



**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
PASCO HERNANDO WORKFORCE BOARD, INC. DBA CAREERSOURCE PASCO  
HERNANDO AND PASCO ECONOMIC DEVELOPMENT COUNCIL**

**THIS UMBRELLA MEMORANDUM OF UNDERSTANDING ("MOU")** is entered into by and between **PASCO HERNANDO WORKFORCE BOARD, INC., d/b/a CAREERSOURCE PASCO HERNANDO**, a Florida non-profit corporation, PO Box 6589 Spring Hill, FL 34611, ("CareerSource Pasco Hernando") and the **Pasco Economic Development Council** as described in Section V. Partners.

**WITNESSETH:**

**WHEREAS**, this MOU is developed and executed by CareerSource Pasco Hernando and the Pasco Economic Development Council to document the roles and responsibilities of the Partners for the purpose of increasing workforce training, employment and economic development efforts throughout Pasco County; and

**WHEREAS**, this agreement further describes the sharing and allocation of costs among the partners; and

**WHEREAS**, CareerSource Pasco Hernando and the Pasco Economic Development Council have had a long-standing relationship in order to improve the local business environment throughout Pasco County; and

**WHEREAS**, during this relationship, CareerSource Pasco Hernando and Pasco Economic Development Council partnered in an effort to bridge a gap by focusing on the needs of employers and employees; and

**WHEREAS**, CareerSource Pasco Hernando and Pasco Economic Development Council desire to enter into this Umbrella MOU to address the operations of their partnership and delivery system, provision of programs and services, and apportionment of costs, as provided herein; and;

**WHEREAS**, this MOU requires the agreement and signature of the **CAREERSOURCE PASCO HERNANDO**, located at PO Box 6589 Spring Hill, FL 34611 ("CEO"), and the **PASCO ECONOMIC DEVELOPMENT COUNCIL**, located at 16506 Pointe Village Drive, Suite 107, Lutz, FL 33558 ("CEO").

**NOW THEREFORE**, in consideration of the mutual covenants and agreements herein set forth, and for other good and valuable consideration the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

## Table of Contents

I. PARTIES .....	5
II. PURPOSE .....	5
III. LOCAL WORKFORCE SYSTEM .....	5
Mission .....	5
Vision .....	5
Core Values .....	5
IV. CAREER CENTERS .....	6
Comprehensive Center .....	6
Affiliate Centers .....	6
V. PARTNERS .....	6
Partner Services .....	7
Individual Partner Contribution of Services .....	7
Pasco Economic Development Council .....	7
VI. METHODS OF INTERNAL REFERRAL .....	7
VII. ACCESSIBILITY .....	7
Physical Accessibility .....	8
Virtual Accessibility .....	8
Programmatic Accessibility .....	8
Communication Accessibility .....	8
VIII. INFORMATION SHARING .....	9
IX. CONFIDENTIALITY .....	9
X. MONITORING .....	9
XI. NON-DISCRIMINATION AND EQUAL OPPORTUNITY .....	10
XII. INDEMNIFICATION .....	10
XIII. DRUG AND ALCOHOL-FREE WORKPLACE .....	10
XIV. TERM .....	11
XV. SEVERABILITY .....	11
XVII. MODIFICATION .....	11
XVI. TERMINATION .....	12
XIV. MERGER .....	12
XX. THIRD PARTY BENEFICIARY .....	12
XXI. GOVERNANCE .....	12
XXII. DISPUTE RESOLUTION .....	12
Dispute Resolution Process .....	13

XXIII. FUNDING AGREEMENT ..... 13  
    Funding.....13  
XXIV. AUTHORITY AND SIGNATURES ..... 15  
    Pasco Economic Development Council. ....16  
    Pasco Hernando Workforce Board, Inc. dba CareerSource Pasco Hernando .....17  
    Chief Elected Official – Hernando Board of County Commissioners .....18  
    Chief Elected Official – Pasco Board of County Commissioners .....19

## I. PARTIES

Parties to this agreement include CareerSource Pasco Hernando and Pasco Economic Development Council. The parties to this document agree to coordinate and perform the activities and services described herein within the scope of legislative and Pasco County's requirements governing the parties' respective programs, services and agencies.

