

August 25, 2026

VIA ELECTRONIC AND CERTIFIED MAIL

Chair, Vice Chair, and Members
Polk County Board of County Commissioners
330 W. Church Street
Bartow, Florida 33830

Attention: Michael Scott, Commissioner, District 5
LWDB Liaison, Polk County Board of County Commissioners
michaelscott@polkfl.gov

RE: FORMAL NOTICE OF MATERIAL NONCOMPLIANCE, REQUIRED
GOVERNANCE ACTION, AND POTENTIAL REMOVAL FOR CAUSE

Dear Chair, Vice Chair, and Members of the Commission:

The Florida Department of Commerce (FloridaCommerce), as Florida's State Workforce Agency, and CareerSource Florida (CareerSource), which provides administrative support to the State Workforce Development Board, are responsible for promoting accountability and compliance within Florida's workforce system.

Based on the actions of the CareerSource Polk President and CEO, Stacy Campbell-Domineck, we believe that she has effectively abdicated her role. Alarming, we have noted a trend of noncooperation, questionable fiscal management, and in some cases outright deception by President Campbell-Domineck. This trend represents a fundamental misunderstanding of the relationship between the State, the Local Board, and the Chief Local Elected Officials by President Campbell-Domineck, and more importantly represents a derogation of the responsibilities and duties required of a leader of one of our state's 21 local workforce boards.

Coinciding with the events presented below and herein, FloridaCommerce and CareerSource invited President Campbell-Domineck to the State Workforce Development Board meeting on August 27, 2026, to explain and justify her actions. President Campbell-Domineck has stated that she will be unavailable for that meeting, without further explanation.

Required Action

The Polk County Board of County Commissioners (the "Commission"), acting through its lawful authority, must immediately initiate and document a governance review of CareerSource Polk. The review must determine whether CareerSource Polk has adequate executive leadership, board oversight, and internal controls to comply with its approved Performance Improvement Plan (PIP), protect participant access to services, and administer public workforce funds. The Commission must provide the state with a written response within 15 business days addressing the findings and actions specified below.

Moreover, a failure to take action including, but not limited to, an evaluation regarding whether President Campbell-Domineck's employment should be terminated, will result in sanctions pursuant to state and federal law.

Basis for State Action

Violation of PIP pre-review and approval controls

CareerSource Polk is in violation of the terms of its PIP. The conditional approval letter, dated March 31, 2026, and attached hereto, expressly requires the following of CareerSource Polk:

- "Updated co-enrollment Local Operating Procedures must be submitted to Florida Commerce and CareerSource Florida for pre-review and written approval prior to implementation."
- "[CareerSource Polk] must obtain documented state approval prior to the delivering any staff training associated with this PIP."

In May of 2026, CareerSource Polk implemented Local Operating Procedures and executed staff training without receiving prior state approval, potentially resulting in an unauthorized expenditure of WIOA Title I public workforce funds. This action was in direct violation of the requirements noted above.

Failure to update the local plan with local ETPL criteria and failure to notice providers of grievance and complaint procedures

President Campbell-Domineck elected, without notice or appropriate process, to remove three Commercial Driver's License (CDL) training providers with seven programs collectively in Polk County, while retaining only ONE CDL training provider – at Hillsborough Community College.

Further, CareerSource Polk clearly did not maintain the proper relationships with local job creators to place CDL completers in compatible local employment. President Campbell-Domineck asserted that the CDL training providers that offered programs in partnership with CareerSource Polk were underperforming, when in fact the opposite was true. It was a failure of leadership to actively attempt to place completers in compatible employment. This failure lead to low performance outcomes because the successful completers weren't being connected with compatible employment.

The practical effects of limiting the availability of this critical training are numerous: reducing the available workforce necessary to support intra- and interstate commerce, thereby weakening Florida's supply chain; actively harming the ability of local manufacturers and producers to get their product quickly and cost-effectively get their products to market; taking away valuable opportunities for job seekers and families.

CareerSource Polk notified providers on July 8, 2026, of the non-renewal of funding agreements and of a “determination” that they would not be included as part of local Eligible Training Provider List (ETPL) funding. This notice did not include references to the grievance and complaint procedures in accordance with 20 C.F.R. §683.600 or rule 73B-1.002(6), Florida Administrative Code (F.A.C.), nor was information on local ETPL procedures updated on within their Local WIOA plans, consistent with the requirements in State Workforce Policy P90.

Under 20 C.F.R. § 683.600, every local area receiving WIOA Title I funds must establish and maintain a grievance and complaint procedure allowing participants and other interested parties to challenge violations of WIOA requirements, including ETPL decisions. These procedures must:

- Be clearly communicated with participants and stakeholders;
- Allow informal resolution and ensure hearings within 60 days;
- Include options for arbitration when applicable; and
- Provide access to a state-level appeal if the local level fails to issue a timely decision or a party disagrees with the outcome.

