

April 14, 2023

Chairman John Allocco  
Hernando County Board of County Commissioners  
20 North Main Street, #460  
Brooksville, FL 34601

Chairman Allocco:

In accordance with CareerSource Florida's Administrative Policy 91, Local Workforce Development Board Composition and Certification, the Pasco-Hernando Workforce Board's Board of Directors wish to present the following candidate for appointment to our board.

### **Lindsey Hack of Spherion Staffing & Recruiting**

Per the aforementioned Policy 91, as stated in Section 1. Business:

*A majority of the local board members must represent businesses in the local area as individuals who:*

- a. Are owners of a business, chief executives or operating officers of business, or other business executive or employers with optimum policymaking or hiring authority;*
- b. Represent businesses, including small businesses, or organizations representing businesses that provide employment opportunities that, at a minimum, include high-quality, work-relevant training and development in in-demand industry sectors or occupations in the local area (at least two representative of small business must be included); and*
- c. Are appointed from individual nominated by local business organizations and business trade associations.*

Ms. Hack meets the requirements to represent the Business category on our board. Her nomination is included, along with an application for board membership, resume, and the required county form.

Ms. Hack has the unanimous support of our Executive Committee and therefore we kindly request your consideration and approval of her appointment to our board.

Thank you for your consideration on this matter.

Sincerely,



Jerome Salatino  
President/CEO





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15588 Aviation Loop Drive Brooksville, Florida 34604  
Office: 352.796.0697 • Fax: 352.796.3704

March 1, 2023

CareerSource Pasco Hernando  
4440 Grand Blvd.  
New Port Richey, FL 34652  
Attention: Mr. Jerome Salatino, President

Dear Mr. Salatino,

I have known Ms. Lindsey Hack for many years, most recently as the President/CEO of our Chamber. For many years she has been instrumental in organizing and directing our Chamber Education Training Association (CETA) that is a 501 3 C and part of our Chamber. She is currently a Board member and Treasurer of the organization.

I retired from banking a few years ago after 47 years and during that time Lindsey was always involved in some community non-profit and has always been known for her professionalism, organizational skills, and basically getting the job done.

I would certainly endorse her for the Pasco-Hernando Workforce Board and feel she would be a huge asset to your organization.

Sincerely,

A handwritten signature in black ink that reads "Morris Porton".

Morris Porton  
President/CEO  
Greater Hernando County Chamber of Commerce



**POLICY  
NUMBER  
091**

## **Administrative Policy**

<b>Title:</b>	Local Workforce Development Board Composition and Certification		
<b>Program:</b>	Workforce Innovation and Opportunity Act		
<b>Effective:</b>	06/08/2016	<b>Revised:</b>	07/01/2021

### **I. PURPOSE AND SCOPE**

The purpose of this policy is to provide Local Workforce Development Boards (LWDBs) with the requirements for LWDB membership composition under the Workforce Innovation and Opportunity Act (WIOA) and Chapter 445, Florida Statutes (F.S.), and the process for certification of LWDBs.

### **II. BACKGROUND**

Each local workforce development area in the state must establish a local workforce development board to carry out the functions specified for the local board under WIOA sec. 107(d) for such area. The CareerSource Florida Board of Directors, in consultation with the Department of Economic Opportunity, will ensure LWDBs have a membership consistent with the requirements of federal and state law and have developed a plan consistent with the state's workforce development plan.

### **III. AUTHORITY**

[Public Law 113-128, Workforce Innovation and Opportunity Act](#), Sections 106 and 107

[20 Code of Federal Regulations 679.320](#)

[Sections 445.004 and 445.007, F.S.](#)

## IV. POLICIES AND PROCEDURES

Outlined below are the policies and procedures for certifying LWDBs and ensuring the composition of and appointment of members to LWDBs are consistent with the provisions of federal and state requirements.