## II. PURPOSE

The purpose of this agreement is to describe the partnership between CareerSource Pasco Hernando and Pasco Economic Development Council in an effort to increase workforce training, employment and economic development efforts throughout Pasco County.

Pasco Economic Development Council and CareerSource Pasco Hernando have had a long-standing relationship in order to improve the local business environment throughout Pasco County. During this relationship, Pasco Economic Development Council and CareerSource Pasco Hernando partnered in an effort to bridge a gap by focusing on the needs of employers and employees.

The WorkforceCONNECT program, originally known as the "Pasco Pipeline," was born out of a Pasco Economic Development Council Task Force and the Pasco Economic Development Council's three-year strategic plan titled "Win". The strategy recommended the creation of a Talent Pipeline Task Force, which was formed in March of 2017. The task force went on to recommend the structure, organization and metrics of a new Pasco Economic Development Council program, WorkforceCONNECT.

WorkforceCONNECT also provides a web-based tool that provides a shepherding function for employers and prospective employees. The web-based tool was developed and launched at the creation of the WorkforceCONNECT program, as part of the partnership with CareerSource Pasco Hernando.

We are requesting this program and partnership with CareerSource Pasco Hernando be continued through the development efforts of the WorkforceCONNECT program, which includes a web-based interaction.

The continued partnership with CareerSource Pasco Hernando will allow our community to thrive with more opportunities to attract and grow our talent for large projects throughout Pasco County.

## III. LOCAL WORKFORCE SYSTEM

CareerSource Pasco Hernando operates a workforce system that economically benefits job seekers and businesses. To this end, CareerSource Pasco Hernando has adopted its Mission, Vision and Core Values:

### Mission

Pasco Hernando Workforce Board enhances economic development efforts of our region by providing a well-trained, high-quality workforce which supports the success of local business and improves the quality of life.

### Vision

To serve as a catalyst in the community for promoting self-sufficiency through the development of a quality workforce.

## Core Values

- ❖ Integrity. We maintain the highest standards of professional and ethical behavior, and value transparency and honesty in our communications, relationships and actions.
- ❖ Customer Focused. We have a passion to serve. Our team is committed to understanding the needs of our customers through a results-oriented approach, known as concierge customer service.
- ❖ Accountability. We hold ourselves accountable for the quality and lasting results of our work, and for the commitments we make to our participants, employers, partners, stakeholders and each other.
- ❖ Respect. We value everyone and treat people with dignity and professionalism.
- ❖ Collaboration. We value and celebrate teamwork, evident though our strong emphasis on partnership, engagement and community development.
- ❖ Innovation. We go beyond conventional ideas and approaches so new possibilities, and creativity can flourish to ensure real and lasting positive changes.

## IV. CAREER CENTERS

CareerSource Pasco Hernando (3) comprehensive center sites that are designed to provide a full range of assistance to job seekers, workers and businesses under one roof. Established under the Workforce Investment Act of 1988 (WIA) and continued by the Workforce Innovation and Opportunity Act (WIOA).

### Comprehensive Centers

- 1) 16336 Cortez Blvd., Brooksville, FL 34601 (subject to change lease agreement has expired and will be moving. For the present time inquiries can be sent to the PO Box.)
- 2) 4440 Grand Blvd., New Port Richey FL 34652
- 3) 15000 Citrus Country Dr., Suite 303 Dade City, FL 33525

## V. PARTNER

### Pasco Economic Development Council

This MOU addresses the below partner:

Co-located	Partner Organization	Partner Program	Authorization/Category
No	Pasco Economic Development Council	N/A	N/A



## Partner Services

Each Partner commits to cross-training of staff, as appropriate, providing other professional learning opportunities that promote continuous quality improvement and further promote system integration to the maximum extent feasible, and permissible under state and federal law through:

