Finally, our fifth YouthBuild grant was awarded this year, and Eckerd will once again be our provider of youth training services to students. This requires a modification on their current contract in the amount of \$147,000 to allow them to begin using YouthBuild funds this program year as they will enroll their first cohort this spring.

POINTS OF CONSIDERATION:

Funding in the amount of \$104,107 will be obligated to the Eckerd Connects annual youth service provider contract for Career Exploration and \$147,000 will be obligated for YouthBuild for a total of \$251,107.

All five Youth Common Indicators of Performance Measures will be updated to reflect a slight increase in Measurable Skills Gains from 81% to 82.6% and decreases in the remaining four measures as outlined in the attachment below.

STAFF RECOMMENDATIONS:

Approve a budget modification in the total amount of \$251,107 and a performance modification to the five Youth Common Indicators of Performance Measures as negotiated with FloridaCommerce.

COMMITTEE ACTION:

Performance: Theresa Flick made a motion to accept the budgetary adjustments for the two grants and the additional performance measures. Fred Morgan seconded the motion. Motion carried.

Career Center: Angela Juaristic made a motion to accept budgetary adjustments for the two grants and the additional performance measures. Arno Proctor seconded the motion. Motion carried.

BOARD ACTION:

This item appeared the March 12, 2025, Board meeting consent agenda. Darlene Goddard made a motion to approve all consent agenda items. Theresa Flick seconded the motion. Motion carried.



RECORD OF ACTION/APPROVAL

**Board Meeting
Wednesday, March 12, 2025**

**Business and Economic Development Meeting
Wednesday, February 5, 2025**

TOPIC/ISSUE:

Acceptance of YouthBuild grant award.

BACKGROUND:

Last fall we submitted an application for the next round of YouthBuild funding. The grant application was in the amount of \$1,058,208. This is a 40-month grant and will serve 48 young adults and will result in the construction of four homes in partnership with Habitat for Humanity.

POINTS OF CONSIDERATION:

We were notified on December 12, 2024, that we were selected as one of the 71 projects selected nationwide.

STAFF RECOMMENDATIONS:

Approve acceptance of the YouthBuild grant.

COMMITTEE ACTION:

Heather Shubirg made a motion to accept and proceed with the grant and implement the program. Phillip Geist seconded the motion. Motion carried.

BOARD ACTION:

This item appeared the March 12, 2025, Board meeting consent agenda. Darlene Goddard made a motion to approve all consent agenda items. Theresa Flick seconded the motion. Motion carried.



RECORD OF ACTION/APPROVAL

Board Meeting, Wednesday, March 12, 2025
Marketing Committee, Wednesday, February 12, 2025

TOPIC/ISSUE:

Website Development RFP

BACKGROUND:

A request for proposals was released on December 12, 2024, for website development proposals. Five (5) proposals were received. A team of five reviewers composed of sr. leadership reviewed and ranked the proposals. The top two (2) proposals were interviewed on Tuesday, January 28. An aggregated scoring sheet is attached for reference.

POINTS OF CONSIDERATION:

Ahex Technologies and Appleton Creative were the top two proposals. Each was interviewed and the aggregated scoring for all categories for each reviewer total:

| | |
|--------------------|---------------------------------|
| Ahex Technologies: | 72.6 out of 100 possible points |
| Appleton Creative: | 89 out of 100 possible points |

STAFF RECOMMENDATIONS:

Proceed with an agreement with Appleton Creative for website development.

COMMITTEE ACTION:

Kathy Judkins made a motion to proceed with an agreement with Appleton Creative for website development. John Murphy seconded the motion. Motion carried.

BOARD ACTION:

This item appeared the March 12, 2025, Board meeting consent agenda. Darlene Goddard made a motion to approve all consent agenda items. Theresa Flick seconded the motion. Motion carried.



RECORD OF ACTION/APPROVAL

Board Meeting, Wednesday, March 12, 2025
Career Center, Thursday, February 20, 2025
Performance Committee, Wednesday, February 4, 2025

TOPIC/ISSUE:

Eckerd Connects Contract Performance and Budget Modification

BACKGROUND:

The update to our negotiated performance measures requires a modification to our contract with Eckerd Connects, our youth services provider, to reflect the updated youth goals negotiated with FloridaCommerce.

Additionally, grant funding for Career Exploration was awarded to CSCLM in fall of 2024 in the amount of \$250,000. The funds are good through June 30th, 2026. We have been working with the Marion County Building Industry Association and Marion County Public Schools on their new Construction Pre-Apprenticeship program. We feel part of these Career Exploration funds would be useful in funding Paid Work Experience activities for these pre-apprentices so they can learn more about the Construction industry and subsectors of interest. This would cover a 4-week summer program for up to 19 students and would be managed by Eckerd Connects. This requires a modification to their budget in the amount of \$104,107 to allow them to begin using Career Exploration funds for this project.

Finally, our fifth YouthBuild grant was awarded this year, and Eckerd will once again be our provider of youth training services to students. This requires a modification on their current contract in the amount of \$147,000 to allow them to begin using YouthBuild funds this program year as they will enroll their first cohort this spring.

