

PALM BEACH COUNTY  
BOARD OF COUNTY COMMISSIONERS  
BOARD APPOINTMENT SUMMARY

Meeting Date: September 13, 2016  
Department: County Library  
Advisory Board Name: Library Advisory Board

I. EXECUTIVE BRIEF

**Motion and Title:** **Staff recommends motion to approve:** reappointment of the following at-large member of the Library Advisory Board for a term of three (3) years, effective October 1, 2016 to September 30, 2019.


<u>Nominee</u>	<u>Seat No.</u>	<u>Requirement</u>	<u>Nominated by</u>
Benjamin Hom	15 At Large	Resident of PBC Library District	Vice Mayor Hal Valeche Commissioner Abrams Commissioner Vana Commissioner Burdick Commissioner McKinlay

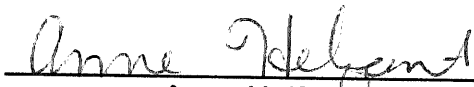
**Summary:** Chapter 2000-405, Laws of Florida establishes a requirement for a Library Advisory Board consisting of 15 members; one (1) at large and 14 district appointees. Mr. Hom is eligible to serve another three (3) year term and has expressed a desire to be reappointed. He is a recent graduate of Leadership Palm Beach County, Class of 2016, and is a member of several boards including Lydia Homes, a foster care association. Mr. Hom will add to the ethnic diversity of the Library Advisory Board.

A memo was distributed to the Board of County Commissioners on July 15, 2016 requesting nominations. No other nominations were received. The Board currently has 14 members and a diversity count of: 7 Caucasian Females (50%), 3 Caucasian Males (21.4%), 1 African American Female (7.15%), 1 Hispanic Female (7.15%), 1 Hispanic Male, (7.15%) and 1 Asian American Male (7.15%). Countywide (AH)

**BACKGROUND AND JUSTIFICATION:** The Library Advisory Board reviews programs and policies of the Library System, as well as budgetary requirements to finance the system and works with the Library Director to improve and expand Library service throughout the County.

- Attachments:**
1. Boards/Committee Application form
  2. Resume for Benjamin Hom
  3. Memo dated July 15, 2016 requesting nominations
  4. Current List of Board Members
  5. Chapter 2000-405 Laws of Florida

Recommended by:  8.23.16  
Douglas Crane, Department Director Date

Legal Sufficiency:  8/26/16  
Anne Helfant, Assistant County Attorney Date

**PALM BEACH COUNTY  
BOARD OF COUNTY COMMISSIONERS  
BOARDS/COMMITTEES APPLICATION**

The information provided on this form will be used in considering your nomination. Please **COMPLETE SECTION II IN FULL**. Answer "none" or "not applicable" where appropriate. Please attach a biography or résumé to this form.

**Section I (Department):** (Please Print)

Board Name: Library Advisory Board Advisory ☒ Not Advisory ☐  
☒ At Large Appointment or ☐ District Appointment /District #: \_\_\_\_\_  
Term of Appointment: 3 Years From: 10/1/2016 To: 9/30/2019  
Seat Requirement: Resident of Palm Beach County Library Taxing District Seat #: 15  
☒ \*Reappointment or ☐ New Appointment  
or ☐ to complete the term of \_\_\_\_\_ Due to: ☐ resignation ☐ other  
Completion of term to expire on: \_\_\_\_\_

\*When a person is being considered for reappointment, the number of previous disclosed voting conflicts during the previous term shall be considered by the Board of County Commissioners: \_\_\_\_\_

**Section II (Applicant):** (Please Print)

**APPLICANT, UNLESS EXEMPTED, MUST BE A COUNTY RESIDENT**

Name: Horn Benjamin  
Last First Middle  
Occupation/Affiliation: VP of Finance and Strategy  
Owner ☐ Employee ☒ Officer ☐  
Business Name: Cancer Center of South Florida  
Business Address: 3111 S DIXIE Hwy #304  
City & State: West Palm Beach, FL Zip Code: 33405  
Residence Address: 11181 Misty Ridge Way  
City & State: Boynton Beach, FL Zip Code: 33473  
Home Phone: 561-413-5983 Business Phone: ( ) Ext. \_\_\_\_\_  
Cell Phone: 847-872-9368 Fax: ( ) \_\_\_\_\_  
Email Address: bhorn1@yahoo.com  
Mailing Address Preference: ☐ Business ☒ Residence  
Have you ever been convicted of a felony: Yes \_\_\_\_\_ No X  
If Yes, state the court, nature of offense, disposition of case and date: \_\_\_\_\_

