



**CAREERSOURCE CITRUS LEVY MARION
BOARD MEETING**

MINUTES

DATE: March 4, 2026
PLACE: College of Central Florida, Lecanto Campus
TIME: 11:30 a.m.

MEMBERS PRESENT

Albert Jones
Andy Starling
Angela Juaristic
Arno Proctor
Ben Whitehouse
Carl Flanagan
Charles Harris
Darlene Goddard
Debra Stanley
Edward Suor
Fred Morgan
Jeff Chang
Jennifer Roach
Jorge Martinez
Kathy Judkins
Larry White
Mark Paugh
Michael Belkin
Pat Reddish
Pete Beasley
Staci Bertrand
Theresa Flick

MEMBERS ABSENT

Equilla Wheeler
John Murphy
Kevin Cunningham
Tamara Boyle

OTHER ATTENDEES

Rusty Skinner, CSCLM
Dale French, CSCLM
Cory Weaver, CSCLM
Sandra Crawford, CSCLM
Laura Byrnes, CSCLM
Melissa Saco, CSCLM
Christopher Wilkinson, CSCLM

Cira Schnettler, CSCLM
Robert Stermer, Attorney
Kristen Barry, One Stop Operator
Tony Waterson, One Stop Operator
Brad Hough, Powell, and Jones

CALL TO ORDER

The meeting was called to order by Carl Flanagan, Chair, at 11:33 a.m.

ROLL CALL

Cira Schnettler called roll and a quorum was declared present.

PUBLIC COMMENT

None

APPROVAL OF MINUTES

Theresa Flick made a motion to approve the minutes from the December 10, 2025, meeting. Charles Harris seconded the motion. Motion carried.

ACTION ITEMS

For each action item Rusty Skinner or Dale French reviewed points of consideration and staff recommendations.

Powell and Jones Audit Report

Brad Hough presented the audit presentation and was happy to report that there were no findings.

Steven Baham made a motion to accept the 2025 finance audit. Mark Paugh seconded the motion. Motion carried.

Local Area Designation / Direct Services Provider Extension

Kathy Judkins made a motion to approve the Chair's signature on the board certification documents, Local Area Redesignation request, and the intent to serve as the Direct Service provider, as well as submitting the documents to the Consortium for their action. Theresa Flick seconded the motion. Motion carried.

Drone Training Program

Steven Baham made a motion to approve the drone operation, and repair and maintenance programs with CF to locally supplement the approved State Eligible Training Provider List. Charles Harris seconded the motion. Motion carried.

Mid- Year Budget Update

Edward Suor made a motion to approve the mid-year budget and expenditure reports. Steven Baham seconded the motion. Motion carried.

Insurance Benefits RFP

Steven Baham made a motion to accept Apex Insurance Advisors as the health benefits broker. Darlene Goddard seconded the motion. Motion carried.

Contract with CBG

Rusty Skinner explained that CBG is a health insurance consultant that serves as a third-party administrator for companies that would like to function as a self-insured agency for employee health benefits. There was discussion on the benefits and challenges of transitioning to a self-insured organization.

Edward Suor made a motion to enter into a contract with CBG health consultants for a customized proposal for health benefits. Theresa Flick seconded the motion. Pat Reddish dissented. All other members voted in favor. Motion carried.

Payroll Services RFQ

Kathy Judkins made a motion to approve the payroll RFQ and select a service provider prior to June 30, 2026. Mark Paugh seconded the motion. Motion carried.

CONTRACTS

Master Contracts Requiring 2/3rds Vote

1. Citrus County Chamber of Commerce - \$20,000
 - Al Jones 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. Steven Baham seconded the motion. Motion carried.
2. College of Central Florida - \$200,000
 - Kathy Judkins made a motion to approve the College of Central Florida contract. Mark Paugh declared a conflict and abstained from the vote. Edward Suor seconded the motion. Motion carried.
3. Marion County School Board - \$50,000
 - Al Jones made a motion to approve the Marion County School Board contract. Ben Whitehouse declared a conflict and abstained from the vote. Mark Paugh seconded the motion. Motion carried.
4. Levy County Schools - \$10,000
 - Kathy Judkins made a motion to approve the Levy County Schools contract. Tamara Boyle previously declared a conflict but was not present. Mark Paugh seconded the motion. Motion carried.

