CareerSource Southwest Florida
Executive Committee Meeting
February 18, 2026
3:30 p.m.
Minutes

Members Present:

Mike Wukitsch-Chair	Adrian Llanes - Virtual
Keitha Daniels	John Talmage

Members Absent:

Brent Kettler
Brad Myers

Guest Present:

Greg Urbancic, Board Attorney-Virtual

Staff Present:

Peg Elmore-Staff Liaison	Rebecca Sandholdt
Mike Egan	Lyntoria Thomas
Ed Fritz	

I. CALL OF ORDER

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

II. PUBLIC COMMENT- None

III. APPROVAL OF DECEMBER 10, 2025, MEETING MINUTES

Keitha Daniels made a motion to approve the December 10, 2025, meeting minutes; Mike Wukitsch seconded; the motion was unanimously approved.

IV. WORKFORCE SYSTEM BRIEF UPDATE

Peg Elmore, President and CEO, provided an overview of federal, state, and local updates and challenges. Flat federal funding amid inflationary pressure and future congressional action need to be monitored. The Career Services Committee will be providing recommendations on Workforce Pell and poverty level eligibility at the next Board of Directors' meeting, but Workforce Pell Grant rulemaking remains unpublished and may materially affect local policy and provider operations.

At the state level, new and revised policies are ongoing. There is a strong focus on accountability and compliance. The state legislature is discussing how to implement work verification for Medicaid recipients, which could impact our operation. TANF funding is anticipated to be extended through August allowing us to have a robust summer youth program. Labor force participation rate, especially among youth and older non-retirees, is a concern.

V. IMMOKALEE UPDATE

Mike Wukitsch reported permitting should be finished this week, and construction is expected to be finished by mid-April, allowing us to close on the sale of the building around the end of April.

VI. INCENTIVE PLAN

The committee's discussion focused on the implementation of a new incentive policy for the President CEO, Chief Financial Officer, and Chief Operations Officer. Mike Wukitsch stated his previous initial proposal may have been aggressive compared to statewide data. The committee discussed payout vehicle options and regulatory context and thought offering a choice of payout vehicles (cash bonus, retirement contribution or SERP-like plans) may be an option. Members agreed that any incentive must be gated by available budget, and they rejected ambiguous supervisory recommendation in lieu of a performance scorecards style approach. Mike Wukitsch requested a word version of the draft policy and an individual goal for each executive to prepare for the next Executive Committee meeting.

VII. RETIREMENT PLAN

There was extensive discussion regarding the current retirement plan and two proposed alternatives. Adrian Llanes emphasized the need for employee education.

> John Talmage made a motion to terminate Met Life retirement agreement and pay the surrender charges and fees currently estimated at $36,000 out of unrestricted funds; Keitha Daniels seconded; the motion was unanimously approved.
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> Keitha Daniels made a motion to approve the staff recommendation of a new retirement plan with HBKS as the fiduciary advisor, Ascensus as the annual r/k and custody, and M2B retirement as third-party administrator; John Talmage seconded; after discussion the motion was unanimously approved

VIII. UPCOMING EVENTS AND MEETINGS

Board of Directors… 3/11/26 at 3pm
Business & Economic Development Committee… 3/26/26 at 3pm
Career Services Committee… 4/22/26 at 2pm
Education & Industry Consortium… 4/23/26 at 9am
Youth Committee… 4/23/26 at 3pm
Executive Committee… 4/29/26 at 330pm

IX. FOR THE GOOD OF THE ORDER- None

X. ADJOURNMENT- The meeting adjourned at 5:00pm.