- ❖ Effective communication, information sharing, and collaboration with CareerSource Pasco Hernando,
- ❖ Joint planning, policy development, and system design processes,
- ❖ Commitment to the joint mission, vision, goals, strategies, and performance measures,
- ❖ Leveraging of resources, including other public agency and non-profit organization services,
- ❖ Participation in a continuous improvement process designed to boost outcomes and increase customer satisfaction, and
- ❖ Participation in regularly scheduled Partner meetings to exchange information in support of the above and encourage program and staff integration.
- ❖ Coordinate with CareerSource Pasco Hernando to provide access to its workforce services and programs through the One-stop system in accordance with published policies and procedures which include the manner in which the services will be coordinated and delivered through the One-stop system.
- ❖ Coordinate with CareerSource Pasco Hernando to ensure that the needs of job seekers, youth, and individuals with barriers to employment, including individuals with disabilities, are addressed in providing access to services, including access to technology and materials that are available through the One-stop system.
- ❖ Coordinate with CareerSource Pasco Hernando for the funding of the infrastructure costs of the WorkforceCONNECT program, sponsorships and the funding of shared services and operating costs in accordance with 29 U.S.C. § 3151, and any infrastructure funding mechanism requirements issued by the State of Florida.
- ❖ Provide feedback to CareerSource Pasco Hernando management regarding the performance of the partnership, including its effectiveness and success.

## Individual Partner Contribution of Services

### Pasco Economic Development Council

*Pasco Economic Development Council* is the lead economic development organization dedicated to the overall growth and prosperity of Pasco County through the development of a sustainable and diversified economy. Pasco Economic Development Council is a private, non-profit organization that promotes countywide economic development, and continues to be a strong partnership funded by corporate and public investors focused on the economic vitality of Pasco County.

## VI. ACCESSIBILITY

Accessibility to the services provided by CareerSource Pasco Hernando and all Partner agencies is essential. Job seekers and businesses must be able to access all information relevant to them via visits to physical locations, as well as in virtual spaces, regardless of gender, age, race, religion, national origin, disability, veteran's status, or on the basis of any other classification protected under state or federal law.

### Physical Accessibility

One-stop centers will maintain a culture of inclusiveness, and the physical characteristics of the facility, both indoor and outdoor, will meet the latest standards of accessible design. Services will be available in a convenient, high traffic, and accessible location, taking into account reasonable distance from public transportation and adequate parking, including parking clearly marked for individuals with disabilities. Indoor space will be designed in an "equal and meaningful" manner providing access for individuals with disabilities.

### Virtual Accessibility

CareerSource Pasco Hernando will work with the State Workforce Development Board to ensure that job seekers and businesses have access to the same information online as they do in a physical facility. Information must be clearly marked, and compliant with Section 508 of the U.S. Department of Health and Human Services code. Partners will comply with the Plain Writing Act of 2010; the law that requires that federal agencies use "clear Government communication that the public can understand and use," and all information kept virtually will be updated regularly to ensure dissemination of correct information. Partners should either have their own web presence via a website and/or the use of social media or work out a separate agreement with CareerSource Pasco Hernando to post content through its website.

### Programmatic Accessibility

All Partners agree that they will not discriminate in their employment practices or services on the basis of gender, gender identity and/or expression, age, race, religion, national origin, disability, veteran's status, or on the basis of any other classification protected under state or federal law. Partners must assure that they have policies and procedures in place to address these issues, and that such policies and procedures have been disseminated to their employees and otherwise posted as required by law. Partners further assure that they are currently in compliance with all applicable state and federal laws and regulations regarding these issues. All Partners will cooperate with compliance monitoring that is conducted at the Local level to ensure that all CareerSource Pasco Hernando programs, services, technology, and materials are physically and programmatically accessible and available to all. Additionally, staff members will be trained to provide services to all, regardless of range of abilities, mobility, age, language, learning style, or comprehension or education level. An interpreter will be provided in real time or, if not available, within a reasonable timeframe to any customer with a language barrier. Assistive devices, such as screen-reading software programs (e.g., JAWS and DRAGON) and assistive listening devices must be available to ensure physical and programmatic accessibility within region.

### Communication Accessibility

Communications access, for purposes of this MOU, means that individuals with sensory disabilities can communicate, and be communicated with, on an equal footing with those who do not have such disabilities. All Partners agree that they will provide accommodations for individuals who have communication challenges, including but not limited to individuals who are deaf and hard of hearing, individuals with vision impairments, and individuals with speech-language impairments.

## **VII. INFORMATION SHARING**

Partners agree that the collection, use, and disclosure of customers' personally identifiable information



(PII) is subject to various requirements set forth in Federal and State privacy laws. Partners acknowledge that the execution of this MOU, by itself, does not function to satisfy all of these requirements.

