

**PALM BEACH COUNTY  
BOARD OF COUNTY COMMISSIONERS**

**BOARD APPOINTMENT SUMMARY**

**Meeting Date:** April 5, 2022  
**Department:** CareerSource Palm Beach County, Inc.

**I. EXECUTIVE BRIEF**

**Motion & Title:** Staff recommends motion to approve: the appointment of Tatiana Messerole to the CareerSource Palm Beach County, Inc. Board of Directors (Board) for the seat and term indicated below.

Appointment	Seat No.	Term	Area of Representation	Nominated By
Tatiana Messerole	25	4/5/22-4/4/25	Private Sector	Florida Crystals Corporation

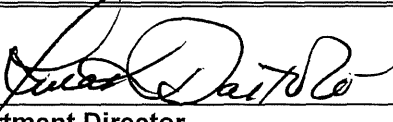
**Summary:**

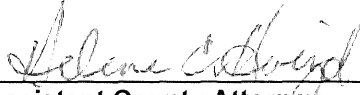
On October 5, 2021, the Board of County Commissioners (BCC) approved the Interlocal Agreement Palm Beach Workforce Development Consortium, which replaced Interlocal Agreement R2007-1220; First Amendment to the Interlocal Agreement R2007-1446; Amendment No. 2 to the Interlocal Agreement R2008-1268; and Third Amendment to the Interlocal Agreement R2014-1650. The Agreement states the BCC will appoint private sector board members to assure a minimum 51% private sector majority. 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 4. The Board has a maximum of 33 seats, 21 currently filled and a diversity count of Caucasian: 16 (76%), African-American: 3 (14%) and Hispanic: 2 (10%). The gender ratio (female:male) is: 7:14. The nominee is Hispanic female. 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. On October 5, 2021, the Board of County Commissioners (BCC) approved the Interlocal Agreement Palm Beach Workforce Development Consortium, which replaced Interlocal Agreement R2007-1220; First Amendment to the Interlocal Agreement R2007-1446; Amendment No. 2 to the Interlocal Agreement R2008-1268; and Third Amendment to the Interlocal Agreement R2014-1650. In December of 2014, the County and CareerSource Palm Beach County, Inc. entered into a Contract to Administer Grant Funds (R2014-1894).

**Attachments:**

1. Palm Beach County Board of County Commissioners Boards/Committees Application
2. Resume: Tatiana Messerole
3. Letter of Nomination: Tatiana Messerole
4. CareerSource Palm Beach County, Inc. Board Membership Roster

**Recommended by:**  2/15/22  
 Department Director Date  
 Julia, Dattolo, President/CEO CareerSource Palm Beach County, Inc.

**Legal Sufficiency:**  2-18-22  
 Assistant County Attorney Date

II. REVIEW COMMENTS

A. Other Department Review:

Dorritt M. Miller 2/18/2022  
Assistant County Administrator,  
Dorritt M. Miller

**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: 4/5/22 To: 4/4/25

Seat Requirement: PRIVATE SECTOR Seat #: 25

\*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: Messerole Tatiana Renee  
Last First Middle

Occupation/Affiliation: HR Manager

Owner  Employee  Officer

**Business Name:** FLORIDA CRYSTALS CORPORATION

**Business Address:** 8501 US HIGHWAY 27

City & State SOUTH BAY FL Zip Code: 33430

**Residence Address:** 1619 WILTSHIRE VILLAGE DR

City & State WELLINGTON FL Zip Code: 33414

Home Phone: ( ) Business Phone: ( 561 ) 993-1636 Ext.

Cell Phone: ( 757 ) 635-6348 Fax: ( )

Email Address: TATIANAMESSEROLE@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	<input checked="" type="checkbox"/>	NOT APPLICABLE/ (Governmental Entity)	<input type="checkbox"/>

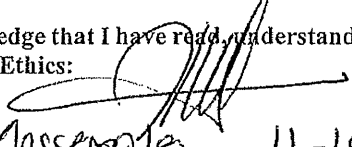
**ETHICS TRAINING:** All board members are required to read and complete training on Article XIII, the Palm Beach County Code of Ethics, and read the State Guide to the Sunshine Amendment. Article XIII, and the training requirement can be found on the web at: <http://www.palmbeachcountyethics.com/training.htm>. 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):

- X By watching the training program on the Web, DVD or VHS on NOVEMBER 09, 2021
- 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: Tabana Messersmith Date: 11-19-2021

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](http://www.palmbeachcountyethics.com) or contact us via email at [ethics@palmbeachcountyethics.com](mailto:ethics@palmbeachcountyethics.com) or (561) 355-1915.