Master Contracts Requiring 2/3rds Vote - OJT, CBT, or Apprenticeship Training Opportunities - \$20,000 each

5. Citrus County BOCC
 - Kathy Judkins made a motion to approve the Citrus County BOCC contract. Steven Baham declared a conflict and abstained from the vote. Mark Paugh seconded the motion. Motion carried.
6. Novari Care
 - Steven Baham made a motion to approve the Novari Care contract. Kathy Judkins declared a conflict and abstained from the vote. Theresa Flick seconded the motion. Motion carried.
7. Lockheed Martin
 - Kathy Judkins made a motion to approve the Lockheed Martin contract. Jeff Chang declared a conflict and abstained from the vote. Pete Beasley seconded the motion. Motion carried.
8. Key Training Center
 - Kathy Judkins 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.
9. Ancorp
 - Theresa Flick made a motion to approve the Ancorp contract. Arno Proctor declared a conflict and abstained from the vote. Kathy Judkins seconded the motion. Motion carried.
10. Ocala Housing Authority
 - Steven Baham made a motion to approve the Ocala Housing Authority contract. Angela Juaristic declared a conflict and abstained from the vote.

Darlene Goddard seconded the motion. Motion carried.

Contracts Not Requiring 2/3rds Vote- No Conflicts

11. Southern Indiana Works
12. Powell and Jones – Subrecipient Monitoring
13. Region 6 Financial Services Agreement
14. Underwood and Sloan
15. Ocala Metro Chamber and Economic Partnership
16. Levy County BOCC
17. Powell and Jones - Joint Audit

Darlene Goddard made a motion to approve all contracts with no board member conflicts. Arno Proctor seconded the motion. Motion carried.

DISCUSSION ITEMS

State Update

Rusty Skinner provided the following updates:

- Florida Commerce was onsite for the annual monitoring. Overall, management believes monitoring was a success and we are awaiting the final report. One item that was not noted in previous monitoring's was that there are two committees that do not include non-board community members, which are required by state statute. Community members will be invited to join those committees.
- The State has released the first quarter 2025-2026 letter grades. We continue to maintain a B grade, with a minimal drop in score from 86.11-84. Some of the formulas that make up the scores have been adjusted.

Workforce Issues that are Important to our Community

No issues were brought up by the board.

CONSENT AGENDA

Performance and Monitoring – 2/3/2026

No Action Items

In Committee Chair Jeff Chang's absence, Sandra Crawford provided a summary of the committee activities.

Business and Economic Development – 2/4/2026

No Action Items

In Committee Chair Pete Beasley's absence, Melissa Saco provided a summary of the committee activities.

Education and Industry Consortium – 2/12/2026

No Action Items

Minutes attached

Rusty Skinner provided a summary of the committee activities.

Career Center – 2/5/2026

No Action Items

Committee Chair Charles Harris was having technical difficulties. Chris Wilkinson provided a summary of the committee activities.

Marketing and Outreach – 2/11/2026

No Action Items

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

Executive Committee – 1/30/2026, 2/25/2026

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

Insurance Benefits RFP Release
Bronson Lease
Regional Planning Area Expansion
Williston Airport Labor Study
Form 990

Steven Baham made a motion to approve the Executive committee consent agenda items. Theresa Flick seconded the motion. Motion carried.

PROJECT UPDATES

None

MATTERS FROM THE FLOOR

ADJOURNMENT

There being no further business, the meeting adjourned at 1:00 p.m.