All One-stop center and Partner staff will be trained in the protection, use, and disclosure requirements governing PII, and any other confidential data for all applicable programs.

### **VIII. CONFIDENTIALITY**

All Parties expressly agree to abide by all applicable Federal, State, and local laws and regulations regarding confidential information, including PII from educational records, such as but not limited to 20 CFR Part 603, 45 CFR Section 205.50, 20 USC 1232g and 34 CFR part 99, and 34 CFR 361.38, as well as any applicable State and local laws and regulations. In addition, in carrying out their respective responsibilities, each Party shall respect and abide by the confidentiality policies and legal requirements of all of the other Parties.

Each Party will ensure that the collection and use of any information, systems, or records that contain PII, and other personal or confidential information will be limited to purposes that support the programs and activities described in this MOU, and will comply with applicable law.

Each Party will ensure that access to software systems and files under its control that contain PII or other personal or confidential information will be limited to authorized staff members who are assigned responsibilities in support of the services and activities described herein, and will comply with applicable law. Each Party expressly agrees to take measures to ensure that no PII or other personal or confidential information is accessible by unauthorized individuals.

To the extent that confidential, private, or otherwise protected information needs to be shared amongst the Parties for the Parties' performance of their obligations under this MOU, and to the extent that such sharing is permitted by applicable law, the appropriate data sharing agreements will be created and required confidentiality and ethical certifications will be signed by authorized individuals. With respect to confidential unemployment insurance information, any such data sharing must comply with all of the requirements in 20 CFR Part 603, including but not limited to requirements for an agreement consistent with 20 CFR 603.10, payments of costs, and permissible disclosures.

With respect to the use and disclosure of FERPA-protected customer education records, and the PII contained therein, any such data sharing agreement must comply with all of the requirements set forth in 20 U.S.C. § 1232g and 34 CFR Part 99.

With respect to the use and disclosure of personal information contained in VR records, any such data sharing agreement must comply with all of the requirements set forth in 34 CFR 361.38.

### **IX. MONITORING**

CareerSource Pasco Hernando, officials from the State and Local administrative entities, the U.S. Departments of Labor, Education, and Health and Human Services have the authority to conduct fiscal and programmatic monitoring to ensure that:

- ❖ Federal awards are used for authorized purposes in compliance with law, regulations, and State policies,
- ❖ Those laws, regulations, and policies are enforced properly,

- ❖ Performance data are recorded, tracked, and reviewed for quality to ensure accuracy and completeness,
- ❖ Outcomes are assessed and analyzed periodically to ensure that performance goals are met,
- ❖ Appropriate procedures and internal controls are maintained, and record retention policies are followed, and
- ❖ All MOU terms and conditions are fulfilled.

All Parties to this MOU should expect regular fiscal and programmatic monitoring to be conducted by each of the above entities, as appropriate.

#### **X. NON-DISCRIMINATION AND EQUAL OPPORTUNITY**

All Parties to this MOU certify that they prohibit, and will continue to prohibit, discrimination, and they certify that no person, otherwise qualified, is denied employment, services, or other benefits on the basis of: (i) political or religious opinion or affiliation, marital status, sexual orientation, gender, gender identification and/or expression, race, color, creed, or national origin; (ii) sex or age, except when age or sex constitutes a bona fide occupational qualification; or (iii) the physical or mental disability of a qualified individual with a disability.

The Parties specifically agree that they will comply with Section 188 of the WIOA Nondiscrimination and Equal Opportunity Regulations (29 CFR Part 38; Final Rule December 2, 2016), the Americans with

Disabilities Act (42 U.S.C. 12101 et seq.), the Non-traditional Employment for Women Act of 1991, titles VI and VII of the Civil Rights of 1964, as amended, Section 504 of the Rehabilitation Act of 1973, as amended, the Age Discrimination Act of 1967, as amended, title IX of the Education Amendments of 1972, as amended, and with all applicable requirements imposed by or pursuant to regulations implementing those laws, including but not limited to 29 CFR Part 37 and 38.

