

**PALM BEACH COUNTY
BOARD OF COUNTY COMMISSIONERS**

BOARD APPOINTMENT SUMMARY

Meeting Date: JUNE 19, 2018

Advisory Board: CAREERSOURCE PALM BEACH COUNTY, INC.

I. EXECUTIVE BRIEF

Motion & Title: Staff recommends motion to approve: The appointment of Alex Dobin to the CareerSource Palm Beach County, Inc. Board of Directors (Board) for the period June 19, 2018 through June 18, 2021.

Nominee/ Appointment	Seat No.	Term	Area of Representation	Nominated By
Alex Dobin	17	6/19/18-6/18/21	Private Sector	Business Development Board of Palm Beach County, Inc.

Summary: On November 18, 2014, the Board of County Commissioners (BCC) approved the Third Amendment to Interlocal Agreement (R2014-1650) creating the Palm Beach Workforce Development Consortium (R2007-1220) which establishes the current Board composition. The Agreement states that 14 private sector members are appointed by the BCC. The federal Workforce Innovation and Opportunity Act requests that an emphasis be placed on Chief Executive Officers or highest level of management positions for both community and business sector appointments. The CareerSource Palm Beach County, Inc. Board of Directors is comprised of a minimum of 19 members with representation established in Attachment 3. The board has a maximum of 33 seats, 21 currently filled and diversity count of Caucasian: 17 (76%), African-American: 4 (19%) and Hispanic: 1 (5%). The gender ratio (female:male) is: 11:10. This nominee is a Caucasian male.

As required by Section 2-443, of the Code of Ethics, this Agenda Item Summary will serve as disclosure for Alex Dobin. Mr. Dobin is an employee of Florida Power & Light Company ("FPL") and its subsidiaries which have the following contracts with Palm Beach County: Franchise Agreement; Reuse Water Agreement; exclusive electricity provider to the majority of the County's operations; and numerous easement, right of way and consent agreements. The CareerSource Palm Beach County, Inc. Board of Directors provides no regulation, oversight, management, or policy-setting recommendations regarding these contracts. Countywide (HH)

Background and Justification: On May 2, 2004, the BCC approved the Local Elected Officials Agreement (LEO) (R2004-0838) with Workforce Alliance, Inc. (WA) to implement the provisions of the Workforce Investment Act of 1998 and the Workforce Innovation Act of 2002. On July 10, 2007, the BCC approved an Interlocal Agreement (R2007-1220) creating the Palm Beach Workforce Development Consortium one of which purpose was to employ the staff of WA. On September 11, 2007, the BCC approved the First Amendment (R2007-1446) clarifying responsibilities of the Consortium and the Independent Special District. On July 22, 2008, the BCC approved Amendment No. 2 to the Interlocal Agreement (R2008-1268) authorizing the designation of a Regional Workforce Board as a One Stop Operator and Direct Provider of certain services. On November 18, 2014, the BCC approved Amendment No. 3 (R2014-1650) establishing the County as the Chief Elected Official and adding the City of West Palm Beach as a Consortium member. In December of 2014, the County and CareerSource Palm Beach County, Inc. entered into a Contract to Administer Grant Funds (R2014-1894). On April 5, 2016, the BCC approved CareerSource Palm Beach County, Inc. Workforce Innovation and Opportunity Act Local Plan for Program Years 2017-2020. On April 19, 2016, the BCC adopted a Resolution R2016-0531 approving the CareerSource Palm Beach County, Inc. Fiscal Year 2016-2017 Budget and approved a waiver from the Statutory Individual Training Account requirement and approved a First Amendment to the Contract to Administer Grant Funds R2016-0532 with CareerSource Palm Beach County, Inc.

Attachments:

1. Palm Beach County Board of County Commissioners Boards/Committees Application
2. Letter of Nomination Business Development Board of Palm Beach County, Inc.
3. CareerSource Palm Beach County, Inc. Board Membership Roster

Recommended by:

Tom Veenendaal for Steve Craig
Steve Craig

President/CEO CareerSource Palm Beach County, Inc.