APPROVED: _____



RECORD OF ACTION/APPROVAL

**Board Meeting, Wednesday, March 4, 2026
Executive Committee, Wednesday, February 25, 2026**

TOPIC/ISSUE:

2025 Year End Finance Audit

BACKGROUND:

Powell and Jones concluded their financial audit for the year ending June 30, 2025. 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:

Al Jones made a motion to accept the 2025 finance audit. Jeff Chang seconded the motion. Motion carried.

BOARD ACTION:

Steven Baham made a motion to accept the 2025 finance audit. Mark Paugh seconded the motion. Motion carried.



RECORD OF ACTION/APPROVAL

Board Meeting Wednesday, March 4, 2026

TOPIC/ISSUE:

State Certifications

BACKGROUND:

Local workforce areas and Boards are required to periodically renew their local area designation, have their board composition certified as meeting federal and state requirements and, in our case, gain approval to be a direct service provider.

POINTS OF CONSIDERATION:

Florida Commerce has requested that local boards whose certifications expire on June 30, 2026, submit documents required to renew their status and ability by March 23, 2026.

STAFF RECOMMENDATIONS:

Approve the following to be submitted to the Consortium for their action.

- Board certification documents
- Local Area Redesignation request
- Intent to serve as the Direct Service Provider

COMMITTEE ACTION:

BOARD ACTION:

Kathy Judkins made a motion to approve the Chair's signature on the board certification documents, Local Area Redesignation request, and the intent to serve as the Direct Service provider, as well as submitting the documents to the Consortium for their action. Theresa Flick seconded the motion. Motion carried.



RECORD OF ACTION/APPROVAL

Board Meeting Wednesday, March 4, 2026

TOPIC/ISSUE:

Drone program approval

BACKGROUND:

We are working with the College of Central Florida and Unmanned Safety Institute (USI) to bring drone operation and maintenance and repair programs to our area to support the Williston Airport Project. The College of Central Florida will be the official provider.

POINTS OF CONSIDERATION:

We currently use the State Eligible Training Provider List for our training programs. However, drone operation and repair is not a State approved program at this time. They are, however, approved certifications on the State's Master Credential List. We can supplement the State list with locally approved programs that support local initiatives.

STAFF RECOMMENDATIONS:

Approve drone operation and repair and maintenance programs with the College of Central Florida to locally supplement the approved State Eligible Training Provider List.

COMMITTEE ACTION:

BOARD ACTION:

Steven Baham made a motion to approve the drone operation, and repair and maintenance programs with CF to locally supplement the approved State Eligible Training Provider List. Charles Harris seconded the motion. Motion carried.



RECORD OF ACTION/APPROVAL

Board Meeting, Wednesday, March 4, 2026 Executive Committee, Wednesday, February 25, 2026

TOPIC/ISSUE:

Budget and Expenditure summary for period 7/01/2025 – 12/31/2025

BACKGROUND:

The budget has been updated for changes in revenue. 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:

Arno Proctor made a motion to approve the mid-year budget and expenditure reports. Jeff Chang seconded the motion. Motion carried.

BOARD ACTION:

Edward Suor made a motion to approve the mid-year budget and expenditure reports. Steven Baham seconded the motion. Motion carried.



RECORD OF ACTION/APPROVAL

Board Meeting, Wednesday, March 4, 2026 Executive Committee, Friday, January 30, 2026

TOPIC/ISSUE:

Insurance Broker Request for Proposals (RFP)

BACKGROUND:

As insurance rates continue to climb, we feel it is prudent to seek out a brokerage firm that can provide the greatest value to our organization. A review of proposals will allow us to gauge what firms may provide the highest level of service.

POINTS OF CONSIDERATION:

The RFP requests respondents to provide information on level of service availability (Region 10 and Region 6) as well as access to multiple carriers and willingness to negotiate on our behalf.

STAFF RECOMMENDATIONS:

Approve issuing the attached RFP.

