



Polk County  
Board of County Commissioners

Agenda Item N.1.

10/6/2026

**SUBJECT**

Consider a resolution permanently removing the executive director of CareerSource Polk, President and CEO, Stacy Campbell-Domineck.

**DESCRIPTION**

The Polk County Board of County Commissioners received a joint letter dated August 25, 2026, from the Secretary of FloridaCommerce, and President and Chief Executive Officer of CareerSource Florida ("FloridaCommerce Letter"). Prior to the FloridaCommerce Letter, in a letter dated January 13, 2026, CareerSource Polk was informed by CareerSource Florida ("PIP Notification Letter") that CareerSource Polk had failed to meet local performance accountability measures for several primary indicators for Program Years 2023 and 2024 and proposed two (2) year timeline for a mandatory Performance Improvement Plan.

The FloridaCommerce Letter makes several negative findings, including their belief that CareerSource Polk President & CEO, Stacy Campbell-Domineck (President Campbell-Domineck) has abdicated her role and notes a trend of noncooperation, questionable fiscal management and in some cases outright deception by President Campbell-Domineck. The FloridaCommerce Letter found that the operational and policy decisions noted in the letter demonstrate a clear lack of leadership at CareerSource Polk, a failure of management and a failure of management oversight.

Canopy Management Consulting Group, LLC ("Canopy") was retained by the County Manager in accordance with Resolution 2026-097, to perform a management and governance review of CareerSource Polk ("Management and Governance Review") in accordance with the FloridaCommerce Letter. The Management and Governance Review has validated the findings in the FloridaCommerce Letter and supports the permanent removal of Stacy Campbell-Domineck as the executive director for cause, such cause, inter alia, includes neglect of duty, gross mismanagement, waste and lack of performance.

On, September 15, 2026, the Board, based on the Compliance and Governance Assessment attached and the CareerSource Florida's Notice of Material Noncompliance, Required Governance Action, and Potential Removal for Cause, found cause in accordance with section 445.007(2)(c), Florida Statutes to remove Stacy Campbell-Domineck as the executive director of CareerSource Polk, such cause to include, without limitation, neglect of duty, gross mismanagement, and lack of performance. The Board gave Mrs. Campbell-Domineck until September 28, 2026, to provide a response to said assessment and notice and provide reasons why cause does not exist for her removal.

**RECOMMENDATION**

Consider a resolution permanently removing the executive director of CareerSource Polk, President and CEO, Stacy Campbell-Domineck.

**FISCAL IMPACT**

No fiscal impact.

**CONTACT INFORMATION**

Randy Mink  
County Attorney  
863-534-7679

**RESOLUTION NO. 2026-\_\_\_\_\_**

**A RESOLUTION OF THE BOARD OF COUNTY COMMISSIONERS OF POLK COUNTY, FLORIDA, PERMANENTLY REMOVING THE EXECUTIVE DIRECTOR OF CAREERSOURCE POLK, STACY CAMPBELL-DOMINECK; PROVIDING FOR SEVERABILITY; PROVIDING EFFECTIVE DATE.**

**WHEREAS**, the Polk County Board of County Commissioners received a joint letter dated August 25, 2026 from the Secretary of FloridaCommerce, and President and Chief Executive Officer of CareerSouce Florida ("FloridaCommerce Letter"), a copy of the FloridaCommerce Letter is attached hereto as Attachment "A" and by reference made part hereof;

**WHEREAS**, prior to the FloridaCommerce Letter, in a letter dated January 13, 2026, CareerSource Polk was informed by CareerSource Florida ("PIP Notification Letter") that CareerSource Polk had failed to meet local performance accountability measures for several primary indicators for Program Years 2023 and 2024 and proposed a two (2) year timeline for a mandatory Performance Improvement Plan, a copy of the PIP Notification Letter is attached hereto as Attachment "B" and by reference made part hereof;

**WHEREAS**, the FloridaCommerce Letter makes several negative findings, including their believe that CareerSource Polk President & CEO, Stacy Campbell-Domineck (President Campbell-Domineck) has abdicated her role and notes a trend of noncooperation, questionable fiscal management and some cases outright deception by President Campbell-Domineck;

**WHEREAS**, the FloridaCommerce Letter found that the operational and policy decisions noted in the letter demonstrate a clear lack of leadership at CareerSource Polk, a failure of management and a failure of management oversight;