#### **XI. INDEMNIFICATION**

All Parties to this MOU recognize the Partnership consists of various levels of government and not-for-profit entities. Each party to this agreement shall be responsible for injury to persons or damage to property resulting from negligence on the part of itself, its employees, its agents, or its officers. No Partner assumes any responsibility for any other party, State or non-State, for the consequences of any act or omission of any third party. The Parties acknowledge CareerSource Pasco Hernando has no responsibility and/or liability for any actions of the One-stop center employees, agents, and/or assignees. Likewise, the Parties have no responsibility and/or liability for any actions of CareerSource Pasco Hernando. Nothing herein shall be interpreted to expand or enlarge the scope of the waiver of sovereign immunity for state agencies as provided in Florida Statutes 768.28.

#### **XII. DRUG AND ALCOHOL-FREE WORKPLACE**

All Parties to this MOU certify they will comply with the Drug-Free Workplace Act of 1988, 41 U.S.C. 702 et seq., and 2 CFR part 182, which require that all organizations receiving grants from any Federal agency maintain a drug-free workplace. The recipient must notify the awarding office if an employee of the recipient is convicted of violating a criminal drug statute. Failure to comply with these requirements may be cause for suspension or debarment under 2 CFR part 180, as adopted by the U.S. Department of Education at 2 CFR 3485, and the U.S. Department of Labor regulations at 29 CFR part 94.

### **XIII. TERM**

WIOA Section 121(c) (g) and 34 CFR 463.500 requires that the MOU be reviewed and renewed not less than once in every 3-year period to ensure appropriate funding and effective delivery of services, and physical and programmatic accessibility.

This MOU shall be effective upon execution by all parties and approval by the CLEO, and shall be for a term of three (3) years, to cover services provided from July 1, 2023, through June 30, 2026, unless otherwise terminated as provided for herein.

### **XIV. SEVERABILITY**

If any part of this MOU is found to be null and void, or is otherwise stricken, the rest of this MOU shall remain in full force and effect, until renegotiated or rewritten.

### **XV. MODIFICATION**

Subject to CLEO approval, this MOU may be modified through mutual consent of CareerSource Pasco Hernando and the applicable Partner(s), given thirty (30) days advance notice in writing, except as provided elsewhere with respect to termination or withdrawal of a Partner.

Any modifications to the MOU must, to be valid, be in writing, signed, dated by the applicable Parties, and appended to this original MOU. A modification of the MOU only requires parties to review and agree to the elements to the MOU that changed. A Modification will be effective once approved by CEO and CareerSource Pasco Hernando.

Substantive changes will require modification to the MOU. Substantive change may include, but is not limited to, a change that significantly alters the terms of this MOU, and addition or removal of a partner from this MOU. Non-substantive changes to the MOU, including but not limited to minor revisions to the One-Stop Operating budget of less than \$5,000 or adjustments made due to the reconciliation of budgeted cost will not require modification of the MOU.

As stated in the Infrastructure Funding section below, if an agreement of infrastructure costs is not reached upon completion of this MOU, an interim infrastructure agreement may be included until such time the infrastructure funding agreement is finalized. The infrastructure funding agreement shall be finalized within 6 months of the date the MOU is signed by the CEO. Once an infrastructure agreement is reached, CareerSource Pasco Hernando and the applicable partner shall amend the MOU to include the infrastructure funding agreement. The infrastructure agreement shall become an addendum to this MOU.

All Parties agree that modifications that do not affect all Parties need only be signed by the authorized representatives of CareerSource Pasco Hernando and the affected Partner(s).

A modification to this MOU will be delivered via email or mail to the CEO and Partners.

### **XVI. TERMINATION**

This MOU will remain in effect until the end date specified in the Term section above. A Party may

terminate this MOU prior to the end date, with cause upon thirty (30) days written notice, for any of the following reasons:

- o Federal oversight agencies charged with the administration of WIOA are unable to appropriate funds or if funds are not otherwise made available for continued performance for any fiscal period of this MOU succeeding the first fiscal period. Any party unable to perform pursuant to MOU due to lack of funding shall notify CareerSource Pasco Hernando as soon as the party has knowledge that funds may be unavailable for the continuation of activities under this MOU.
- o WIOA is repealed or superseded by subsequent federal law.
- o Local area designation is changed under WIOA.
- o A party breaches any provision of this MOU, and such breach is not cured within thirty (30) days after receiving written notice from the CareerSource Pasco Hernando Chair (or designee) specifying such breach in reasonable detail. In such an event, the non-breaching party(s) shall have the right to terminate this MOU by giving written notice thereof to the party in breach, upon which termination will go into effect immediately.

