

Executive Committee Meeting
February 18, 2026
3:30pm

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Meeting ID: 295 882 001 907 8

Passcode: nA36fk3o



Agenda

Public Comment

Meeting Minutes

Workforce System
Brief

Immokalee
Update

Incentive
Policy

Retirement
Plan

Upcoming
Meetings

For the Good
Of the Order

Adjournment

I. Call to Order

II. Public Comment

III. Approve December 10, 2025, Meeting Minutes

IV. Workforce System Brief Update

V. Immokalee Update

VI. Incentive Policy

VII. Retirement Plan

VI. For the Good of the Order

XI. Adjournment



Public Comment...



**CareerSource Southwest Florida
Executive Committee Meeting
December 10, 2025
3:30 p.m.
Minutes**

Members Present:

Mike Wukitsch-Chair	Adrian Llanes
Keitha Daniels	Brad Myers-Virtual
Brent Kettler-Virtual	

Members Absent:

John Talmage

Guest Present:

Greg Urbancic, Board Attorney-Virtual

Staff Present:

Peg Elmore-Staff Liaison	Rebecca Sandholdt
Mike Egan	Lyntoria Thomas

I. CALL OF ORDER

The meeting was called to order by Chair, Mike Wukitsch at 3:30 p.m. Lyntoria Thomas, Executive Assistant, called roll and confirmed quorum was met.

II. PUBLIC COMMENT- None

III. APPROVAL OF SEPTEMBER 3, 2025 MEETING MINUTES

Keitha Daniels made a motion to approve the September 3, 2025 meeting minutes; Adrian Llanes seconded; the motion was unanimously approved.

IV. FUNDING CHALLENGES

Peg Elmore, President and CEO, provided an overview of federal, state, and local challenges. The committee engaged in a detailed discussion regarding funding issues resulting from the federal government shutdown, the absence of a federal budget, and the upcoming implementation of Workforce Pell in July 2026.

At the state level, 15 new policies have been introduced so far this year, with additional policies expected. The lack of a TANF Notice of Funding Availability remains a significant concern.

Locally, unemployment is rising, and training enrollments are increasing. Peg outlined several action steps taken by staff, including pausing new enrollments until previous training completers are placed in employment. She also requested that the Career Services Committee review the Priority of Service policy—specifically income eligibility—and the policy regarding Pell funds.

Mike Egan, Chief Financial Officer, reported on the steps being taken to manage cash flow. Cash draws have been changed from weekly to bi-weekly by FLCOMM. In addition, releases of funds have been slowed. We have not received our NFA for TANF for the period of 10/1/25 - 08/30/26. This NFA has a value of \$2,700,000. The state is uncertain as to the release of the NFA and the release of the cash that goes with it. Our cash flow now includes projections that go up to 6 weeks. This is due to the time when we can draw and when the funds drawn will actually hit our bank. Current cash on hand will cover us through the middle of January 2026. We fully anticipate receiving the TANF funds, but we do not know when.

Mike also mentioned the clean audit report we received which will be presented to the full board in January.

V. INCENTIVE POLICY

The committee's discussion focused on the implementation of a new incentive policy for the President CEO, Chief Financial Officer, Chief Operations Officer and the staff. Greg Urbancic, Board Attorney clarified the Executive Committee's authority regarding the President CEO compensation and incentives. Mike Wukitsch, Board of Director Chair, proposed the committee review the policy and its application for the leadership team before the next meeting.