Return this FORM to:  
 ATTN: Sharon Brea, Contracts & Administrative Attorney  
 CareerSource Palm Beach County  
 3400 Belvedere Road, West Palm Beach, Florida 33406

**Section III (Commissioner, if applicable):**  
 Appointment to be made at BCC Meeting on: \_\_\_\_\_  
 Commissioner's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Pursuant to Florida's Public Records Law, this document may be reviewed and photocopied by members of the public. Revised 02/01/2016

# Tatiana Messerole

1619 Wiltshire Village Dr. Wellington FL 33414

## OBJECTIVE

Seeking a challenging position with a growing organization where my Human Resources Management skills will contribute to create a better work environment that ensures employee satisfaction and deliver performance levels that exceeds the corporate goals of the organization.

## SUMMARY OF QUALIFICATIONS

- Highly motivated, results-driven, and dedicated Human Resources Professional with over 15 years of extensive background in HR generalist affairs, including experience in employee recruitment and retention, staff development, mediation, conflict resolution, benefits and compensation, HR records management, HR policies development, legal compliance and Labor contract negotiations.
- Extensive knowledge of management theory and practice, modern employee motivation and incentive programs (including pay-for-performance), EAP, benefits and compensation, staff forecasting, downsizing strategies, HRIS and general financial/statistical analysis.
- Strong work ethics and the ability to see projects through effective time management skills, high degree of flexibility and ability to cope with rapidly changing business needs.
- Proven trainer that has developed and coordinated training efforts for all employees on company policies and procedures as well as regulatory compliance.
- Demonstrated success in negotiating win-win compromises, developing teambuilding programs, and writing personnel manuals, corporate policies, job descriptions and management reports.
- Experienced with unions and collective bargaining agreements.
- A resourceful decision-maker that combines strong leadership and organizational skills with the ability to effectively communicate directly with all levels of the organization.

## PROFESSIONAL EXPERIENCE

### Florida Crystals- Human Resources Manager April 2015-Present

- Responsible for the day to day HR operations; coaching Management personnel to ensure effective employee relations related to supervision, performance counseling, discharge, motivating and performance evaluation procedures, practice and policies to ensure management practices are consistent with all federal, state and local employment legislation and regulations.
- Knowledge and background in developing and implementing safety initiatives and training for employee programs.
- Assist to develop, and implement training and development programs for various continuous improvement programs.
- Guide Supervisors, Superintendents, and Managers on problem solving, dispute resolution, regulatory compliance and litigation avoidance.
- Administer Performance Improvement Plans for Exempt, and Non-Exempt personnel.
- Acted as liaison between union employees and management to analyze and resolve personnel grievances to avoid any arbitration cases.
- Responsible for all employee relation investigations and finalized resolution of issues.
- Works with employees to help address benefit related questions, interpretation of policies to resolve questions and concerns assist with leave of absence process and short-term disability.

# **ATTACHMENT 2**

## SC Johnson-New Hampton, Iowa Human Resources Manager April 2011-April 2015

- Developed and implemented new HR policies and procedures resulting in notable improvement in employee retention and performance.
- Assisted in developing company's first-ever standardized disciplinary procedures and tracking system that insulated company from legal risk and ensured consistent and fair discipline processes.
- Develop Safety modules and successfully completed 80 JSEA (Job Safety Environmental Analysis) within 3 months.
- Managed and tracked strict attendance policy resulting in several terminations.
- Recruit employees; create group benefits, and develop orientation, training and incentive programs
- Trained 15-member management team on leadership and diversity, conducting workshops and one-on-one coaching sessions that contributed to sound management decisions.
- Effectively investigated and resolved elevated employee relations issues including all complaints dealing with potential Equal Employment and Title VII violations.
- Maintain and audit HR databases ensuring accuracy of data.
- Conducted bi-annual review of all company personnel. Established wage incentives and guidelines for pay raises and promotions.