**WHEREAS**, Section 445.007(2)(c), Florida Statutes authorized the chief elected official to remove an executive director of a local workforce board, for cause;

**WHEREAS**, “For cause” is defined by Section 445.002(2), Florida Statutes to include, but is not limited to, engaging in fraud or other criminal acts, incapacity, unfitness, neglect of duty, official incompetence and irresponsibility, misfeasance, malfeasance, nonfeasance, gross mismanagement, waste, or lack of performance;

**WHEREAS**, the Polk County Board of County Commissioners is the chief elected Official for the local workforce development board, CareerSource Polk is the local workforce development board and President Campbell-Domnick is the executive director of the local workforce development board governed subject to Chapter 445, Florida Statutes;

**WHEREAS**, the FloridaCommerce Letter supported a temporary removal of President Campbell-Domineck as the executive director of CareerSource Polk to allow for a complete governance review of the management and governance of CareerSource Polk in accordance with the FloridaCommerce Letter;

**WHEREAS**, Canopy Management Consulting Group, LLC (“Canopy”) was retained by the County Manager in accordance with Resolution 2026-097, to perform a management and governance review of CareerSource Polk (“Management and Governance Review”) in accordance with the FloridaCommerce Letter;

**WHEREAS**, the Management and Governance Review has validated the findings in the CommerceFlorida Letter and supports the permanent removal of Stacy Campbell-Domineck as the executive director for cause, such cause, inter alia, includes neglect of duty, gross mismanagement, waste and lack of performance. A copy of the Management

and Governance Review titled Compliance and Governance Assessment is attached hereto as Attachment “C” and by reference made part hereof.

**WHEREAS**, on, September 15, 2026, the Board, based on the Compliance and Governance Assessment and the CareerSource Florida’s Notice of Material Noncompliance, Required Governance Action, and Potential Removal for Cause, found cause in accordance with Section 445.007(2)(c), Florida Statutes to remove Stacy Campbell-Domineck as the executive director of CareerSource Polk, such cause to include, without limitation, neglect of duty, gross mismanagement, and lack of performance.

**WHEREAS**, the Board gave Stacy Campbell-Domineck until September 28, 2026, to provide a response to said assessment and notice and provide reasons why cause does not exist for her removal.

**NOW, THEREFORE BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF POLK COUNTY, FLORIDA:**

**SECTION 1. RECITALS INCORPORATED.** The above recitals are true and correct and are hereby incorporated herein by reference.

**SECTION 2. PERMANENT REMOVAL OF EXECUTIVE DIRECTOR**

After review and due consideration of the Compliance and Governance Assessment attached, the CareerSource Florida’s Notice of Material Noncompliance, Required Governance Action, and Potential Removal for Cause, and the response of Stacy Campbell-Domineck, pursuant to Section 445.007(2)(c), Florida Statutes, Stacy Campbell-Domineck is hereby permanently removed from the position of executive

director of CareerSource Polk without compensation and she shall not, in the capacity of the executive director:

- a. receive compensation or benefits from CareerSource Polk except compensation due to her for days worked prior to her removal;
- b. have any employment or contractual relationship with CareerSource Polk;
- c. have access to any offices or buildings of CareerSource Polk;
- d. have access to any computers, computer programs or files of CareerSource Polk;
- e. have access to her CareerSource Polk email address or CareerSource Polk's email system;
- f. have access to any documents or files of CareerSource Polk;
- g. attend meetings of the CareerSource Polk Board of Director; and
- h. communicate with staff or the CareerSource Polk Board of Directors.

**SECTION 3. SEVERABILITY.** It is declared to be the intent of the Board that if any section, subsection, sentence, clause or provision of this Resolution be held invalid by a court of competent jurisdiction, it shall in no way affect the validity of the remaining portions of this Resolution.

**SECTION 4. EFFECTIVE DATE.** This Resolution shall be effective upon adoption.

**ADOPTED IN REGULAR SESSION DULY ASSEMBLED THIS 6<sup>TH</sup> DAY OF OCTOBER 2026.**

**ATTEST:  
STACY M. BUTTERFIELD, CLERK**

**BOARD OF COUNTY COMMISSIONERS  
POLK COUNTY, FLORIDA**

By: \_\_\_\_\_  
Deputy Clerk

By: \_\_\_\_\_  
Martha Santiago, Ed.D., Chair