In the event of termination, CareerSource Pasco Hernando will convene applicable Parties to the MOU within thirty (30) days of notice to discuss the formation of the successor MOU, if applicable. At that time, allocated costs must be addressed.

#### **XIV. MERGER**

This MOU constitutes and expresses the entire and integrated understanding and agreement between the parties hereto, superseding, incorporating, and merging all prior understandings, agreements and discussions relating to the transactions contemplated hereby, and no agreements, understandings, prior negotiations, prior discussions, warranties, representations or covenants not herein expressed shall be binding upon the parties.

#### **XX. THIRD PARTY BENEFICIARY**

This MOU is for the benefit of CareerSource Pasco Hernando, the Partner, and the Pasco and Hernando County Board of County Commissioners, and no third party is an intended beneficiary.

#### **XXI. GOVERNANCE**

The accountability and responsibility for the One-stop system's organizational activity and accomplishments will rest with CareerSource Pasco Hernando and the Pasco and Hernando County Board of County Commissioners. Pursuant to the Workforce Innovation and Opportunity Act of 2014, the local Board in partnership with the Chief Elected Official shall conduct oversight with respect to the One-stop system. Any dispute concerning the MOU will be resolved in accordance with CareerSource Pasco Hernando's Grievance/Complaint and Hearing/Appeal Procedures QA-010.

#### **XXII. DISPUTE RESOLUTION**

It is central to the intent and purpose of this MOU that the parties will make every effort to maintain a positive working relationship, keep each party fully informed, and engage in ongoing dialogue and consultation to avoid disagreements, minimize the impact of any which may arise and resolve them collegially. All Parties are advised to actively participate in Local negotiations in a good faith effort to reach agreement. Any disputes shall first be attempted to be resolved informally.

Should informal resolution efforts fail, the dispute resolution process shall be followed as outlined below.



Dispute resolution shall be construed in accordance with the laws of the State of Florida. Any dispute arising from the terms of this Agreement is subject to the laws of Florida, venue in Pasco or Hernando County. Each party shall be responsible for its own attorneys' fees and costs incurred as a result of any action or proceeding under this Agreement. The following section details the dispute resolution process designed for use by the Partners when unable to successfully reach an agreement necessary to execute the MOU. A disagreement is considered to have reached the level of dispute resolution when an issue arises out of the development and negotiation of an MOU that is not easily coming to a point of resolution.

#### Dispute Resolution Process

It is the responsibility of CareerSource Pasco Hernando's Chief Executive Officer to mediate the dispute. If that is not successful, the CareerSource Pasco Hernando Chair (or designee) will coordinate the MOU dispute resolution to ensure that issues are being resolved appropriately. Any party to the MOU may seek resolution under this process.

- A. The petitioner must send a notification to the CareerSource Pasco Hernando Chair (or designee), and all Parties to the MOU regarding the conflict within ten (10) business days.
- B. The CareerSource Pasco Hernando Chair (or designee) shall place the dispute on the agenda of a special meeting of the CareerSource Pasco Hernando Executive Committee. The Executive Committee shall attempt to mediate and resolve the dispute. Disputes shall be resolved by a 2/3 majority consent of the Executive Committee members present.
- C. The decision of the Executive Committee shall be final and binding unless such a decision is in contradiction of applicable State and Federal laws or regulations governing the Partner agencies.
- D. The right of appeal no longer exists when a decision is final. Additionally, final decisions will not be precedent-setting or binding on future conflict resolutions unless they are officially stated in this procedure.
- E. The Executive Committee must provide a written response and dated summary of the proposed resolution to all Parties to the MOU.
- F. The CareerSource Pasco Hernando Chair (or designee) will contact the petitioner and the appropriate Parties to verify that all are in agreement with the proposed resolution. If an issue arises involving this MOU, both parties will make every effort to reach a resolution in a timely and efficient manner. Either partner may request a face-to-face meeting of the local partners to identify and discuss the issue. If resolved, and no further action is deemed necessary by the partners, the issue and the resolution will be documented in writing.
- G. If a Partner has employed the dispute resolution process, and have failed to reach consensus on an issue pertaining to the funding, then an impasse is declared, and the State Funding Mechanism (SFM) is triggered.