Minority Identification Code: ☐ Male ☐ Female  
☐ Native-American ☐ Hispanic-American ☒ Asian-American ☐ African-American ☐ Caucasian

Section II Continued:

**CONTRACTUAL RELATIONSHIPS:** Pursuant to Article XIII, Sec. 2-443 of the Palm Beach County Code of Ethics, advisory board members are prohibited from entering into any contract or other transaction for goods or services with Palm Beach County. Exceptions to this prohibition include awards made under sealed competitive bids, certain emergency and sole source purchases, and transactions that do not exceed \$500 per year in aggregate. These exemptions are described in the Code. This prohibition does not apply when the advisory board member's board provides no regulation, oversight, management, or policy-setting recommendations regarding the subject contract or transaction and the contract or transaction is disclosed at a public meeting of the Board of County Commissioners. To determine compliance with this provision, it is necessary that you, as a board member applicant, identify all contractual relationships between Palm Beach County government and you as an individual, directly or indirectly, or your employer or business. This information should be provided in the space below. If there are no contracts or transactions to report, please verify that none exist. Staff will review this information and determine if you are eligible to serve or if you may be eligible for an exception or waiver pursuant to the code.

<u>Contract/Transaction No.</u>	<u>Department/Division</u>	<u>Description of Services</u>	<u>Term</u>
<u>Example: (R#XX-XX/PO XX)</u>	<u>Parks &amp; Recreation</u>	<u>General Maintenance</u>	<u>10/01/00-09/30/2100</u>
_____	_____	_____	_____
_____	_____	_____	_____

(Attach Additional Sheet(s), if necessary)  
OR

NONE



NOT APPLICABLE/  
(Governmental Entity)



**ETHICS TRAINING:** All board members are required to read and complete training on Article XIII, the Palm Beach County Code of Ethics, and read the State Guide to the Sunshine Amendment. Article XIII, and the training requirement can be found on the web at: <http://www.palmbeachcountylethics.com/training.htm>. Ethics training is on-going, and pursuant to PPM CW-P-80 is required before appointment, and upon reappointment.

☒ By signing below I acknowledge that I have read, understand, and agree to abide by Article XIII, the Palm Beach County Code of Ethics, and I have received the required Ethics training (in the manner checked below):

X

By watching the training program on the Web, DVD or VHS on June 15 20 16  
By attending a live presentation given on \_\_\_\_\_, 20 \_\_\_\_\_

AND

☒ By signing below I acknowledge that I have read, understand and agree to abide by the Guide to the Sunshine Amendment & State of Florida Code of Ethics:

\*Applicant's Signature: [Signature] Printed Name: Benjamin Horn Date: 6/24/16

Any questions and/or concerns regarding Article XIII, the Palm Beach County Code of Ethics, please visit the Commission on Ethics website [www.palmbeachcountylethics.com](http://www.palmbeachcountylethics.com) or contact us via email at [ethics@palmbeachcountylethics.com](mailto:ethics@palmbeachcountylethics.com) or (561) 233-0724.

Return this FORM to:

Eileen Taylor, Palm Beach County Library System  
3650 Summit Blvd., West Palm Beach, FL 33414

**Section III (Commissioner, if applicable):**

Appointment to be made at BCC Meeting on: \_\_\_\_\_

Commissioner's Signature: [Signature] Date: 7/21/16

Pursuant to Florida's Public Records Law, this document may be reviewed and photocopied by members of the public.