COMMITTEE ACTION:

Arno Proctor made a motion to release the insurance broker RFP. Al Jones seconded the motion. Motion carried.

BOARD ACTION:

Steven Baham made a motion to accept Apex Insurance Advisors as the health benefits broker. Darlene Goddard seconded the motion. Motion carried.



RECORD OF ACTION/APPROVAL

**Board Meeting
Wednesday, March 4, 2026**

TOPIC/ISSUE:

Payroll Services RFQ - Required issuance for the Internship and Work Experience experiential training programs.

BACKGROUND:

Commission of payroll services for paid Internship/Work Experience agreements was originally approved by the board in 2012. The current vendor that was selected was Customer Driven Staffing based on competitive bid. The original terms allowed for a one year agreement with three, one (1) year extensions permitted. The current agreement for these services has reached the end of its permissible extensions and is set to expire on June 30th, 2026.

The current proposed Request For Quote is soliciting quotes from qualified organizations (payroll companies or staff firms) to provide payroll services under a one year agreement with the ability to extend for three, one (1) year periods at CareerSource Citrus Levy Marion's option.

POINTS OF CONSIDERATION:

Services will be selected based on the best overall quote for services taking into consideration anticipated budgets for the Internship/Work Experience program.

STAFF RECOMMENDATIONS:

Approve RFQ so that we may post publicly and select a service provider prior to June 30, 2026

COMMITTEE ACTION:

BOARD ACTION:

Kathy Judkins made a motion to approve the payroll RFQ and select a service provider prior to June 30, 2026. Mark Paugh seconded the motion. Motion carried.



RECORD OF ACTION/APPROVAL

Board Meeting
Wednesday, March 4, 2026

TOPIC/ISSUE:

Approval of 2026-2027 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 - \$20,000
 - o Al Jones 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. Steven Baham seconded the motion. Motion carried.
2. College of Central Florida - \$200,000
 - o Kathy Judkins made a motion to approve the College of Central Florida contract. Mark Paugh declared a conflict and abstained from the vote. Edward Suor seconded the motion. Motion carried.
3. Marion County School Board - \$50,000
 - o Al Jones made a motion to approve the Marion County School Board contract. Ben Whitehouse declared a conflict and abstained from the vote. Mark Paugh seconded the motion. Motion carried.
4. Levy County Schools - \$10,000
 - o Kathy Judkins made a motion to approve the Levy County Schools contract. Tamara Boyle previously declared a conflict but was not present. Mark Paugh seconded the motion. Motion carried.

Master Contracts Requiring 2/3rds Vote - OJT, CBT, or Apprenticeship Training Opportunities - \$20,000 each

5. Citrus County BOCC

- Kathy Judkins made a motion to approve the Citrus County BOCC contract. Steven Baham declared a conflict and abstained from the vote. Mark Paugh seconded the motion. Motion carried.
- 6. Novari Care
 - Steven Baham made a motion to approve the Novari Care contract. Kathy Judkins declared a conflict and abstained from the vote. Theresa Flick seconded the motion. Motion carried.
- 7. Lockheed Martin
 - Kathy Judkins made a motion to approve the Lockheed Martin contract. Jeff Chang declared a conflict and abstained from the vote. Pete Beasley seconded the motion. Motion carried.
- 8. Key Training Center
 - Kathy Judkins 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.
- 9. Ancorp
 - Theresa Flick made a motion to approve the Ancorp contract. Arno Proctor declared a conflict and abstained from the vote. Kathy Judkins seconded the motion. Motion carried.
- 10. Ocala Housing Authority
 - Steven Baham made a motion to approve the Ocala Housing Authority contract. Angela Juaristic declared a conflict and abstained from the vote. Darlene Goddard seconded the motion. Motion carried.

