

## CAREER SOURCE DISCUSSION POINTS

### 1. STABILIZE OPERATIONS

#### Actions to date

- Terminated CEO – no additional compensation
- Appointed Interim CEO – reviewing salary now
- Revised the BCC board appointment process
- Faulty practices have been discontinued. Many employers have cancelled training contracts

#### Still to do

- Get through DOL, DEO, IG investigations
- Implement a corrective action plan
- Fill vacant board positions
- Align staffing with functions
- Establish administrative “firewalls”

### 2. GOVERNANCE

- Consider status of current board members with terms ending 6/30/18
- Consider status of board members with terms ending 6/30/19
- CSTB has notified all board members that they must reapply and must live in Hillsborough County (apparently many current members do not)
- Review interlocal agreement and by-laws

### 3. PATH FORWARD

#### Structure

- CSPIN board is awaiting our decision about future structure. Options:
  - Separate boards, one CEO, shared services agreement
  - Separate boards, two CEO's, separate staff
  - Merge agencies, one board, one CEO
  - One or both counties take operations back under county government
- CSTB does not want to merge; does want their own CEO; studying the cost of separating again; is open to some shared services
- Merging would require approval from state and federal at this point as well as a lot of discussion about how to balance services, staff, board appointments, etc.

#### Oversight

- BOCC's are the fiscal agents; ultimately responsible
- DOL clearly wants “firewalls” between administration and program activities. Either:
  - Take the fiscal, HR and internal auditing under county government, or
  - Contract with a third party to provide administrative services.

Our most important role is to ensure good appointees to the board, that the board hires a quality CEO and that the CEO and staff are held to expectations of transparency, ethics and accountability.