Revised 01/14/2014



Section II Continued:

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_____	_____	_____	_____
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(Attach Additional Sheet(s), if necessary)  
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Appointment to be made at BCC Meeting on:

Commissioner's Signature: S. Abrams Date: 7/22/16

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Revised 01/14/2014

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Printed Name: \_\_\_\_\_

Date: 6/24/16

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**Section III (Commissioner, if applicable):**

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Commissioner's Signature: Paula Burdick Date: 7-25-2016

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Revised 01/14/2014

Section II Continued:

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Commissioner's Signature: Melissa McKinley Date: 8/10/16

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Revised 01/14/2014

# BENJAMIN HOM, SPHR

11181 Misty Ridge Way, Boynton Beach, FL 33473

(847)877-9368    bhom1@yahoo.com

A growth oriented executive with diverse experience in operations, finance and human resources. Goal driven with comprehensive companies of various size and status. Demonstrated ability to improve processes, and streamline operations in order to increase profitability. Consistently recognize for passionate commitment to driving results, raising standards of performance and delivering innovative solutions with a unique background.

## PROFESSIONAL EXPERIENCE

Jan 2016- Present

**Cancer Center of South Florida-** West Palm Beach, FL  
*Vice President, Finance and Strategy*

- Responsible for management of \$20+ Million operations
- Directed team on strategic acquisitions and partnership
- Managed and led all initiatives focused on revenue sources
- Managed Jupiter Medical Center Oncology divisions finance and administration tasks.
- Key lead on Confidential Academic Institution merger with JMC.

Mar 2014- Dec 2015

**Cancer Treatment Centers of America-** Boca Raton, FL  
*Assistant Vice President, Talent (Human Resources)*

- Directed team of 6 with multi-site responsibility
- Responsible for entire HR lifecycle for the Corporate entity
- Managed and led entire relocation initiative from Schaumburg to Boca Raton- (\$10+ Million Budget)
- Developed strategic analytics for retention and engagement- Proactive and Reactive measures

Apr 2013- Mar 2014

**Cancer Treatment Centers of America-** Schaumburg, IL  
*Director of Compensation and HRIS*

- Responsible for developing and delivering annual merit on time and on budget. (\$350MM Budget)
- Developed pay for performance strategies for a 6500+ employee company.
- Responsible for all aspects of compensations; Executive, Physician, Broad-Based and incentives
- Developed HRIS strategies to meet the demands of a double-digit growth organization with matrix complexity and multi-system locations. Executed program changes within HRIS structure for 0.5M in annual savings. Increase software utilization along with customer simplification in changing platforms.
- Responsible for developing and presenting material to the Compensation Board Committee on a quarterly basis

Jun 2012-Mar 2013

**Motorola Solutions Inc.-** Schaumburg, IL  
*Global Sales Incentives and Rewards Manager*

- Responsible for delivering market data analysis and collaborating with Global Rewards team on plan design.
- Created a scorecard for regional sales incentive plan to provide HR and other stakeholders a view of plan performance.
- Responsible for developing executive compensation plans for Service and Sales executive along with supporting broad based initiatives for all non-sales employees in Sales & Services. This includes Annual Merits, salary structure and planning.

3N4    September 13, 2016  
Attachment 2



- Perform competitive market analysis on role and leveling based on market conditions/survey.
- Developed analysis of short term incentive plans for Service employees

Jan 2011- Jun 2012

**General Electric Healthcare- Barrington, IL**  
*Director of Sales Compensation*

- Responsible for plan administration for the entire US Healthcare Sales force (~2500 commercial reps, 4 Distributors)
- Enabled Lean Six Sigma to focus clean up on disparate processes; Value Stream Mapping, 5S, statistical analysis Results- Decreased cycle time of process by 30%.
- Managed a team of 14 analysts with 2 team leads to administer compensation. Responsible for a 400MM spend on an annual basis
- Created quarterly forecast on variable compensation spend based on historical and performance indicators within the businesses. Financial analytics for plan performance
- Decreased number of VC plans over 50% in 2011 with simplification of elements, common targets and VC eligibility.