Contracts Not Requiring 2/3rds Vote

- 11. Southern Indiana Works
- 12. Powell and Jones – Subrecipient Monitoring
- 13. Region 6 Financial Services Agreement
- 14. Underwood and Sloan
- 15. Ocala Metro Chamber and Economic Partnership
- 16. Levy County Schools
- 17. Levy County BOCC
- 18. Powell and Jones - Joint Audit

Darlene Goddard made a motion to approve all contracts with no board member conflicts. Arno Proctor seconded the motion. Motion carried.

CareerSource CLM - All Contracts July 1, 2026 - June 30, 2027

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		C	Ben Whitehouse
4	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	Tamara Boyle
Master Contracts Requiring 2/3rds Vote - OJT, CBT, or Apprenticeship Training Opportunities						
5	Citrus County BOCC	CBT and/or OJT Training Services - approval but to not exceed	\$ 20,000.00	Approved	C	Steven Baham
6	Novari Care	CBT and/or OJT Training Services - approval but to not exceed	\$ 20,000.00	Approved	C	Kathy Judkins
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
9	Ancorp	CBT and/or OJT Training Services - approval but to not exceed	\$ 20,000.00	Approved	C	Arno Proctor
10	Ocala Housing Authority	CBT and/or OJT Training Services - approval but to not exceed	\$ 20,000.00	Approved	C	Angela Juaristic
Contracts Not Requiring 2/3rds Vote						
11	Southern Indiana Works	One Stop Operator	\$ 75,000.00	Approved	C	
12	Powell and Jones	Subrecipient monitoring	\$ 3,800.00	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 BOCC	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	
17	Powell and Jones	Joint Audit	\$ 25,000.00	Approved	C	

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

LAST NAME—FIRST NAME—MIDDLE NAME Juaristic, Angela R	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE Citrus Levy Marion Reg. Workforce Dev. Board(CareerSource)
MAILING ADDRESS 4101 SW 7th Ave. Rd	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 3/4/2026	NAME OF POLITICAL SUBDIVISION: MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTEE

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, Angela R. Juaristic, hereby disclose that on March 4, 20 26 :

(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 Ocala Housing Authority (employer), 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.

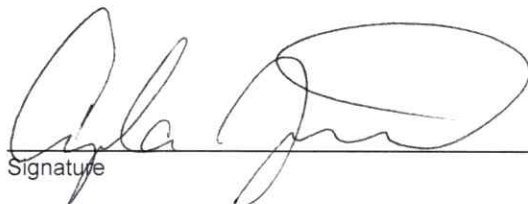
(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

As an employee of Ocala Housing Authority, I abstained from the vote on a contract to be issued between Ocala Housing Authority and Career Source CLMS.

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.

3/4/2026

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.

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.

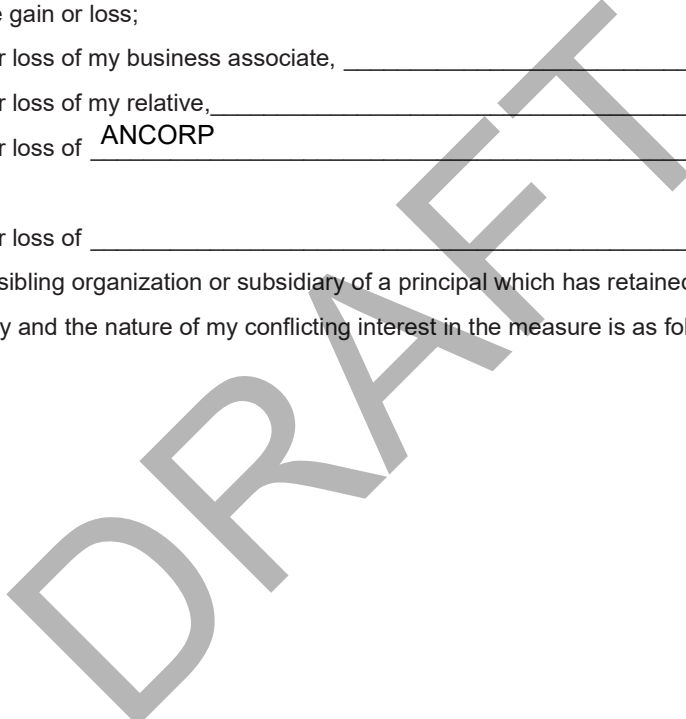
DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Arno E Proctor, hereby disclose that on March 4, 20 26 :

(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 ANCORP, 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.

