Executive Committee
Meeting Agenda
Thursday, November 5, 2026
8:00 a.m. to 9:30 a.m.
Location: Virtual Teams Meeting
This is a virtual meeting with call-in capabilities Join Microsoft Teams Meeting
Phone 1-786-600-3104
Conference ID: 450 223 732#

Call to Order – Shaun Polasky, Chair

Action Items – Shaun Polasky

- Approval of the October 15, 2026 Executive Committee Meeting Minutes
- Review and Approval of the President/CEO Performance Evaluation
- Approval of President/CEO Compensation and Bonus

Public Comments/Closing Remarks – Shaun Polasky

Next Executive Committee Meeting – Shaun Polasky
When: January 14, 2027
Location: Virtual Microsoft Teams Meeting with Call-in Option

Executive Committee Meeting Adjournment – Shaun Polasky

*Members shall disclose any voting conflict as required under Florida Statute 112.2143 and abstain from discussion or voting on any business that would inure to his or her special private gain or loss.

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Action Item –

October 15, 2026 Executive Committee Meeting Minutes

CareerSource Suncoast
Executive Committee
Meeting Minutes
Teams Virtual Meeting
Thursday, October 15, 2026
8:00 a.m.

Absent Present	Executive Committee Members
P	Shaun Polasky, Helios Technologies
P	Sarah Tar, PNC Bank
P	Lorri Kidder, Carr, Riggs, & Ingram
P	David Kraft, Vision Consulting Group, Inc.
P	Nick Choat, Sport Clips
	Staff Present: Joshua Matlock, Anthony Gagliano, Kathy Bouchard, Robin Dawson, Christina Witt, Karima Habity, Chet Filanowski, Lori Sardinas, Michelle Snyder

I. Call to Order – Shaun Polasky, Chair

Shaun Polasky called the meeting to order at 8:01 a.m. Attendance was recorded, and a quorum was established.

II. Board Member Updates – Shaun Polasky, Chair

Resignations:

- Sherod Haliburton, Resignation effective 9/30/2026

III. Action Items- Shaun Polasky, Chair

Approval of September 10, 2026, Executive Committee Meeting Minutes
Shaun Polasky requested a motion to approve the meeting minutes.

Motion: David Kraft **Second:** Sarah Tar

The motion passed unanimously.

Approval of PY2026-2027 Budget Modification #1 - Robin Dawson
Robin Dawson provided an overview of the Budget Modification.
Shaun Polasky requested a motion to approve PY2026-2027 Budget Modification #1.

Motion: Lorri Kidder **Second:** David Kraft

The motion passed unanimously.

IV. CEO Report – Joshua Matlock

Joshua Matlock provided updates on the CareerSource Polk leadership change and reviewed the Board governance structure and responsibilities.

V. Performance Reports – Anthony Gagliano
Anthony Gagliano reviewed the CareerSource Florida letter grade for Quarter 3 of PY2025-2026.

VI. Staff Reports

Kathy Bouchard
Kathy Bouchard reviewed the CEO performance evaluation process. The process will include the former Executive Committee Members completing the reviews due to the evaluation period of performance. The current Executive Committee will review the performance evaluation at its next meeting, which was set for November 5, 2026 at 8:00 a.m.

Anthony Gagliano
Anthony Gagliano provided updates on the following upcoming events and success stories: Financial Freedom Workshop - CareerSource Suncoast, Apprenticeship Accelerator - CareerSource Suncoast, The Launchpad Student Job Fair - Employers, Paychecks for Patriots – Employers - CareerSource Suncoast, eRising 2026, and Two Docks Success Story.pdf.