May 2009- Jan 2011

**General Electric Healthcare, Integrated IT Solutions- Barrington, IL**  
*Sales Compensation Manager*

- Lead a team of analysts responsible for variable compensation payments to the entire Healthcare- IT sales organization (~450 employees)
- Administer over 200+ variable compensation plans
- Responsible for Annual merit and market survey analysis for Sales organization which includes sales and marketing teams.
- Analysis of base salary and total rewards structure for Sales
- Created a monthly pulse check on health of variable comp plans for review with senior leadership (CFO, Sales GM, Senior HR manager). Contained leakage of double payment and other added expenses from 1.0MM in 2009 to under 15K in 2010

March 2005- May 2009

**General Electric Healthcare, Integrated IT Solutions- Barrington, IL**  
*Commercial Finance & Operations Manager*

- Lead a team of 10 financial analysts for Order entry and Software revenue recognition
- Application of 97-2 and Sarbane Oxley rules to software operations
- Continuous improvement with service oriented business
- Lead transition of ERP from Oracle to PSFT 8.4 for Order entry

September 2003- March 2005

**General Electric Medical Systems-Information Technologies, Milwaukee, WI**  
*Factory Manager*

- Lead a team of 21 technicians to have a 99% on time delivery on orders.
- Developed new resources plan allowing a more flexible organization to work on critical products during high demand periods.
- Introduction of Lean concepts for made to order components.

August 2003- Jan 2005

**Marquette University, Milwaukee, WI**  
*Instructor, Engineering Management Program*

- Instructor for ENMA 285, Value Engineering course in Master of Science in Engineering Management program.

April 2002- September 2003

**General Electric Medical Systems-Information Technologies, Milwaukee, WI**  
*Lead Manufacturing Engineer*

- Identified potential flex circuit defect that could have been a potential cause for FDA recall. Worked with vendor to re-develop crimping process and prevention of defect.
- Developed quality defect database to allow for real time understanding of defects on factory floor.
- Lead multiple Lean Manufacturing Action Workouts for redesign of production lines.
- Six Sigma Green Belt Certified

**EDUCATION**

**Northwestern University, Evanston, Illinois- Awarded Dec 2003**  
*Master of Science Degree in Manufacturing Engineering.*  
*Focus: Operations Management*

**University of Illinois at Chicago, Chicago, Illinois- Awarded Dec 1999**  
*Bachelor of Science Degree in Industrial Engineering.*

**MEMBERSHIPS & HONORS**

Leadership Palm Beach County- Class of 2016  
Palm Beach County Library Advisory Board Member  
Keiser University- Industrial Advisory Board member  
Marquette University- Industrial Advisory Board member  
University of Illinois at Chicago- Engineering Alumni Board Member  
Lydia Homes- Board Member and Treasurer (Former)

**CERTIFICATIONS**

Senior Professional Human Resources (SPHR)- HRCI  
Six Sigma Green Belt (DMAIC) Certified- General Electric  
Six Sigma Black Belt (DMAIC) Certified- Motorola



**Palm Beach County  
Library System**

3650 Summit Boulevard  
West Palm Beach, FL 33406-4198

(561) 233-2600

FAX: (561) 233-2622

Toll Free: (888) 780-4962

www.pbclibrary.org



**Palm Beach County  
Board of County  
Commissioners**

Mary Lou Berger, Mayor

Hal R. Valeche, Vice Mayor

Paulette Burdick

Shelley Vana

Steven L. Abrams

Melissa McKinlay

Priscilla A. Taylor

**County Administrator**

Verdenia C. Baker

*"An Equal Opportunity  
Affirmative Action Employer"*



printed on recycled paper

**TO:** Mayor Mary Lou Berger and Members,  
Board of County Commissioners

**FROM:** Douglas Crane *DC*  
Library Director

**DATE:** July 15, 2016

**RE:** Library Advisory Board  
At-Large Appointment

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The term of the at-large member will expire on September 30, 2016 and I am requesting nominations for this seat.

Benjamin Hom, who currently fills the at-large position, would like to be considered for reappointment. Mr. Hom has been an active, involved Library Advisory Board member since he was appointed to fill an unexpired term in December 2015. Mr. Hom has broad corporate experience in the private sector, and as proof of his continued efforts toward professional growth, Mr. Hom is a recent graduate of Leadership Palm Beach County Class of 2016. Mr. Hom has attended all but one monthly meeting in 2016, and he has not declared any voting conflicts.

Attached please find a completed Palm Beach County Board of County Commissioners Boards/Committees Application, a copy of Mr. Hom's resume and a copy of the current membership roster for the Library Advisory Board.

If you have an additional nomination for the at-large position or would like any additional information please contact me at 233-2799.

