



Pinellas County

Staff Report

File #: 19-1345A, **Version:** 1

Subject:

WorkNet Pinellas, Inc. dba CareerSource Pinellas Board of Directors recommendation regarding continuation of Jennifer Brackney as Chief Executive Official of CareerSource Pinellas.

Recommended Action:

Acceptance of CareerSource Pinellas (CSPIN) Board of Directors recommendation to negotiate a new contract with Jennifer Brackney in order for her to continue to serve as Chief Executive Official (CEO) of CSPIN.

- The CEO of CSPIN reports to the CSPIN Board; thus, the Board is responsible for carrying out the conditions of the CEO's contract. However, hiring or termination is subject to Board of County Commissioner (BCC) approval.
- The employment contract of the current CEO requires notice, at least 60 days prior to its expiration, of any intention of replacing the CEO.
- The CSPIN Board recommends the continuation of Jennifer Brackney as CEO of CSPIN. If approved by the BCC, CSPIN will proceed with contract negotiations and submit a new contract for BCC approval no later than October 31, 2019

Strategic Plan:

Create a Quality Workforce in a Positive, Supportive Organization

1.2 Leverage, promote, and expand opportunities for workforce growth and development

Foster Continual Economic Growth and Vitality:

4.1 Proactively attract and retain businesses with targeted jobs to the county and region

4.2 Invest in communities that need the most

Deliver First Class Services to the Public and Our Customers

5.1 Maximize partner relationships and public outreach

5.2 Be responsible stewards of the public's resources

Summary:

The new CSPIN Bylaws, as approved by the BCC on July 23, specify that the CSPIN Board of Directors is responsible for "Selecting, hiring and terminating, subject to the approval of the Pinellas County Board of County Commissioners, the Chief Executive Official who shall report directly to the CSPIN Board."

The employment contract of the current CEO requires notice, at least 60 days prior to its expiration, of any intention of replacing the CEO. The 60 day notification date is September 2, 2019.

The CSPIN Board recommends the continuation of Jennifer Brackney as CEO of CSPIN. If

approved by the BCC, CSPIN will proceed with contract negotiations and submit a new contract for BCC approval no later than October 31, 2019.

Background Information:

Ms. Brackney's contract requires "The Employer shall provide Employee with written notice at least 60 days prior to the expiration of the Term (the "Notice Date") if the Employer has made a decision as of the Notice Date to initiate a formal search to replace Employee in her capacity as Chief Executive Officer of the Employer at the end of the Term." The 60 day notification date is September 2, 2019.

July 30, 2019 - Performance evaluation document with established CSPIN goals was distributed to the Ad Hoc CEO Selection Committee for assessment and comments. The document contained Ms. Brackney's self-assessment of her performance to goals.

August 5, 2019 - All committee evaluations with assessment and comments on Ms. Brackney's performance to goals were submitted to Ms. Luna Clarke for consolidation.

August 7, 2019 - The consolidated evaluation along with comments from Ms. Brackney were distributed to committee members for review.

August 8, 2019- Utilizing the completed performance evaluation, the committee met to decide on a recommendation to the CSPIN board whether to rehire or terminate. The committee voted to rehire.

August 16, 2019 - Special Board meeting of CSPIN to vote on committee recommendation. The CSPIN board voted to rehire.

Fiscal Impact:

N/A

Staff Member Responsible:

Mike Meidel, Director, Economic Development

Partners:

CareerSource Pinellas

Attachments:

Performance Evaluation of Jennifer Brackney
Minutes of August 16 CSPIN Board Meeting