5-16-18
Date

Legal Sufficiency:

Deleene C. Hargis
Assistant County Attorney

5-17-18
Date

II. REVIEW COMMENTS

A. Other Department Review:

Department Director

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: CAREERSOURCE PALM BEACH COUNTY, INC. Advisory ☐ Not Advisory ☒

☒ At Large Appointment or ☐ District Appointment /District #:

Term of Appointment: THREE Years. From: 6/19/18 To: 6/18/21

Seat Requirement: PRIVATE SECTOR Seat #: SEVENTEEN (17)

☐ *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: DOBIN ALEX J
Last First Middle

Occupation/Affiliation: NEXTERA ENERGY, INC. (FLORIDA POWER & LIGHT COMPANY)
Owner ☐ Employee ☒ Officer ☐

Business Name: FLORIDA POWER & LIGHT CO (A NEXTERA ENERGY, INC COMPANY)

Business Address: 700 UNIVERSE BOULEVARD, HR/JB

City & State JUNO BEACH, Florida Zip Code: 33408

Residence Address: 9090 Alexandra Circle

City & State Wellington, FL 33414 Zip Code: 33414

Home Phone: () N/A Business Phone: (561) 691-2502 Ext.

Cell Phone: (561) 281-9605 Fax: ()

Email Address: Alex.Dobin@FPL.com

Mailing Address Preference: ☒ Business ☐ Residence

Have you ever been convicted of a felony: Yes No ☒

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

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 & Recreation</u>	<u>General Maintenance</u>	<u>10/01/00-09/30/2100</u>
<u>FPL's Contracts with the County noted in Attached Letter</u> <u>from Mr. Dobin Dated May 1, 2018.</u>			
<div>(Attach Additional Sheet(s), if necessary)</div> <div>OR</div> <div><div>NONE<div></div></div><div>NOT APPLICABLE/ (Governmental Entity)<div></div></div></div>			

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.palmbeachcountyethics.com/training.htm>.** Ethics training is on-going, and pursuant to PPM CW-P-79 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):

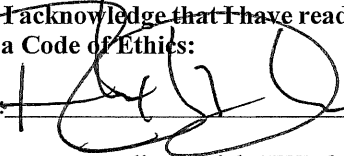
☒

By watching the training program on the Web, DVD or VHS on May 01, 2018

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:

Printed Name: Alex J. Dobin

Date: 05-01-2018

Any questions and/or concerns regarding Article XIII, the Palm Beach County Code of Ethics, please visit the Commission on Ethics website www.palmbeachcountyethics.com or contact us via email at ethics@palmbeachcountyethics.com or (561) 355-1915.

Return this FORM to:
ATTN: Sharon Brea, Contracts Manager CareerSource Palm Beach County, Inc.
3400 Belvedere Road, West Palm Beach, FL. 33046

Section III (Commissioner, if applicable):
Appointment to be made at BCC Meeting on: _____

Commissioner's Signature: _____ Date: _____



Sharon Brea
Contacts Manager
CareerSource Palm Beach County
3400 Belvedere Road
West Palm Beach, FL 33406

May 1, 2018

Ms. Brea:

Enclosed you will find my completed Palm Beach County Board of County Commissioners Boards / Committees Application (the "Application") and Form 1 Statement of Financial Interests for your records.

In conformance with Section II of the Application, I am listing the following contracts / agreements that Florida Power & Light Company ("FPL") and its subsidiaries have with Palm Beach County and related governmental entities:

- Franchise Agreement between Palm Beach County and FPL;
- Reuse Water Agreement between Palm Beach County and FPL;
- FPL is the exclusive electricity provider to the majority of Palm Beach County's operations;
- FPL has entered into numerous easement, right of way, and consent agreements with Palm Beach County as part of our mandate to provide electricity; and
- FPL Energy Services has a contract to provide natural gas to the Palm Beach County Sheriff's Office

Please review the enclosed material along with the items listed above as part of my application to join the Board of Directors at CareerSource Palm Beach County.

Sincerely Yours,

A handwritten signature in black ink, appearing to read 'Alex J. Dobin', is written over the 'Sincerely Yours,' text.

Alex J. Dobin
HR Business Partner
Florida Power & Light Company

Florida Power & Light Company

700 Universe Boulevard, Juno Beach, FL 33408

ALEX J. DOBIN

Cell: 561.281.9605

9090 Alexandra Circle
Wellington, FL 33414

E-mail: Alex.Dobin@FPL.com

Objective

To secure a director role on a corporate or non-profit Board of Directors within Palm Beach County. I will leverage my skills to navigate change, influence leadership and drive towards the organization’s mission. In this capacity, I will look to develop strategic goals and objectives for a large platform.