3/4/2026
Date Filed


Signature

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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 4, 20 26 :

(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:

DRAFT

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.

3/4/2026
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.

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 D Flanagan, hereby disclose that on March 4, 20 26 :

(a) A measure came or will come before my agency which (check one or more) NONE

- 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:

My role is a Board Member of the Citrus County Chamber of Commerce.

DRAFT

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.

3/4/2026

Date Filed

Carl D 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 CHANG JEFFREY JAMES		NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE Citrus Levy Marion Reg. Workforce Dev. Board(CareerSource)	
MAILING ADDRESS 3417 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
DATE ON WHICH VOTE OCCURRED 3/4/2026		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)

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- The form must be read publicly at the next meeting after the form is filed.

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DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, JEFFREY CHANG, hereby disclose that on March 4, 20 26 :

(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:

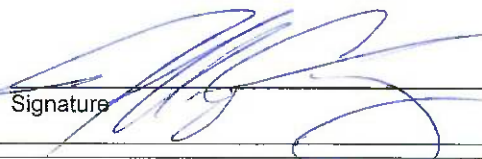
Approval of master contract with Lockheed Martin for OJT, CBT, or internship/paid work experience training opportunities.

DRAFT

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.

3/4/2026

Date Filed


Signature

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APPOINTED OFFICERS (continued)

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DISCLOSURE OF LOCAL OFFICER'S INTEREST

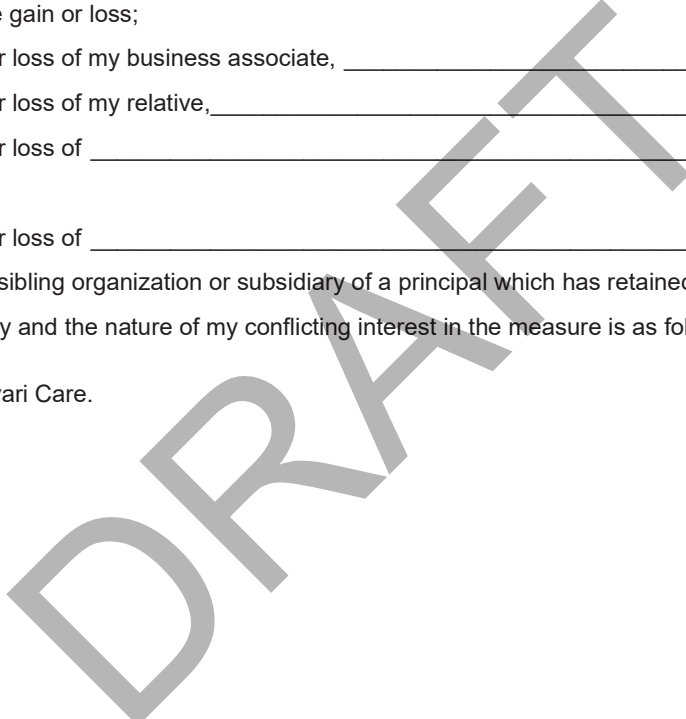
I, Kathy Judkins, hereby disclose that on March 4, 20 26 :

(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:

Family member works for Novari Care.



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.

3/4/2026
Date Filed

Kathy Judkins
Signature

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APPOINTED OFFICERS (continued)

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DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Mark Lee Paugh, hereby disclose that on March 4, 20 26 :

(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:

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.