POINTS OF CONSIDERATION:

Funding in the amount of \$104,107 will be obligated to the Eckerd Connects annual youth service provider contract for Career Exploration and \$147,000 will be obligated for YouthBuild for a total of \$251,107.

All five Youth Common Indicators of Performance Measures will be updated to reflect a slight increase in Measurable Skills Gains from 81% to 82.6% and decreases in the remaining four measures as outlined in the attachment below.

STAFF RECOMMENDATIONS:

Approve a budget modification in the total amount of \$251,107 and a performance modification to the five Youth Common Indicators of Performance Measures as negotiated with FloridaCommerce.

COMMITTEE ACTION:

Performance: Theresa Flick made a motion to accept the budgetary adjustments for the two grants and the additional performance measures. Fred Morgan seconded the motion. Motion carried.

Career Center: Angela Juaristic made a motion to accept budgetary adjustments for the two grants and the additional performance measures. Arno Proctor seconded the motion. Motion carried.

BOARD ACTION:

This item appeared the March 12, 2025, Board meeting consent agenda. Darlene Goddard made a motion to approve all consent agenda items. Theresa Flick seconded the motion. Motion carried.



RECORD OF ACTION/APPROVAL

**Board Meeting, Wednesday, March 12, 2025
Career Center Committee, Thursday, February 20, 2025**

TOPIC/ISSUE:

Lecanto Lease Renewal

BACKGROUND:

We currently lease three consecutive units in Lecanto, 683/687/691 S Adolph Point, under a one-year lease agreement which expired December 2024. We currently pay \$5,500 per month.

The ownership group from which we lease the property has offered at three-year lease renewal option at \$5,440 per month, a 5% discount, or a one-year lease at \$5,725 per month, a 4.1% increase from 2024.

We are proposing a three-year lease renewal of the three units at a total cost of \$5,440 per

| | | |
|----------------------------|----------------|---------|
| month: 3 Year Rental Rate: | Unit #683: | \$2,040 |
| | Unit #687: | \$1,750 |
| | Unit #691: | \$1,650 |
| | | ===== |
| | Total Monthly: | \$5,440 |

POINTS OF CONSIDERATION:

The three-year rental rate offers a 5% discount, \$60 less per month than the 2024 rate.

STAFF RECOMMENDATIONS:

Approve renewing the Lecanto lease for the three-year term noted above.

COMMITTEE ACTION:

Arno Proctor made a motion to move forward with the three-year lease for the Lecanto center. Angela Juaristic seconded the motion. Motion carried.

BOARD ACTION:

This item appeared the March 12, 2025, Board meeting consent agenda. Darlene Goddard made a motion to approve all consent agenda items. Theresa Flick seconded the motion. Motion carried.



RECORD OF ACTION/APPROVAL

Board Meeting, Wednesday, March 12, 2025
Executive Committee, Wednesday, February 26, 2025

TOPIC/ISSUE:

YouthBuild grant award

BACKGROUND:

We have been notified that we have been awarded another round of YouthBuild grant funding.

POINTS OF CONSIDERATION:

This grant cycle includes funding for 48 participants and will result in the construction of four (4) homes through our partnership with Habitat for Humanity. The grant includes a four-month planning period, 24 months of performance and 12 months of follow-up.

The official start date of the grant is February 1, 2025. Funding in the amount of \$1,058,208.00 has been approved.

STAFF RECOMMENDATIONS:

Accept funding in the amount of \$1,058,208.00

COMMITTEE ACTION:

Al Jones approved the funding for the YouthBuild grant. Pete Beasley seconded the motion. Motion carried.

BOARD ACTION:

This item appeared the March 12, 2025, Board meeting consent agenda. Darlene Goddard made a motion to approve all consent agenda items. Theresa Flick seconded the motion. Motion carried.



RECORD OF ACTION/APPROVAL

Board Meeting, Wednesday, March 12, 2025
Executive Committee, Wednesday, February 26, 2025

TOPIC/ISSUE:

Joint Auditing Services RFP

BACKGROUND:

CareerSource Citrus Levy Marion and CareerSource North Florida have an existing agreement that establishes a joint financial relationship with regard to the accounting and reporting for both organizations. We are required to have a third party conduct annual auditing of our financial record keeping and accounting principles. We will need to release a Request for Proposals to solicit accounting firms that are capable of conducting such audits. This RFP requests a firm that can conduct the auditing for both CareerSource Citrus Levy Marion and CareerSource North Florida. Our current contract for auditing services ends on June 30, 2025.

POINTS OF CONSIDERATION:

This RFP will solicit proposals that will result in a contract of services. CareerSource North Florida will have the option of using this RFP to establish their contract as well. Staff will submit the proposals to the Executive Committee for review and selection at the next scheduled meeting.

STAFF RECOMMENDATIONS:

Approve release of a Request for Proposals for Joint Sub-Recipient Auditing services.

COMMITTEE ACTION:

Charles Harris made a motion to release a request for proposal for auditing services. Fred Morgan seconded the motion. Motion carried.

BOARD ACTION:

This item appeared the March 12, 2025, Board meeting consent agenda. Darlene Goddard made a motion to approve all consent agenda items. Theresa Flick seconded the motion. Motion carried.