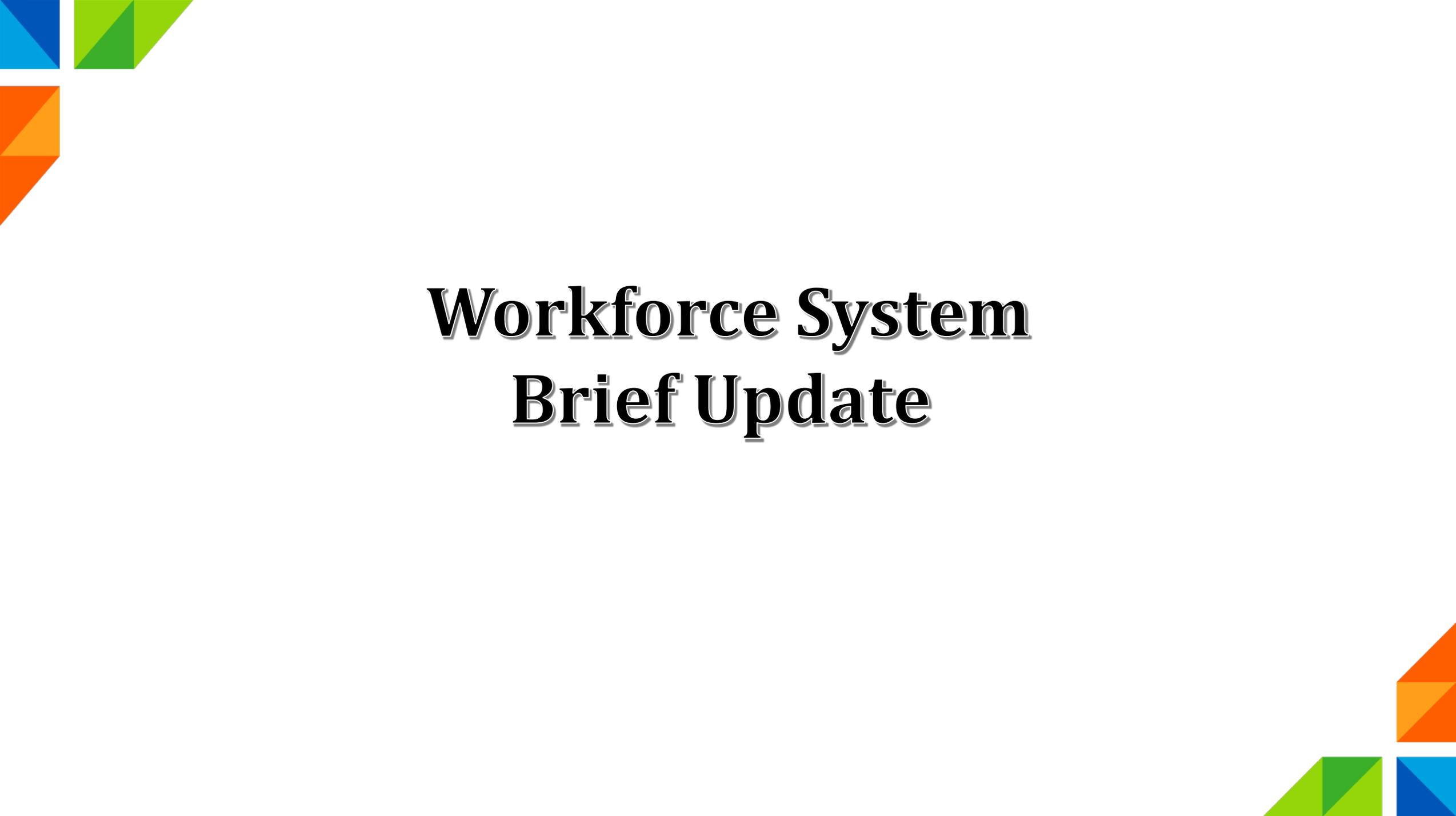
VI. UPCOMING EVENTS AND MEETINGS

Board of Directors...January 14, 2026 at 3pm
Business & Economic Development Committee...January 22, 2026 at 3pm
Career Services Committee...January 28, 2026 at 2pm
Youth Committee...January 29, 2026 at 3pm
Executive Committee...February 18, 2026 at 330pm
Education & Industry Consortium...TBD

VII. FOR THE GOOD OF THE ORDER

Merry Christmas & Happy New Year Everyone!

VIII. ADJOURNMENT- The meeting adjourned at 4:58pm.

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Workforce System Brief Update



Immokalee Update

[\(click here\)](#)





Incentive Policy

[\(click here\)](#)





Retirement Plan

Terminate Met Life

Fees and Hidden Fees

Lack of Investment Options

Fiduciary Liability

Record Keeping Integrity

Customer Service/Lack of Support

Estimated Surrender Charge and Fees: Roughly \$36,000

Two Proposals

HBKS

[\(click here\)](#)

One Digital

[\(click here\)](#)