**cc:** Todd Bonlarron

3N4 September 13, 2016  
Attachment 3



# Library Advisory Board

BCC District #	Name	Term Expires	Seat #
1	<b>Barbara Sory</b> 181 Satinwood Lane Palm Beach Gardens, FL 33410 691-0194 (home) <a href="mailto:bsory@comcast.net">bsory@comcast.net</a>	9/30/17	(1)
1	<b>Erasmus B. Haibi</b> 107 Castries Drive Jupiter, FL 33458 561-691-0224 (home) 561-531-3828 (cell) <a href="mailto:haibieb@yahoo.com">haibieb@yahoo.com</a>	9/30/17	(2)
2	<b>Judith Pendergast</b> 5284 Crystal Anne Drive West Palm Beach, FL 33417 (239) 450-4050 (cell) <a href="mailto:judithpendergast@gmail.com">judithpendergast@gmail.com</a>	09/30/17	(3)
2	<b>►► Joseph Glucksman</b> 125 South Ocean Avenue #406 Palm Beach Shores, FL 33404 561-722-6083 (cell) <a href="mailto:Glucker@aol.com">Glucker@aol.com</a>	9/30/18	(4)
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►► Chair  
► Vice Chair

(Roster.doc) Revised June 2016

3N4 September 13, 2016  
Attachment 4

# CHAPTER 2000-405

## House Bill No. 971

An act relating to Palm Beach County; providing for codification of special laws regarding special districts pursuant to Chapter 189, Florida Statutes, relating to the Palm Beach County Library District, a dependent special taxing district in Palm Beach County; amending, codifying, and repealing chapters 67-1869, 76-460, and 86-431, Laws of Florida; ratifying and confirming the creation and establishment of the Palm Beach County Library District; providing definitions; providing for a library advisory board; providing operating rules and procedures; providing for budget and reports; providing for contractual service; providing for title of library to be in county; providing for receipt of gifts and bequests; providing for taxation and contracts; providing for a county library fund; providing an effective date.

Be It Enacted by the Legislature of the State of Florida:

Section 1. Pursuant to chapter 189, Florida Statutes, this act constitutes the codification of all special acts relating to the Palm Beach County Library District. It is the intent of the Legislature in enacting this law to provide a single, comprehensive special act charter for the district, including all current legislative authority granted to the district by its several legislative enactments.

Section 2. Chapter 67-1869, Laws of Florida, chapter 76-460, Laws of Florida, and chapter 86-431, Laws of Florida, relating to the Palm Beach County Library District, are codified, reenacted, amended, and repealed as herein provided.

Section 3. The Palm Beach County Library District is re-created and reenacted to read:

Section 1. Short title.—This act shall be known and may be cited as the "Palm Beach County Library District Act."

Section 2. Palm Beach County Library District Charter.—It is the intent of this act to create a Palm Beach County Library District for which the governing body will be the Board of County Commissioners of Palm Beach County, for the purpose of establishing, operating, and maintaining a free public library or providing for contractual library services for the benefit and use of the residents of Palm Beach County, who are taxed for such library or library service. This taxing district shall be subject to chapter 120, Florida Statutes, as it pertains to the Florida Administrative Procedure Act, when applicable.

A. Definitions.—As used in this chapter, the following words and terms shall have the following meanings, unless some other meaning is clearly indicated:

(1) "Library advisory board" shall refer to a board of citizens, which shall represent the board of county commissioners in matters pertaining to county free public libraries or free public library service. This shall include, but not be limited to, matters of policy, budgeting, and employment of the head librarian.

(2) "Commission" shall mean the Board of County Commissioners of Palm Beach County.

(3) "Contractual library service" shall refer to the library service provided by the county to its residents by means of a contractual arrangement.

(4) "District" shall refer to the Palm Beach County Library District which shall include all taxable property within the county not already taxed for library purposes by a municipality.

(5) "Palm Beach County Library System" or "library system" shall refer to the entity created by the district to provide free public library services.

B. Organization for administration of the library system.—The responsibility for operating and maintaining the library system shall be delegated to a head librarian, qualified according to standards established by the library advisory board.

C. Library advisory board.—The commission shall appoint a citizens advisory board to represent them in administering the library system. The library advisory board shall select the head librarian, and make policy and budget decisions subject to the approval of the commission. The commission shall appoint the library advisory board to consist of at least seven (7) and not more than fifteen (15) citizens of the district, and establish qualifications and terms for membership. The library advisory board shall serve without pay, but may be reimbursed for actual expenses subject to the approval of the commission.

