



CareerSource Hillsborough Pinellas Special CEO Selection Meeting Minutes

CareerSource Hillsborough Pinellas

Thursday, August 29, 2024 at 10:00 AM EDT

@ Hybrid / 4350 W. Cypress Street, Suite 875, Tampa FL 33607

Attendance

Present:

Members: Sean Butler, Michael Jalazo, Esther Mathews (remote), Dr. Rebecca Sarlo (remote), Ken Williams (remote), Gary Hartfield, April Neumann (remote), Mercedes Young (remote)

Absent:

Members: John Howell

Other Present

Present:

Staff: Barry Martin (remote), Steve Meier (remote), Anna Munro, Tammy Stahlgren, Doug Tobin (remote)

CareerSource Hillsborough Pinellas Board Member: Robert Blount (remote)

Hillsborough County Government: Ken Jones (remote), Jonathan Wolf (remote)

Newland & Associates, Inc.: Vanessa Abreu (remote), Michelle Epstein (remote), Robert Newland (remote)

Pinellas County Government: Dr. Cynthia Johnson (remote), Cody Ward (remote)

I. Call to Order, Roll Call, and Welcome (Presenters: Gary Hartfield)

Gary called the meeting to order at 10:00 a.m.

II. Public Comments (Presenters: Gary Hartfield)

There were none.

III. Discussion/Information Items

Gary Hartfield asked the CEO Selection committee to allow a verbal modification in the agenda. He requested Anna Munro, the CEO selection committee liaison, give an update on where we are with our project plan, and for Mr. Newland to give a brief candidate funnel presentation including discussion of the potential slate of candidates, and time blocking for interviews.

Motion:

To approve the change and modification to the agenda.

Motion moved by Ken Williams and motion seconded by Dr. Rebecca Sarlo.
Motion carried.

Anna Munro gave a brief update indicating the Committee is on track with the project plan.

A. Candidate Pool Funnel Data (Presenters: Robert Newland)

Robert Newland provided data including presented overall metrics on the pipeline and funnel, providing insights into the results and performance of the recruitment process.

Robert Newland presented an overview of the candidate outreach and engagement activities, emphasizing the proactive approach to reaching out to senior-level candidates through various channels. He also addressed the engagement with internal candidates and the importance of maintaining confidentiality in the evaluation process. Additionally, he discussed the impact of prolonged search processes on candidate commitment.

B. Presentation of Potential Candidate Slate (Presenters: Robert Newland)

Robert Newland provided brief comments on three diverse candidates for a workforce development role, highlighting their leadership experience, budget management, organizational achievements, and potential for building strong community relationships. The candidates excel in change management, performance optimization, and post-merger integrations.

The committee will meet on September 18 to review candidate profiles for potential initial interviews and consider two internal candidates. The next full board meeting is on September 19, where they will report the findings and discuss the next steps with the board.

Motion:

To accept the three candidates as presented, and the two internal candidates with the understanding of the qualifier by Mr. Newland and company, and also with the understanding that Mr. Newland will have a conversation with them to see if they want to move forward.

Motion moved by Esther Matthews and motion seconded by Michael Jalazo. Roll Vote conducted; 1 abstention and 8 ayes. Motion carried.

C. Blocking Interview Timeslots for September (Presenters: Robert Newland)

Robert Newland explained that the committee would not rank candidates and emphasized that all candidates are capable of doing the job. He suggested a yay or nay vote for each candidate as the method to move forward.

IV. Adjournment

The meeting was adjourned at 11:30 a.m. Minutes submitted by Tammy Stahlgren, Executive Administrative Assistant.