3/4/2026

Date Filed

Mark Lee Paugh
Signature

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APPOINTED OFFICERS (continued)

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DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Steven Baham, hereby disclose that on March 4, 20 26 :

(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, 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:

Citrus County is my employer.

DRAFT

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3/4/2026
Date Filed

St. Bel
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>Flick Theresa Darts</i>	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE Citrus Levy Marion Reg. Workforce Dev. Board(CareerSource)
MAILING ADDRESS <i>11309 W. Amerindian Ct.</i>	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 COUNTY <i>Crystal River Citrus</i>	NAME OF POLITICAL SUBDIVISION:
DATE ON WHICH VOTE OCCURRED <i>3/4/2026</i>	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.

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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:

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APPOINTED OFFICERS (continued)

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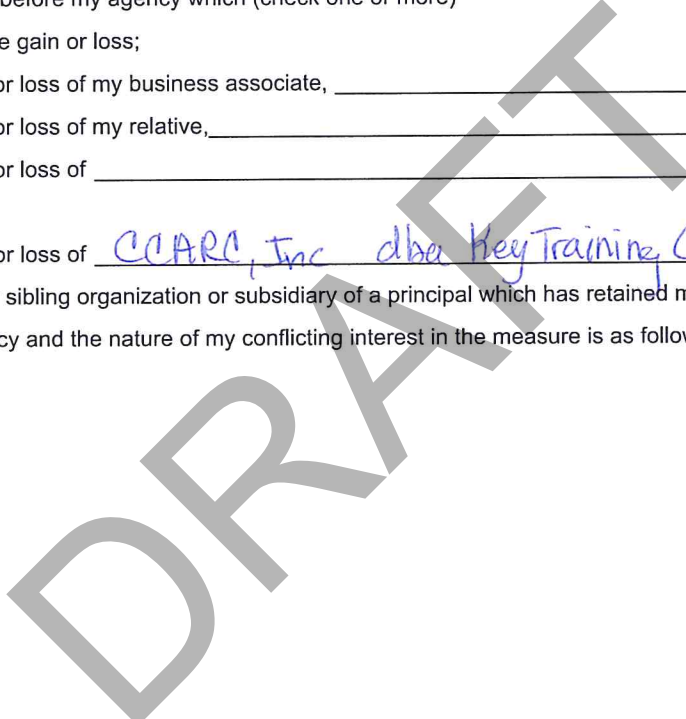
DISCLOSURE OF LOCAL OFFICER'S INTEREST

I, Theresa Flick, hereby disclose that on March 4, 20 26 :

(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 CCARC, Inc dba Key Training Center, 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.

3/4/2026
Date Filed

Theresa D. Flick
Signature

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RECORD OF ACTION/APPROVAL

Board Meeting, Wednesday, March 4, 2026 Executive Committee, Wednesday, February 25, 2026

TOPIC/ISSUE:

Bronson office space and lease

BACKGROUND:

Several months ago we began looking at options for office space in Levy County after a drastic increase in rent at our current location. The Levy County Governmental complex has a 930sq office space that has been surplused and is available for lease.

POINTS OF CONSIDERATION:

The cost of the lease is reasonable at a rate of \$775.00 monthly as detailed below:

- 1.) Rent: \$200.00 monthly
- 2.) Utilities: \$200.00 monthly flat rate
- 3.) Cleaning fees: \$375.00 monthly

STAFF RECOMMENDATIONS:

Approve signing the lease.

COMMITTEE ACTION:

Al Jones made a motion to approve the Bronson office lease. Pete Beasley seconded the motion. Motion carried.

BOARD ACTION:

This item appeared as part of the Board's consent agenda. Steven Baham made a motion to approve the Executive committee consent agenda items. Theresa Flick seconded the motion. Motion carried.