VII. Public Comment/Closing Remarks – Shaun Polasky, Chair
None

VIII. Next Executive Committee meeting: November 5, 2026
Location: This is a Virtual Teams Meeting Only

IX. Adjournment – Shaun Polasky, Chair
Shaun Polasky adjourned the meeting at 9:11 a.m.

Respectfully submitted,

Joshua Matlock
Joshua Matlock (Oct 28, 2026 15:54:52 EDT)

Joshua Matlock
President/CEO

Action Item –

Review and Approval of the President/CEO Performance Evaluation

revised 11/10/2025

CareerSource Suncoast Annual Performance Review

Name:
Position Title: President / CEO
Evaluation Period: to

Directions: This evaluation reviews 5 different areas. These areas include Strategic Development, Board Relations, Serves as Change Agent, Risk Taking/Problem Solving, and Community Leadership. Please use the rating key below and check the rating that reflects your evaluation of the President & CEO in each area. There is a general comments section at the end of each section which will allow you additional comments should you so desire.

RATING KEY

4 = Outstanding 3 = Exceeds Expectations 2 = Meets Expectations 1 = Needs Improvement

Strategic Development

- Collaborates with the board to set the strategic direction for the organization
- Develops, communicates, and leads the implementation of the strategic plan in a manner consistent with the organization's mission, vision, and values
- Engages internal and external stakeholders to develop strategies and plans to move the organization in the desired direction
- Considers evolving internal and external trends and factors, and adjusts plans as necessary

Performance Expectation Rating:

Performance Expectation Rating Comments:

Board Relations

- Keeps the Board well-informed of important developments and issues
- Ensures a positive working relationship with the Board founded on honesty, trust, and collaboration
- Recommends appropriate actions and policies for Board consideration, providing clear and timely information to inform deliberation and decision-making when appropriate
- Directs the functions of the organization in accordance with the mission, vision and direction established by the Board
- Ensures continuous education for the Board on issues/topics important to ensure effective, evidence-based governing leadership

Performance Expectation Rating:

Performance Expectation Rating Comments:

Serves as a Change Agent

- Thinks innovatively
- Exhibits a high level of emotional stability
- Seeks and values the opinions of others
- Continually seeks new information and perspectives

Performance Expectation Rating:

Performance Expectation Rating Comments:

Risk-Taking and Problem-Solving

- Keeps a constant pulse on shifts and trends in workforce
- Leads the organization to be agile and adaptable
- Handles ambiguous situations well, bringing focus to pursuing the organization’s mission and vision

Performance Expectation Rating:

Performance Expectation Rating Comments:

Community Leadership

- Serves as an effective spokesperson. Represents the organization well to its constituencies, including clients, partners, government agencies, elected officials, funders, and the general public.

- Seeks partnerships that help achieve the organization’s mission and vision and improve regional workforce development
- Considers non-traditional partnerships that improve regional workforce development

Performance Expectation Rating:

Performance Expectation Rating Comments:

Overall Rating is determined by adding the individual ratings and dividing the sum by the total number of performance expectations evaluated.

OVERALL RATING: 0.00

Overall Rating Scale: Overall Numeric Range	**Overall Rating Title**
3.50 - 4.00	Outstanding
2.50 - 3.49	Exceeds Expectations
1.50 - 2.49	Meets Expectations
1.49 and below	Needs Improvement

Completed by:

_____ _____ _____

Printed Name Signature Date

Employee Signature:

_____ _____ _____

Printed Name Signature Date

CEO Evaluation Summary Py 2025-2026

Raters		Strategic Development	Board Relations	Serves as a Change agent	Risk-Taking and Problem Solving	Community Leadership	Overall
1		3	2	3	3	3	2.8
2		3	3	3	3	4	3.2
3		4	4	4	3	4	3.8
4		4	3	4	4	4	3.8
5		3	4	4	3	4	3.6
Average		3.40	3.20	3.60	3.20	3.80	3.44

Rater Comments:

Rater	Strategic development:
1	I appreciate Josh's focus on connecting CareerSource Suncoast's strategic direction to the needs of employers and the communities we serve. His emphasis on expanding apprenticeships, increasing access to training, and developing customized employer solutions reflects a practical approach to workforce development. These priorities address meaningful business needs while creating opportunities for individuals. His efforts to diversify funding also demonstrate an understanding of what is needed to sustain that work. This combination of strategic alignment and forward thinking supports my rating of Exceeds Expectations.
2	Josh has done a nice job in this area - having a 2 year review is important
3	Josh consistently provides detailed information TO the board and actively engages the board for strategic direction. He constantly monitors Federal, State and Local trends through direct communication with stakeholders at all of those levels. All of this feeds strong strategic development and alignment.
4	While the nature of the Organization tends to limit creativity and out of the box thinking, Josh excels as a visionary leader. His work with moving the strategic plan to every other year was relevant and thoughtful.
5	The Board regularly meets to develop strategy for direction and goals of CSSC. Josh has developed a great team of professionals who not only care about providing services to our community but have developed systems to create efficiency for the CSSC team to deliver services effectively.

Board Relations

1	Josh maintains consistent communication with the Board and provides regular opportunities to stay informed about organizational priorities, developments, and challenges. I value his engagement with Board leadership and the availability of training and educational opportunities that support our governance responsibilities. These practices meet my expectations for a strong working relationship between the CEO and Board. Continuing to connect updates to measurable progress, emerging risks, and specific decisions requiring Board input would further strengthen his effectiveness in this area.
2	He is always looking for new ways to help individuals and business.
3	Some overlap with the last point - so I'll point to those remarks as well. Additionally, Josh maintains very strong training to educate board members on their duties and responsibilities,as well as the issues and topics necessary to ensure aligned and informed leadership. Josh's attention to policy details and alignment with the CSS mission are second to none.
4	His reports are insightful and appreciated.
5	Josh keeps the Board updated and informed on current issues developing in State / Federal agencies which assist us in understanding the environment we must navigate to operate as an effective Board.

Change Agent

1	I value Josh’s willingness to explore new approaches that improve how CareerSource Suncoast operates and serves its stakeholders. The development of AI tools to support staff and improve efficiency is a practical example of that mindset. Providing financial services to another workforce board, while exploring additional shared services, also demonstrates initiative beyond the organization’s day-to-day responsibilities. His willingness to pursue innovation and share those approaches with others supports my rating of Exceeds Expectations.
2	With all of Josh's involvement in local and state organizations, he is constantly looking for opportunities to improve the organization and to develop staff
3	Literally cannot underscore Josh's outstanding performance in this category enough. He is ALWAYS looking for ways to innovate and CSS as a result has been responsible for numerous State best practices and tools. He doesn't just seek information and perspective OUTSIDE the org - he actively pursues and listens INTERNALLY as well. Team members consistently label him as innovative.
4	The transparency that the entire leadership team operates under is commendable.
5	

Risk Taking and Problem Solving

1	Josh demonstrates a forward-looking approach to workforce challenges and a willingness to pursue opportunities that advance the organization's mission. I particularly value his emphasis on apprenticeship expansion, which addresses employers' need for skilled talent while providing individuals with meaningful career pathways. His engagement at the local, state, and national levels helps inform that work and positions CareerSource Suncoast to respond to changing needs. His ability to move from identifying challenges to influencing broader solutions supports my rating of Exceeds Expectations
2	He is very good in this area
3	Keeping a constant pulse on things I've already mentioned. The org has been very agile and adaptable and Josh is at the forefront of that. Josh is exactly what you would want in the risk-taking area - he's a calculated risk-taker. Focusing on the mission is a strong suit.
4	Josh does a great job in understanding what is going on with the workforce system and being engaged at at the state levels (chair position at state level, etc).
5	I am unaware of any specific employee issues or concerns. There was a drop in this year's employee survey. I am not sure if that is connected to environmental, political or economic uncertainties that are occurring that are out of Josh's control. Encouraging employees during uncertain times is a way to assist them in their job satisfaction.