Skills

- | | | |
|-------------------------------|---------------------------------|------------------------------|
| • Executive & C-Suite Advisor | • Hiring, Onboarding & Training | • Multi-State Leadership |
| • Employee Relations | • Succession Planning | • HR Operational Leadership |
| • Change Management | • Talent Development | • Organizational Development |
| • Employee Engagement | • Corporate & Market Leadership | • HR Process Improvements |

Professional Experience

NEXTERA ENERGY, INC. (FLORIDA POWER & LIGHT COMPANY)

HR Business Partner, FPL Corporate
Juno Beach, Florida

08/2016 – present

- Strategic HR partner for 9 Officers / Executives and all employees within 9 Corporate Business Units (~2,500 employees) located throughout Florida and Washington, DC.
- Advise leaders and provide counsel regarding employment relations, leadership development and training, mergers and acquisitions, targeted recruiting, diversity, and organizational structure/effectiveness.
- Build business unit labor strategy, diversity and inclusion strategy, and employee engagement strategy
- Build robust plans specific to organizational talent, succession planning and retention
- Drive operational excellence through building trusted partnerships and proactively guiding and assisting strategic initiatives
- Focus on organizational design and capabilities to build a robust workforce
- Lead cultural assessments to identify business units concerns or areas for growth with talent
- Provide specialized, solution-oriented consultation by helping leaders identify, prioritize and build organizational capabilities, behaviors, structures and processes
- Support change management efforts for large scale change that occurs across the enterprise
- Severed as Sr. HR Business Partner, Corporate & Operations (4,200 employees) from 02/17-10/17 during a Leave of Absence

Senior HR Advisor, Corporate Human Resources
Juno Beach, Florida

07/2015 – 08/2016

- Support company Officers and all employees within 18 Corporate Business Units for day-to-day HR support needs
- Act as an extended member of the Lead Teams for supported Business Units across the organization
- Support 2 HR Business Partners for long-term strategy, organizational design, and change management of Business Units
- Identify employee concerns through proactive partnerships and coach leaders to improve employees’ performance
- Assess business units’ culture, retention strategies, engagement and career paths to develop and support long-term growth
- Provide specialized solution-orientated purpose to each leader understanding needs differ based on Business Unit
- Create tools that help support the newly created HR Operations model that are shared organization-wide
- Work closely with the HR-COEs to develop and deliver streamlined communication for Business Units
- Review HR compliance investigations and make decisions on next step actions based on findings
- Member of the HRCS Diversity and Inclusion Team that drives D&I tactics for approximately 300 employees

OFFICE DEPOT, INC.

Corporate Manager, Human Resources Programs
Boca Raton, FL (Role Coverage: United States, Hawaii, Alaska and the US Virgin Islands)

01/2015 – 07/2015

- Reported directly to the VP of Human Resources and supported 1650+ locations; 33,000 employees & \$5.1(b) in sales
- Built programs and relationships by advising 7 HR Business Partners, 6 Sr. Employee Relations Consultants & 5 HR Directors
- Administered and developed improved systems and processes for increased efficiency and effectiveness
- Led company change to a new Internal/External hiring (and promotion) assessment system
- Improved processes for Hiring, Termination and Training of Associates through a streamlined direction & HR System Rollouts
- Served as a key liaison for North American HR field and corporate teams. Led streamlined direction of all COEs
- Role supported the business to: increase employee engagement, improve employee relations, develop strategic succession planning, and improve overall talent retention strategies

TARGET CORPORATION

Senior Human Resources Executive Leader & Market Resource
Palm Beach County, Florida

01/2014 – 01/2015

- Oversaw a district of 9 HR Professionals and acted as a strategic partner to drive profitable sales by fostering an inclusive culture with 1500+ Team Members and over \$450(m) in annual sales as the Leader & Resource for HR Operations
- Results: Reduced Turnover to 28% (from 62%); Maintained a 100% Training Compliance; Fully Staffed at all Leadership Levels; Closed multiple Employee Integrity Hotline Calls (0 founded); and promoted 7 leaders to next level positions.
- Actively engaged in conflict management resolution to foster an open door culture and positive work environment
- Analyzed, planed and managed staffing levels in accordance with sales forecasts and business strategies
- Advised and taught leaders how to develop top-performing employees to stabilize teams through intentional placement
- Built bench strength through talent strategies and development.
- Demonstrated strong working knowledge of HR Legal Compliance, OSHA Laws, Safety Regulations, Workers Compensation Laws, Payroll Management, Benefits, FMLA Laws, ADA Laws, EEO Regulations and other HR topics on multiple levels
- Led rollout of new scheduling system to 49 stores in South Florida and served as regional contact for SE Region (450+ stores)
- Utilized strong communication skills to facilitate productive relationships with exempt and non-exempt employees