### XXIII. FUNDING AGREEMENT

The partners agree to enter into a Funding Agreement as detailed in this section. The agreement is a plan to share and allocate the costs of services and the operating costs, including infrastructure, operation and program costs.

#### Funding

The Funding Agreement is made up of infrastructure, operations, sponsorship and program costs. The budget consists of non-personnel infrastructure costs necessary for the general operation, included but

not limited to:

1. Applicable costs associated to the WorkforceCONNECT program.
2. Costs for web-based tool maintenance and operations.
3. Sponsorships.
4. Equipment (including physical modifications for access, assessment-related products, and assistive technology for individuals with disabilities).
5. Technology to facilitate access to the One-stop Centers, including technology used for the center's planning and outreach activities.
6. Local Workforce Development Boards (LWDB) may consider common identifier of costs as costs of One-stop Infrastructure. One example of a common identifier is the cost of signage for American Job Centers (AJC) or One-stop centers (WIOA- sec 121 (h)(4) and 20 CFR 678-700).

For purposes of equity and to allow predictability in budget planning, Pasco Economic Development Council agrees to provide CareerSource Pasco Hernando with access to the WorkforceCONNECT program's information and data sharing, which includes the web-based tool and resources. The Pasco Economic Development Council further agrees to provide membership as a member of the board of directors.

The projected annual budget is presented below.

- \$10,000.00 per year for the WorkforceCONNECT program, which includes the web-based tool/resources, and data sharing.
- \$12,000.00 per year for sponsorships, marketing and networking, to include CareerSource Pasco Hernando's logo and branding on Pasco Economic Development Council's website, marketing materials, resources, and outreach in an effort to collaboratively attract, retain and provide the necessary resources to new and existing businesses throughout Pasco County.

An example of possible sponsorships are as follows:

- Economic Forecast Luncheon (\$3,000)
- GROW Pasco (\$1,000)
- Netfest (\$3,000)
- Annual Awards (\$5,000)

Mandatory Partner/CareerSource Pasco Hernando MOU

An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers on this document may be reached by persons using TTY/TTD equipment via the Florida Relay Service at 711.

#### **XXIV. AUTHORITY AND SIGNATURES**

Each party is certifying that they have read and understand the information contained in this MOU, and that the individual has the legal authority to commit their respective organization to the terms of this MOU and do so by signature below.

This MOU will be executed in counterparts, each being considered an original, and the originals of which when taken together and bearing the signature of all parties to the agreement, shall constitute one and the same MOU. The MOU will not be considered executed until all parties have signed.

[Intentionally Left Blank]

Pasco Economic Development Council



Signature

*BILL CRONIN*

Print Name

*President + CEO*

Title

*July 24, 2023*

Date



Pasco Hernando Workforce Board, Inc. dba CareerSource Pasco Hernando

*Charles Gibbons*

Charles Gibbons (Jul 28, 2023 13:56 EDT)

Signature

**Charles Gibbons**

Print Name

**Board Chair**

Title

**Jul 28, 2023**

Date

**IN WITNESS WHEREOF**, this Memorandum of Understanding is the product of local discussion and negotiation, and is an agreement developed and executed between the Local Workforce Development Board, and the One-stop mandatory partners, with the agreement of the chief elected official and the One-stop mandatory partners, relating to the operation of the One-stop delivery system in the local area. See 34 CFR 463.500.


Chief Elected Official – Hernando Board of County Commissioners

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Title

\_\_\_\_\_  
Date

APPROVED AS TO FORM  
AND LEGAL SUFFICIENCY  
BY   
County Attorney's Office

**IN WITNESS WHEREOF**, this Memorandum of Understanding is the product of local discussion and negotiation, and is an agreement developed and executed between the Local Workforce Development Board, and the One-stop mandatory partners, with the agreement of the chief elected official and the One-stop mandatory partners, relating to the operation of the One-stop delivery system in the local area. See 34 CFR 463.500.

Chief Elected Official – Pasco Board of County Commissioners

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Signature

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Print Name

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Title

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Date

ATTEST:

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Nikki Alvarez-Sowles, Esq.,  
Pasco County Clerk & Comptroller