Community Leader

1	Josh represents CareerSource Suncoast well and extends its reach through his involvement at the state and national levels. His leadership within the state association and participation in national workforce discussions provide opportunities to strengthen relationships, share the local perspective, and influence the broader workforce system. I value the visibility and credibility this brings to our organization and it was evident when I attended the NLWB in Vegas earlier this year and how well CareerSource Suncoast is perceived on a national level. His willingness to take on leadership responsibilities beyond our region, while advancing issues relevant to our mission, supports my rating of Exceeds Expectations.
2	He is constantly out and about and well known in the community and respected
3	Josh's community leadership is spectacular. Fantastic relationship building, involved on other Boards of Directors, well liked and well respected by everyone I've ever spoken with.
4	Josh has impressed the community and I hear a lot of great comments about the job he is doing. Just a few weeks ago, the President and CEO of the Florida Chamber of Commerce (Mark Wilson) specifically mentioned Josh and the great job he was doing as part of a presentation to the board of directors of the Sarasota Chamber of Commerce.
5	

Action Item –

Approval of President/CEO Compensation and Bonus

revised 11/10/2025

EXECUTIVE PERFORMANCE/BONUS RUBRIC

Executive salary is comprised of a base salary and an annual performance incentive based on the attainment of a B- or higher letter grade as determined by the REACH office. The following chart provides the performance thresholds and corresponding bonus/incentive amounts as a percentage of base salary.

LETTER GRADE	**BONUS %**
A+: ≥ 97	**6**
A : 93 to < 97	**5**
A-: 90 to < 93	**4**
B+: 87 to < 90	**3**
B : 83 to < 87	**2**
B-: 80 to < 83	**1**
C OR BELOW	**0**

Josh Matlock Executive Compensation History

	Salary	increase%	Bonus %	Bonus$
2/4/2022 promoted to CEO	$ 130,000		NA	NA
9/5/2022	$ 133,900	3%	NA	NA
11/13/2023	$ 143,940	7.50%	4%	$5,757
11/24/2024	$ 155,455	8%	4%	$6,218
11/24/2025	$ 163,228	5%	5%	$7,773

CS CEO Salaries & Allocations
July 1, 2026

Notes:
Salary info pulled from each region's website - 9/30/2026
Salaries are from other CS regions as of 6/30/26
Allocations as of CSFL mtg effective 7/1/2026

		Formula Allocations:			
Region	**CEO Salary**	**WIOA Alloc**	**TANF Alloc**	**Wag Pey Alloc**	**Total Alloc**
CS Okaloosa Walton	$112,000	$859,940	$354,099	$349,618	$1,563,657
bonus	$4,367				
CS Heartland	$116,394	$1,307,809	$606,749	$208,638	$2,123,196
bonus	$4,250				
CS Escarosa	$130,000	$2,411,825	$1,004,008	$612,532	$4,028,365
bonus	$13,000				
CS Capital Region* partial year	$101,722	$3,173,180	$758,226	$523,785	$4,455,191
bonus	$0				
CS Research Coast	$143,054	$2,813,030	$1,162,837	$811,672	$4,787,539
bonus	$0				
CS Citrus Levy Marion	$146,783	$3,027,048	$1,506,476	$643,984	$5,177,508
bonus	$0				
CS Pasco Hernando	$233,793	$3,306,361	$1,658,488	$1,007,335	$5,972,184
bonus	$6,737				
CS Polk	$225,217	$4,152,093	$2,427,222	$968,148	$7,547,463
bonus	$10,000				
CS Tampa Bay* 1/2 year Jan-June	$231,067	$9,692,859	$5,788,700	$3,231,758	$18,713,317
bonus	$0				
CS Brevard Flagler Volusia	$175,100	$5,270,839	$2,658,479	$1,620,437	$9,549,755
bonus	$17,638				
CS Suncoast	**$161,494**	**$3,031,413**	**$1,192,943**	**$1,028,971**	**$5,253,327**
Bonus	**$7,773**				

Regions' salaries pulled from each CS website - Exhibit E Total Compensation of Executive Leadership - as of 6/30/26