Human Resources Manager (Generalist)
Greenacres, Florida

08/2013 – 01/2014

- HR Generalist & Leader for 7 Executive Store Leaders, 11 Department Leaders and 125 hourly team members
- Oversaw training and development for 125 Team Members
- Developed bench strength through solid Succession Planning of Leadership
- Led store community outreach programs and charitable campaigns

Manager of Investigations, Safety & Assets Protection and Sr. District Recruiter (Dual Function)
Palm Beach County, Florida

08/2010 – 08/2013

- Communicated with Headquarters, Regional, Group, District and Store Leaders on ways to better current & new programs
- Completed Succession Plans for 5 years out for leadership positions and placement of leaders and plan new hire recruits
- Developed the tools used for District-wide Recruiting; which has since expanded to 6 districts in Florida
- Investigated and Apprehend Internal and External theft; leading to arrests by Law Enforcement: Improved by 150%
- Reduced shortage by \$75,000 in 3 years though improved operational efficiency and large scale focuses on theft reduction
- Mentored entry-level & experienced Managers to assist in their develop which has led to promotions to higher lever positions
- Recruited for 9 stores district-wide for multiple Leadership level positions; including building a bench of backfills
- Served as a Group Trainer for multiple facets of the business; including 6 districts & 48 stores

Senior Store Team Leader, Retail Division
Greenacres, Florida

01/2010 – 08/2010

- Directed a team of 115 team members to provide top quality service to all guests to guarantee excellent store experiences
- Increased food department profitability by 18% in 8 months

Education

Florida Atlantic University, Boca Raton, Florida
Bachelor's Degree of Business Administration and Management, Class of 2009

Special Skills / Accomplishments

- Special Skills:** Extensive public speaking and facilitation skills; large group interview skills, investigative interviewing skills, coordination of large meetings ability, manage projects of high impact and large group involvement; and the ability to maintain and secure highly confidential information
- Computer Skills:** Success Factors; SAP; PeopleSoft; JAS (Job Application System); eRecruit; Microsoft Outlook, Word, Excel, PowerPoint, Visio, Publisher; Google Business; and other various corporate Intranet based systems

Chairman's Council

Florida Power & Light Company
LRP Publications

Board of Advisor Members

Aerojet Rocketdyne
Bank of America
BB&T
Cancer Treatment Centers of America
CareerSource Palm Beach County
Celedinas Insurance Group, A Marsh & McLennan Agency LLC
Centennial Bank
Craft Construction Company
DePuy Synthes Power Tools, a Johnson & Johnson Co.
Equestrian Sport Productions, LLC
Florida Blue
Florida Crystals Corporation
GL Homes
GliddenSpina + Partners
Greenberg Traurig
Gunster
Hardrives, Inc.
HCA Palm Beach Hospitals – JFK Main,
North Campus and Palms West Hospitals
Hedrick Brothers Construction
J.C. White
JP Morgan Chase
MBAF
Minto Communities, LLC
NCCI
Nova Southeastern University
Palm Beach Aggregates, LLC
Palm Beach County Board of Commissioners
Palm Beach Park of Commerce
Pratt & Whitney
Raymond James/Boynnton Financial Group
RSM US LLP
South Florida Business & Wealth Magazine
South Florida Business Journal
TD Bank
Wells Fargo