## Smithfield Packing- Tar Heel, North Carolina Human Resources/Employment Manager 2005 to March 2011

- Managed daily HR operations of 5000 employees (Hourly, non exempt and exempt) with direct supervision of 12 HR Specialists.
- Evaluate successes, failures and safety trends and present the analysis to the Safety Committee for monthly reporting. Assist in the development and implementation of effective safety education, and conduct safety training.
- Acted as a first responder to any emergency (i.e., medical, fire, accidents, domestic disturbances, building alarms, severe weather incidents, and any other incident that may require assistance) and coordinated with additional resources (law enforcement, fire department,) as needed.
- Extensive knowledge of OSHA standards, safety related processes and federal regulations.
- Successfully won 2 anti-union campaigns and negotiated 2 union labor contracts and directed smooth transition from a non union facility maintaining zero grievances.
- Continually identified and implemented techniques to enhance morale, productivity and efficiency, worked closely with outside contractors and government agencies (Department of Labor, OSHA, and USDA) to ensure compliance with all federal, state, and environmental regulations.
- Organized internal/external job fairs, hired, trained, recruited, interviewed and classified numerous personnel.
- Coached management team in the implementation of Employee Engagement Program, increasing focus on employee retention, and reducing unscheduled absenteeism from 8.3% to 3.9% in only 6 months.
- Reviewed and evaluate employee work performance, attendance reporting discrepancies and recommended corrective action.
- Managed the Employment Office daily operations including staffing forecasting, mentor training program, and retention programs. Maximized revenues through efficient staffing, labor cost controls, and promotions.
- Trained HR personnel on Affirmative Action Hiring Procedures, Union Regulations, OFCCP, EEOC Compliances, and Labor Laws.
- Works closely with senior leadership, human resources VP and General Managers to identify, develop and implement strategic organizational effectiveness initiatives.
- Developed and implemented labor and employee relations programs, benefits program, compensation analysis, job analysis and classifications, increase 401K program participation, and Mentor programs.
- Responsible for monitoring AAP, OFCCP and I-9 audits, respond to EEOC and Unemployment Hearings and able to achieve zero sustainable EEOC charges for three consecutive years.

- Attended and served as the central contact for State Unemployment Commission Hearings, with a 90% win ratio.
- Instrumental in the reduction of turnover from 65% to below 35% in eighteen months.

Verizon -Norfolk, Virginia

Employee Relations Manager 12/02 to 08/05

- Involved in the hiring process and the transition from the training classroom to the floor.
- Participate in focus groups aimed to improve reporting systems and procedures.
- Monitor RTA (Real Time Adherence) Teloquent System to assure hours and wages metrics were met.
- Facilitated focus groups and implemented action plans responding to employee engagement survey.
- Transitioned Call Center through change in operating schedule by administering a buyout program and layoff of hundreds of employees.
- Responsible for the entire call center Operation's Schedule, vacation, FMLA, and workers compensation.
- Coordinate workforce planning efforts with plant leadership to identify staffing levels necessary to meet current and future company needs.
- Serve as the LMER (Labor, management and employee relations) advisor to the hourly staff; analyze trends in employment law, investigate concerns relating to EEOC, compliance, audits, and seek resolution.
- Consultant on employer benefit plans, ERISA regulations, plan discrimination, negotiated medical, dental, vision, HSA, and bonus plans.

