

## **CareerSource Tampa Bay Special Meeting of the Board of Directors**

**Date:** December 20, 2018, 11:00 a.m.  
**Location:** 9215 N. Florida Ave., Ste. 101, Tampa, FL

### **Call to Order**

Chair Sean Butler called the meeting to order at 11:00 a.m. There was a quorum present with the following Board Members participating.

### **Board Members in attendance**

Michael Bach, Leerone Benjamin, Stephanie Brown-Gilmore, Sean Butler, Michelle Calhoun, Ginger Clark, Robert Coppersmith, Elizabeth Gutierrez, John Howell, Lindsey Kimball, Randall King, Cally Kushmer, Jasiel Legon, April May, Commissioner Sandra Murman, Don Noble, Jeffrey Serpico, Michael Smith, Roy Sweatman, Sophia West

### **Board Members not in attendance**

Tom Aderhold, Judson Cook, Richard Cranker, Gail Fitzsimmons, Randall Hassen, Benjamin Hom, Mireya Hernandez, Paul Orvosh, Earl Rahn, Michael Ramsey, Yanina Rosario, Suzanne Skiratko

### **Staff Present**

Juditte Dorcy, Jody Toner, Sheila Doyle, Anna Munro, Mimi Tran, Michelle Schultz, Mai Russell, Doug Tobin, Joe Vitale, Al Pierluissi

### **Board Counsel**

Charley Harris

### **BOCC Liaison**

Kenneth Jones, Ron Barton

### **Others**

Teri Morrow, Krystyn Brendle, Nathan Dundes, John Flanagan

▶ Indicates Board Action

### **Public Comment**

There was none.

### **Approval of Incoming CEO for CareerSource Tampa Bay**

Chairman Butler introduced HR Consultant Teri Morrow of My Benefits Partner. She introduced her team, Kristyn Brendle and Nathan Dundes, who assisted with facilitating the CEO recruitment.

She spoke on the process and outlined the steps taken beginning with drafting the CEO job description. Upon approval by the CEO Search Committee, the job description was posted to online job boards, including Employ Florida, Indeed, and Monster. In response, 314 applications/résumés were received.

Out of those, My Benefits Partner identified 43 candidates that met with the minimum qualifications. A 20- to 30-minute telephone interview was conducted for each of the 43 candidates. The telephone interviews consisted of 19 behavioral interview questions and a scoring matrix, both of which were approved by the Search Committee.

Of those 43 candidates, My Benefits Partner identified the top 15 candidates that scored the highest, then submitted the analysis including the top 15 candidates' application/résumés, telephone interview notes and scoring matrices to the CEO Search Committee for their review. The results of the telephone interview were then presented to the Executive/CEO Search Committee.

Each Executive/CEO Search Committee member conducted its independent review of those 15 candidates and forwarded his/her top candidate selection to My Benefits Partner. My Benefits Partner

then calculated the committee members' selections and created an analysis of the top candidates, as selected by the CEO Search Committee. My Benefits Partner then presented the top 15 candidate selection analysis to the CEO Search Committee for their review and discussion.

Out of the 15 candidates, the CEO Search Committee unanimously agreed to meet with top 6 candidates for a face-to-face interview. My Benefit Partners drafted 13 questions and a scoring matrix for the face-to-face interviews that were reviewed and approved by the CEO Search Committee.

After the face-to-face interviews with top 6 candidates concluded, the committee members reviewed their notes, discussed each candidate, and voted on the top two candidates. The top two candidates were asked to complete the Omnia behavioral assessment. The results of the evaluation were presented to the CEO Search Committee for their consideration. After discussion, the Executive/CEO Search Committee unanimously voted on one final candidate for presentation to the full Board of Directors for their approval.

Chairman Butler then introduced the final candidate, John Flanagan, who shared his 15 years of workforce development experience working in various roles beginning with serving as a contractor managing the Adult, Dislocated Worker, and Youth programs. He stressed the importance of workforce development in fostering economic development. He said there are many opportunities in serving the small businesses in this region. His experience also included working in a newly designated WIOA area in Colorado that included creating policies, helping the commissioners build the Board of Directors, and get the programs up and running. While in Colorado, he had some great success in generating other revenues. He then moved to Pennsylvania to run the workforce board in Bucks County.

[John Flanagan left the meeting room.]

Chairman Butler then opened the floor for discussion. He thanked HR Consultant Teri Morrow and her team for their good work. He thanked Juditte Dorcy for her strong performance throughout the interview process.

► **A motion to approve John Flanagan as the CEO and appoint Juditte Dorcy as the Chief Operating Officer** was made by Commissioner Sandra Murman and seconded by Randall King. There was no further discussion. The motion carried unanimously.

Chairman Butler reported John Flanagan has accepted the conditional offer. His start date will be towards the end of January. Charley Harris will draft his employment contract. Juditte Dorcy will serve as the Interim CEO until John Flanagan's start date. John Flanagan's salary shall be \$160K, and his relocation reimbursement shall not exceed \$10K.

Hillsborough County Ron Barton thanked all board members for their support these past several months and the County appreciates their support. Commissioner Murman thanked Kenneth Jones for his assistance, guidance, and leadership. Doug Tobin, Communications Coordinator, will prepare the press release.

BOCC Liaison Kenneth Jones suggested introducing John Flanagan at the upcoming BOCC meeting. Commissioner Murman suggested hosting a welcome reception for John Flanagan to meet with community partners.

[John Flanagan returned.]

Speaking to John Flanagan, Chairman Butler summarized his compensation and the immediate next steps to be taken to bring him onboard.

### **Adjournment**

The meeting was adjourned at approximately 11:35 a.m.