D. Operating rules and procedures.—The library advisory board may establish such rules, regulations, and procedures as are deemed necessary for the operation of the library system; provided, however, that no such rule, regulation, or procedure shall conflict with any law, statute, or regulation established by the Legislature of this state or the commission of the county.

E. Budgets; reports.—Budgets and reports shall be prepared and filed by the head librarian in accordance with instructions and regulations of the commission, but in no case shall the budget be filed later than July 1 of each year or the annual report later than January 1 for the preceding fiscal year.

F. Contractual library service.—In carrying out the provisions of this chapter, the commission may either acquire and provide for the maintenance and operation of a free public library for the county, or may provide free library service to the citizens of the county by entering into a contract therefor with any municipality or municipalities, or both, with any nonprofit library corporation or association in Palm Beach County owning a free public library, or with any other county or municipality in the state owning a free public library. Any municipality or any nonprofit library corporation



or association owning a free public library in Palm Beach County may enter into a contract with the county to receive services including, but not limited to, library materials and technical assistance from the library system upon such terms as may be agreed upon by the county and the governmental body of the library contracting therewith.

G. Title of library to be in the county.—The title and ownership of all land, buildings, facilities, equipment, and library materials constructed or acquired by or on behalf of the library library system shall be in Palm Beach County.

H. Gifts and bequests.—The commission is authorized to receive on behalf of the district any gift, bequest, or devise for the library system or for use in the county contractual library service.

I. Taxation and contracts.—

(1) In order to establish and maintain a free public library or to provide contractual library services, the commission may levy an annual tax, in the same manner and at the same time as other county taxes, upon all taxable property within the district, and may thereafter enter into a contract with any municipality in Palm Beach County to furnish free public library service upon terms to be agreed upon by the county and the governing body of the library contracting therewith.

(2) Any municipality owning or operating a public library, or any non-profit library corporation or association in Palm Beach County owning a free public library, may enter into a contract with the commission to furnish or receive any library service upon terms to be agreed upon by the parties thereto, or any municipality without a free public library may enter into a contract with the commission to receive library service upon the terms to be agreed upon by the county and the governing body of the municipality.

J. County library fund.—

(1) All funds of the district, whether derived from taxation or otherwise, shall constitute a separate fund to be known as the county library fund, and shall be expended only for library purposes. The expenses incurred by the library system shall be paid by warrants drawn by the commission, payable out of the county library fund. At the end of each fiscal year, all moneys unexpended in the county library fund shall be appropriated as part of this fund for the subsequent fiscal year.

(2) The commission shall not make expenditures in any year in excess of the amount available for library purposes.

(3) Library capital improvements may be funded by:

(a) A multi-year levy; or

(b) Bonds issued by the commission; or

(c) As part of the annual tax; or

(d) Any appropriate public funding source.

(4) The commission is hereby authorized to submit a referendum for library capital improvements to the voters of the district.

(5) Upon approval of a majority of the voters of the district voting, the commission shall levy the voter approved millage for the number of years likewise approved, or authorize the issuance of bonds and necessary millage for debt service.

(6) Library capital improvements may include:

(a) Acquisition of library sites.

(b) Acquisition, construction, or renovation of buildings.

(c) Acquisition of bookmobiles.

(d) Acquisition of initial furniture and equipment.

(e) Acquisition and processing of initial library material collections.

(7) If any municipality not a part of the district chooses to enter the district, that municipality must transfer resources currently being used to provide public library service and/or such other resources as would be required for the library system to provide to the residents of the entering municipality comparable library service to that provided throughout the district.

Section 4. The provisions of this act shall be liberally construed in order to carry out effectively the purposes of this act.

Section 5. It is declared to be the legislative intent that if any section, subsection, sentence, clause, or provision of this act is held invalid, the remainder of this act shall not be affected.

Section 6. Chapters 67-1869, 76-460, and 86-431, Laws of Florida, are repealed.

Section 7. This act shall take effect upon becoming a law.

Approved by the Governor May 22, 2000.

Filed in Office Secretary of State May 22, 2000.