Despite these requirements, CareerSource Polk’s local plan does not contain a grievance process that complies with 20 C.F.R. § 683.600, Section 73.B-1.002(6), F.A.C., and Workforce Policy P90, leaving participants without a federally mandated avenue to dispute ETPL restrictions or other decisions affecting access to training. The absence of such a process raises concerns about whether CareerSource Polk is meeting its legal obligations to ensure transparent, fair, and accessible decision-making within the workforce system.

Further, Florida law reinforces participant rights. Section 445.007(6), Florida Statutes, requires local workforce boards to provide the greatest possible choice of training providers and expressly prohibits restrictions based on cost, location, or historical training arrangements. The combination of (1) ETPL decisions affecting CDL training availability, (2) the absence of a federally required grievance process in the local plan, and (3) the lack of executive participation during oversight review collectively raises significant concerns about the adequacy of CareerSource Polk’s governance, accountability, and compliance with both federal and state law.

Violation of Fundamental Principles of Governance and Good Management

The State of Florida, FloridaCommerce, CareerSource and each of Florida’s 21 Local Workforce Development Boards are nationally recognized leaders, well respected in the world of business support, job creation, workforce training, and giving people access to the tools to improve their lives.

Recently, President Campbell-Domineck announced a fundraising event coupled with a fundraising calendar under the styling “for the **LOVE** of **MEN**...of the workforce.” Copies of the social media posts associated with the event are attached, and the website is still publicly visible at <https://careersourcepolk.com/pre-order-2027-man-of-the-year-calendar/>.

Based on the inappropriate and questionable tone of at least one of the social media posts, the President and CEO of CareerSource Florida reached out to President Campbell-Domineck and requested that the social media be pulled and the event cancelled. While the questionable post was pulled down, the event continued – during regular business hours – and by attendee accounts was heavily laden with, and many of the awards were based on, diversity, equity, and inclusion principles.

Florida is a free state for free people who are not beholden to woke ideologies that incentivize a race to the bottom by favoring one group over another. Such behavior, during normal operating hours, espousing such beliefs represents a misuse of public funds and potentially an abuse of public position. These acts, if left unaddressed, could leave CareerSource Polk open to litigation for violation of civil rights laws.

Office Closures and Continuity of Services

CareerSource Polk's grantee-subgrantee agreement with FloridaCommerce requires that CareerSource Polk:

Annually before July 1 of each state fiscal year, the Board shall adopt a schedule of operations for the upcoming state fiscal year. Such schedule of operations shall include, but is not limited to, daily hours of operation of onestop operators, and a holiday closure schedule which adopts either the federal, state, or appropriate county holiday schedule. If the Board has a career center that is affiliated with a college or university, the college or university schedule may be adopted for those centers. The proposed schedule must be approved by the Board and posted on the Board's website in a conspicuous, easily-accessible manner. The Board must give prior approval to any deviations from the schedule, except in emergency or reasonably unforeseeable circumstances (e.g., an order of the President or Governor, total loss of facilities from a catastrophic natural or man-made disaster, etc.). If emergency circumstances exist which result or could foreseeably result in a shutdown, the Board shall ensure that DEO and the State Board are informed within 48 hours of such shutdown or potential shutdown.

CareerSource Polk's hours of operation are posted on its website at <https://www.careersourcepolk.com/contact/>. A screenshot of the page showing the current hours of operation has been attached.

On multiple instances via CareerSource Polk's LinkedIn, CareerSource Polk posted closing dates that were not consistent with their approved operating hours for the year. There was no notification of emergency circumstances and no notice that the facility was associated with a college or university.

Moreover, CareerSource Polk has a statement posted on its website that "CHILDREN ARE NOT ALLOWED AT ANY CAREER CENTER." Please see the hours of operation attachment.

These operational and policy decisions – like the fundraising event and calendar above – demonstrate a clear lack of leadership at CareerSource Polk, a failure of management, and a failure of management oversight.

Commission Responsibilities and Statutory Authority

Federal Governance Responsibilities

Under 20 C.F.R §679.310, the chief elected official appoints the Local Workforce Development Board, partners with the local board to set local workforce policy consistent with state policy, and partners with the board to develop the local plan and perform the functions required by WIOA section 107(d). The regulation permits the parties to enter into an agreement defining their respective roles and responsibilities and requires the chief elected official to establish bylaws addressing board appointments, terms, vacancies, participation, and other membership conditions. See 20 C.F.R §§679.310 and 679.320.

Oversight, Performance, and Public Funds

Under 20 C.F.R §679.370(i), the local board and chief elected official(s) jointly oversee youth, adult, and dislocated worker activities and the local one-stop delivery system; ensure the appropriate use and management of WIOA title I funds; and ensure funds are managed and invested to maximize performance outcomes. They also negotiate local performance indicators with the Governor, participate in one-stop infrastructure funding decisions, and the chief elected official approves the local board budget. See 20 C.F.R §679.370(i)-(k) and (o).