Upcoming Meetings

Board of Directors

March 11, 2026

3pm

Business & Economic Development

Committee

March 26, 2026

3pm

Career Services Committee

April 22, 2026

2pm

Education & Industry Consortium

April 23, 2026

9am

Youth Committee

April 23, 2026

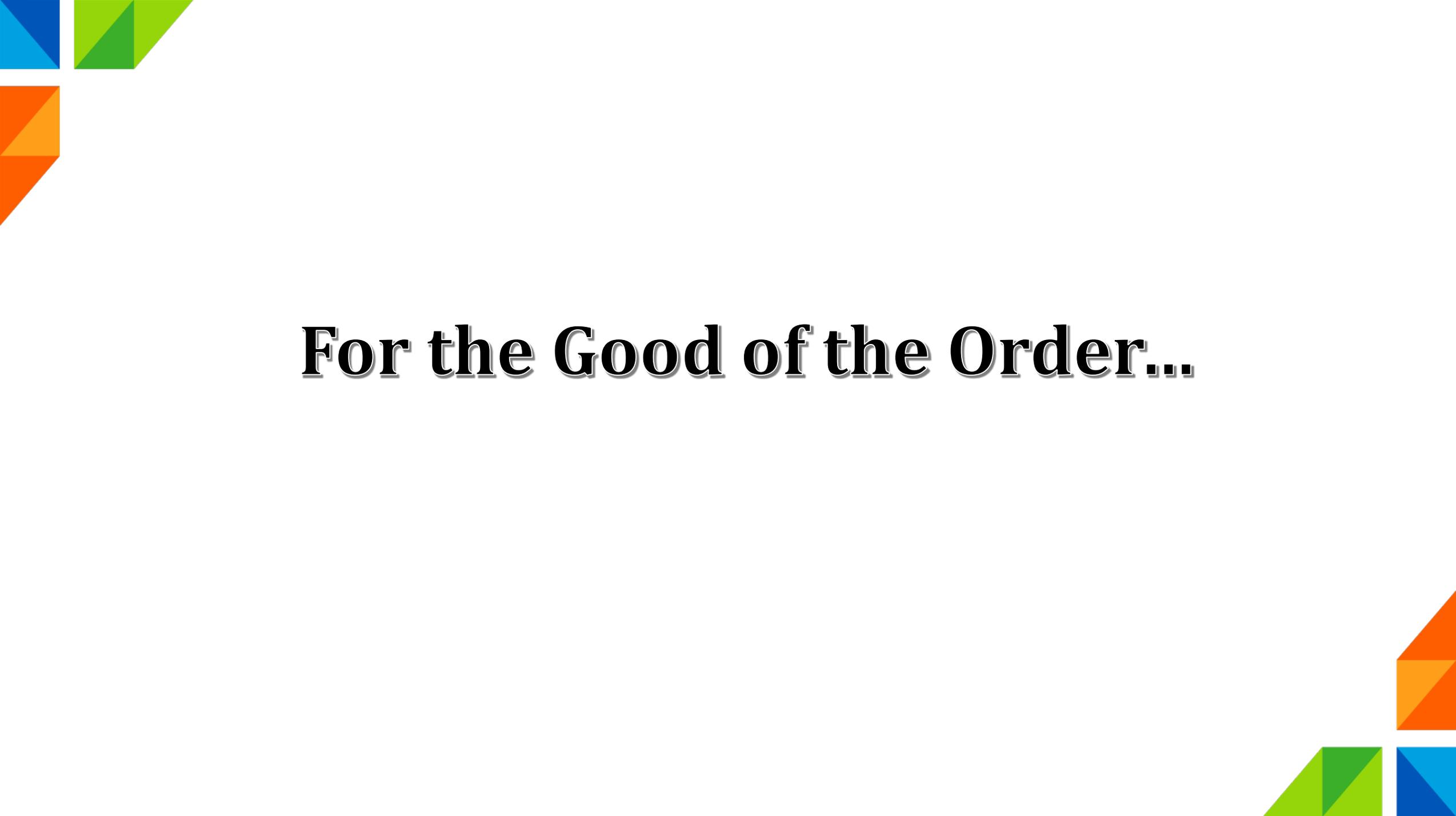
3pm

Executive Committee

April 29, 2026

330pm



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For the Good of the Order...



Adjourned...

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All statements, press releases, requests for proposals, bid solicitations, public statements, social media, toolkits, resource guides, website, and visual presentations are fully funded with federal money.