BellSouth. Fort Lauderdale, Florida

HR Assistant Manager 03/98 to 11/02

- Oversaw call center of 200 customer service representatives. Directly managed all customer service issues involving the Orlando and Jacksonville markets.
- Serve as a District mentor for future Market Sales Managers, responsible for training and to follow standard practice, company policies and procedures. Used as a resource for implementations of new training material and training aids within a district.
- Enforced departmental policies, conducting coaching sessions for new and current representatives on new or existing products.
- Introduced new performance compensation program, management guides and training, annual reviews, and new survey participation.
- Formulated management incentive programs. Reconstructed field operations incentive program which greatly improved performance/morale.
- Reported to Corporate Safety & Health periodically regarding the Project Safety & Health Program progress, challenges, and objectives.
- Changed existing Personnel Department into a streamlined HR department with bottom-line accountability.
- Responsible for the continuing education, training, and certification of new and experienced employees.
- Conducted store visits to assess, coach, and develop store management teams and District Managers on effective sourcing and recruiting skills.
- Successfully managed significant call center downsizings to meet corporate objectives during the merger of BellSouth and Cingular.
- Awarded several Outstanding Performance Awards and the "Pinnacle Club". Credited with two ideas which the company adopted as new standard procedures.

EDUCATION/ PROFESSIONAL DEVELOPMENT

2010 Seminars:	M.S International Business Core Management, Progressive Disciplining, Preventing Sexual Harassment, Managing Diversity, HIPPA. Train the trainer High Performance Management, Civil treatment for Managers. • Extensive training through Franklin Covey in Leadership, Time Management, 7 Habits, and the 4 Disciplines of Execution. • Member of the Society of Human Resource Management	Old Dominion - Hampton, VA
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Language Skills: Bilingual-Fluent in Spanish

Computer Skills: Proficient in MS Office 2010, MS Work, MS Professional, Excel, PowerPoint, Outlook, Access, KRONOS, SAP and ORACLE

**REFERENCES:** Furnish upon request





November 18, 2021

ATTN: Julia Dattolo, President & Chief Executive Officer  
CareerSource Palm Beach County, Inc.  
3400 Belvedere Road  
West Palm Beach, Florida 33406

RE: Appointment Tatiana Messerole CareerSource Palm Beach County, Inc. Board

Dear Ms. Dattolo:

On behalf of the Florida Crystals Corporation, it is my pleasure to recommend the appointment of Ms. Tatiana Messerole to serve on the CareerSource Palm Beach County, Inc. board of directors. She would make an outstanding addition to the CareerSource Palm Beach County, Inc. board of directors and embody its mission to provide workforce development, job training and employment services for the businesses and citizens of Palm Beach County.

She is extremely knowledgeable of the issues and concerns of Western Palm Beach County and we feel she will be an asset to your organization. It is our belief CareerSource Palm Beach County, Inc. will benefit greatly from her knowledge and experience. We believe she is qualified to serve in this important role.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Israel Baez, Jr.", written in a cursive style.

Israel Baez, Jr  
Director of Human Resources  
Florida Crystals Corporation

**ATTACHMENT 3**

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**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. Alyssa Freeman	Marine Industries Association of Palm Beach County, Inc.
3. Ava L. Parker	Palm Beach State College
4. Christopher Cothran	Business Development Board of Palm Beach County, Inc.
5. Commissioner Maria Sachs	Consortium Palm Beach County
6. Connor C. Lynch	Consortium City of Delray Beach
7. Cynthia Gaber	Florida Department of Education
8. David H. Talley	Business Development Board of Palm Beach County, Inc.
9. David Markarian	Consortium City of Palm Beach Gardens
10. Dwight Mattingly	Palm Beach / Treasure Coast AFL/CIO
11. George T. Elmore	Business Development Board of Palm Beach County, Inc.
12. John Boggess	School District of Palm Beach County
13. Kevin Caracciolo	Consortium City of West Palm Beach
14. Laurie George	Chamber of Commerce of the Palm Beaches
15. Libbey Webb	Dawson-Williams, Inc.
16. Mel Coleman	Business Development Board of Palm Beach County, Inc.
17. Richard Radcliffe	Palm Beach County League of Cities, Inc.
18. Ricky Wade	McDonald's Restaurants
19. Roger Hudspeth II	Palm Beach / Treasure Coast AFL/CIO
20. Shirley Erazo	Business Development Board of Palm Beach County, Inc.
21. Tatiana Messerole*	Florida Crystals Corporation
22. Timothy Dougher	Business Development Board of Palm Beach County, Inc.

\*To be approved April 5, 2022 by the Palm Beach County Board of County Commissioners

**ATTACHMENT 4**