Corporate Members

ADT
Aerotek
Alliant Insurance Services, Inc.
Anderson-Moore Construction Corp.
BDO
Caler, Donten, Levine, Cohen, Porter & Veil, P.A.
CBRE
Coastal Construction Company of Palm Beach, Inc.
Comerica Bank
Compson Associates, Inc.
CREC
Crocker Partners
DSM Capital Partners, LLC
EisnerAmper LLP
Engel & Volkers
Ertmann Foster Knight, Private Banking Group
ESPN West Palm
Fifth Third Bank
First Citizens Bank
First Republic Bank
Florida Atlantic University
Florida Public Utilities Company
Fox Rothschild LLP
Gentile Glas Holloway O'Mahoney & Associates, Inc.
GeoGlobal Partners
Greenspoon Marder, P.A.
Hi-Tech Roofing & Sheet Metal, Inc.
Keshavarz & Associates
Ko-Mar Productions, Inc.
Lebolo Construction Management
Lesser, Lesser, Landy & Smith, PLLC
Lynn University
Moss & Associates
NAI/Merin Hunter Codman
Office Depot
Palm Beach Marriott Singer Island Resort
Palm Beach State College
Plastridge Insurance Agency
Red Hawk Fire & Security
Regions Bank
The Related Companies
Rendina Healthcare Real Estate
Rosenbaum PLLC
Rybovich
SBA Communications Corporation
Sisca Construction Services, LLC.
The Special Event Resource and Design Group, Inc.
StevenDouglas
SunTrust Bank
Summit Real Estate

Business
Development
Board



Palm Beach County's
Economic Development Resource

May 8, 2018

ATTN: Mr. Steve Craig, President/Chief Executive Officer
CareerSource Palm Beach County, Inc.
3400 Belvedere Road
West Palm Beach, Florida 33406

RE: Nomination Alex Dobin to CareerSource Board of Directors

Dear Mr. Craig:

On behalf of the **Business Development Board of Palm Beach County, Inc.** it is my pleasure to recommend Alex Dobin's appointment to serve on the CareerSource Palm Beach County, Inc. Board of Directors.

He is an advocate for and an extremely knowledgeable of workforce issues and works effectively with diverse individuals in both small and larger groups, qualities that will serve him well as a CareerSource Board member. He exhibits the kind of work ethic and professionalism that one wishes were characteristic of all Board members. We believe he is a qualified appointment to this important leadership role.

Thank you for your consideration.

Sincerely,

Ms. Kelly Smallridge
President/CEO
Business Development Board of Palm Beach County, Inc.

ATTACHMENT 2

310 EVERNIA STREET, WEST PALM BEACH, FL, 33401
TEL (561) 835-1008 FAX (561) 835-1160 www.bdb.org

CAREERSOURCE PALM BEACH COUNTY, INC.
BOARD MEMBERSHIP ROSTER

BOARD MEMBER NAME	NOMINATING ORGANIZATION
1. **Alex Dobin	Business Development Board of Palm Beach County, Inc.
2. David H. Talley	Business Development Board of Palm Beach County, Inc.
3. Jacqueline M. Medford	Chamber of Commerce of North Palm Beach
4. Margaret Pearson	Business Development Board of Palm Beach County, Inc.
5. R. Penny Rodgers	Business Development Board of Palm Beach County, Inc.
6. George T. Elmore	Economic Council of Palm Beach County
7. Ashley Tripp	Business Development Board of Palm Beach County, Inc.
8. Javin Walker	Consortium City of South Bay Appointment And Representing Private Sector Businesses
9. Kenneth Kirby	Consortium City of Palm Beach Gardens Appointment And Representing Private Sector Businesses
10. Kevin Caracciolo	Consortium City of West Palm Beach Appointment And Representing Private Sector Businesses
11. Mayor Melissa McKinlay	Consortium Palm Beach County Local Elected Official And Representing Private Sector Businesses
12. Mel Coleman	Business Development Board of Palm Beach County, Inc.
13. Ava L. Parker	Palm Beach State College
14. John Boggess	SouthTech Charter Academy, Inc.
15. Kelly Smallridge	Business Development Board of Palm Beach County, Inc.
16. Richard Radcliffe	Palm Beach County League of Cities, Inc.
17. Cynthia Gaber	Florida Department of Education
18. Roger Hudspeth II	Palm Beach / Treasure Coast AFL/CIO
19. Dwight Mattingly	Palm Beach / Treasure Coast AFL/CIO
20. Laurie George	Chamber of Commerce of the Palm Beaches
21. Donna M. Katen-Bahensky	Veterans Administration VA Medical Center West Palm Beach
22. Dorothy Ellington	Delray Beach Housing Authority

**To be approved 6/19/18 by the Palm Beach County Board of County Commissioners

ATTACHMENT 3