Fiscal Accountability

Under 20 C.F.R §679.420, the chief elected official may designate a local fiscal agent, but that designation does not relieve the chief elected official of liability for misuse of grant funds. If a fiscal agent is designated, the chief elected official must ensure the agent has clearly defined roles and responsibilities.

State-law authority

Section 445.007(4)(c) and (d), Florida Statutes, likewise requires local board oversight of compliance, accountability, performance outcomes, and the local one-stop delivery system, and section 445.007(12) subjects the local board's budget to approval by the chief elected official. Section 445.007(2)(c) authorizes the chief elected official to remove a local board member, executive director, or designated operational and administrative official for cause. Section 445.002(2), Florida Statutes, defines "for cause" to include neglect of duty, official incompetence and irresponsibility, misfeasance, malfeasance, nonfeasance, gross mismanagement, waste, unfitness, and lack of performance.

These federal and state responsibilities require active, documented oversight when material compliance, governance, performance, service-delivery, or fiscal concerns arise. The conduct

described in this notice therefore warrants a formal review to determine whether CareerSource Polk has adequate governance and management controls and whether cause exists under section 445.007(2), Florida Statutes. This notice does not make a final personnel determination. Any action must be taken by the entity with lawful authority and consistent with governing agreements, applicable personnel requirements, contractual obligations, and due process.

Required Commission Action

Within 15 business days of receipt, the Commission must submit a written response to Karmyn Hill and Victoria Gaitanis that:

- Identifies the chief elected official or officials for the local area, the official or body responsible for conducting the governance review, and the process to be used;
- Assesses compliance by executive leadership, the local board, and the chief elected official with applicable state directives and the responsibilities in 20 C.F.R §§679.310, 679.370, and 679.420, including responsibility for the PIP, ETPL, and Individual Training Account actions identified in this notice;
- Evaluates the adequacy of governance and fiscal controls, board bylaws and role agreements, the accuracy and timeliness of information provided to the state, and CareerSource Polk's capacity to implement the PIP without further noncompliance;
- Determines whether interim oversight, reassignment of operational responsibilities, or other lawful governance or personnel action is necessary;
- Determines whether the documented conduct warrants action under section 445.007(2), Florida Statutes; and
- Provides a corrective action plan, responsible officials, implementation dates, and documentation supporting each action.

Immediate Conditions for CareerSource Polk

Effective upon receipt of this letter, CareerSource Polk must:

1. Suspend any unapproved PIP-related action unless FloridaCommerce authorizes temporary continuation in writing to prevent disruption of participant services;
2. Obtain prior written state approval before approving, implementing, assigning an effective date to, or training staff on any PIP-related policy, procedure, guidance, workflow, training material, or operational change;
3. Within three business days, designate an accountable oversight official authorized to stop unapproved actions, preserve and produce records, enforce corrective requirements, and communicate directly with the state;
4. Within 10 business days, submit a complete response explaining each violation; identifying each unapproved action and responsible official; providing applicable policies, approvals, effective dates, training records, and communications; describing effects on participants, providers, expenditures, eligibility decisions, or services; and certifying whether any other PIP-related action was implemented without state approval; and
5. Submit biweekly status reports until released from that requirement in writing.

All submissions must be certified by the CareerSource Polk board chair and the chief elected official as complete and accurate.

Consequences of Noncompliance

The Governor and the chief elected official possess removal authority under section 445.007(2), Florida Statutes.

Should the Commission fail to deliver an exhaustive governance review or execute decisive personnel interventions within the designated 15-business-day window, the state will formally escalate this matter to the Executive Office of the Governor. Such continued noncompliance will compel the deployment of the full spectrum of legal and administrative remedies available under state and federal law. In accordance with Section 184 of WIOA, escalation may entail a reduction of state and federal workforce funding allocations, the potential revocation of the local board's official certification, and the direct state-level execution of removals for cause.

Conclusion

FloridaCommerce and CareerSource are committed to cooperation, accountability, and transparency. When necessary, as in this challenging situation, we will also provide a realistic view of significant and unacceptable failings of a board's leadership staff. Moreover, we must also assert clearly where the CareerSource Polk should have stepped in earlier, without requiring pressure from the state, to ensure accountability.

We urge you to take every section of the letter with the upmost seriousness. More than anyone, you have the ability as the chief elected official to chart a better course forward, to the betterment of job seekers, job creators, and your frontline staff who are committed to the day-to-day work of elevating the communities in which they live.

Sincerely,



J. Alex Kelly
Secretary
FloridaCommerce



Adrienne Johnston
President and Chief Executive Officer
CareerSource Florida

cc: Executive Office of the Governor
Governor's Office of Reimagining Education and Career Help
CareerSource Florida Board of Directors

Polk County Board of County Commissioners
CareerSource Polk Board of Directors
Karmyn Hill, FloridaCommerce
Jason McCandless, CareerSource Florida
Victoria Gaitanis, CareerSource Florida