RECORD OF ACTION/APPROVAL

Board Meeting, Wednesday, March 4, 2026
Executive Committee, Wednesday, February 25, 2026

TOPIC/ISSUE:

Regional Planning Area Expansion

BACKGROUND:

CareerSource Florida mandates that each of Florida's 21 local workforce areas be part of a regional planning area. In our initial formation, CS NE Florida deferred as they were arguing that their size (6 counties) should qualify them as a regional area. CSF did not accept their argument. With their location, our RPA is their logical option

POINTS OF CONSIDERATION:

In analyzing the CS NE Fla's joining our RPA, their targeted sectors and the workforce commuting data show a relationship with counties in our RPA

STAFF RECOMMENDATIONS:

Accept CS NE Florida into the RPA. Approve amendment to our existing RPA agreement for their inclusion

COMMITTEE ACTION:

Arno Proctor made a motion to approve the amendment to the existing RPA agreement accepting CS NE Florida into the RPA. Charles Harris seconded the motion. Motion carried.

BOARD ACTION:

This item appeared as part of the Board's consent agenda. Steven Baham made a motion to approve the Executive committee consent agenda items. Theresa Flick seconded the motion. Motion carried.



RECORD OF ACTION/APPROVAL

Board Meeting, Wednesday, March 4, 2026
Executive Committee, Wednesday, February 25, 2026

TOPIC/ISSUE:

Williston Airport Labor Study- Contract

BACKGROUND:

The General Revenue grant for the Williston Airport project included \$80,000 for a labor force study that would serve as local match for an EDA grant that would fund a strategic plan for economic development of the airport.

The plan, approved by the Board, was to contract with the City of Williston for the study. The City of Williston is holding off signing the contract until they are awarded the grant as the funding was contingent on the grant.

EDA has the grant, which was submitted in December, but has been slow in processing any applications. This creates a time crunch regarding our funding as the study must be completed by June 30, 2026.

In discussing the situation with the North Florida Economic Development Partnership Director, Jeff Hendry, he indicated that NFEDP would be able to take on the study and complete it if the City of Williston could not.

POINTS OF CONSIDERATION:

It is important that we have the completed study, whether or not the EDA grant is awarded. The study can be used with a EDA grant that is awarded later or as part of another grant.

Staff will meet with the City of Williston and determine if the contingency language was removed they would undertake and complete the study by June 30,2026.

If not, staff suggests that the board approve a contract to NFEDP for the \$80,000 to complete the study by June 30,2026.

STAFF RECOMMENDATIONS:

- 1> Approve the Chair signing an amended contract with the City of Williston that removes the contingency language, if the City agrees to proceed. If not, terminate the contract with the City of Williston.
- 2> Approve an \$80,000 contract with NFEDP for the Labor study and authorize the Chair to sign that contract.

COMMITTEE ACTION:

Arno Proctor made a motion to approve the recommended contracts and the Chair signing both contracts. Jeff Chang seconded the motion. Motion carried.

BOARD ACTION:

This item appeared as part of the Board's consent agenda. Steven Baham made a motion to approve the Executive committee consent agenda items. Theresa Flick seconded the motion. Motion carried.

DRAFT



RECORD OF ACTION/APPROVAL

**Board Meeting, Wednesday, March 4, 2026
Executive Committee, Wednesday, February 25, 2026**

TOPIC/ISSUE:

Form 990 Return of Organization Exempt from Income Tax for program year 7/1/24-6/30/25.

BACKGROUND:

<https://careersourceclm.com/storage/uploads/5190f191-6742-4c86-997f-cf01ccae1608.pdf>

POINTS OF CONSIDERATION:

Form 990 was completed by our auditors Powell and Jones, CPAs after the financial statements were audited.

STAFF RECOMMENDATIONS:

Approve Form 990

COMMITTEE ACTION:

Charles Harris made a motion to approve Form 990. Arno Proctor seconded the motion. Motion carried.

BOARD ACTION:

This item appeared as part of the Board's consent agenda. Steven Baham made a motion to approve the Executive committee consent agenda items. Theresa Flick seconded the motion. Motion carried.