### A. LWDB Membership and Composition

The Governor, in partnership with the CareerSource Florida Board of Directors, must establish criteria for use by Chief Local Elected Officials (CLEOs) for appointment of members of the local boards in accordance with WIOA sec. 107(b)(2). The composition of the local board must meet the following criteria:

#### 1. Business

A majority of the local board members must represent businesses in the local area as individuals who:

- a. Are owners of a business, chief executives or operating officers of businesses, or other business executives or employers with optimum policymaking or hiring authority;
- b. Represent businesses, including small businesses, or organizations representing businesses that provide employment opportunities that, at a minimum, include high-quality, work-relevant training and development in in-demand industry sectors or occupations in the local area (at least two representatives of small businesses must be included); and
- c. Are appointed from individuals nominated by local business organizations and business trade associations.

#### 2. Labor/Apprenticeships

Not less than 20 percent of the members must be representatives of the workforce within the local area who:

- a. Include at least two representatives of labor organizations nominated by local labor federations. For a local area in which no employees are represented by such organizations, at least two other representatives of employees will be included.
- b. Include at least one representative of a labor organization or a training director from a joint labor-management apprenticeship program. If no such joint program exists in the area, at least one representative of an apprenticeship program in the area, if such a program exists.
- c. May include representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment needs of individuals with barriers to employment, including organizations that serve veterans or provide/support competitive integrated employment for individuals with disabilities.

- d. May include representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives or organizations that serve out-of-school youth.

### **3. Education**

Each local board must include representatives of entities administering education and training activities in the local area who:

- a. Include a representative of eligible providers administering adult education and literacy activities under Title II of WIOA.
- b. Include a representative of institutions of higher education providing workforce investment activities (including community colleges).
- c. Include a private education provider, if a public education or training provider is represented on the LWDB. The CareerSource Florida Board of Directors may waive this requirement if requested by a LWDB if it is demonstrated that such representative does not exist in the local area.
- d. May include representatives of local educational agencies and of community-based organizations with demonstrated experience and expertise in addressing the education or training needs of individuals with barriers to employment.

When there is more than one institution in each of the types of educational entities listed above, nominations are solicited from representatives of each of these entities.

LWDBs requesting to waive the requirement for private education provider representation on the board must demonstrate that such a provider does not exist in the local area. The LWDB will describe, in a locally defined process, how private education providers will be identified and efforts to include those representatives on the local board. If through the local process the LWDB finds that a private education provider representative of an entity administering education and training activities in the local area does not exist, the LWDB will submit a request to waive the requirement to [LWDBGovernance@deo.myflorida.com](mailto:LWDBGovernance@deo.myflorida.com). The request must include a copy of the local process and the results of the LWDB's efforts in its request.

### **4. Governmental/Economic/Community Development**

Each local board must include representatives of economic and community development as well as governmental entities serving the local area who:

- a. Represent economic and community development entities serving the local area.
- b. Represent Vocational Rehabilitation serving the local area.
- c. May represent agencies or entities serving the local area relating to transportation, housing, and public assistance.
- d. May represent philanthropic organizations serving the local area.

## **5. Other Entity Representation**

Each local board may include other individuals or representatives of entities determined by the Chief Elected Official in the local areas to be appropriate.

Unlike the state board, members of the local board may be appointed as representatives of more than one entity if the individual meets all the criteria for representation.

### **B. LWDB Chairperson**

The LWDB chairperson is elected by the members of the LWDB and must be one of the business representatives on the local board. LWDB chairperson requirements can be found in [Administrative Policy 110 – Local Workforce Development Area and Board Governance](#).

### **C. Standing Committees**

The local board may designate and direct the activities of standing committees to provide information and to assist the local board in carrying out its required activities, as further prescribed in WIOA sec. 107(b)(4).

### **D. Authority of Board Members**

Members of the board who represent organizations, agencies, or other entities must be individuals with optimum policymaking authority within the organizations, agencies or entities.

### **E. Board Member Recruiting, Vetting and Nominating**

The LWDB, in consultation with the CLEO, must develop and implement written processes and procedures for recruiting, vetting and nominating LWDB members. The qualifications of LWDB members must be documented, align with the requirements of WIOA, and be compliant with all federal and state laws, rules and regulations, and applicable state policies. Documentation supporting the recruitment, vetting and nomination process, including names of nominating organizations and names of all candidates and their qualifications, must be retained for not less than five years.

In addition to criteria outlined in Section A. of this policy, the members of the board shall represent diverse geographic areas within the local area. The importance of minority and gender representation must be considered when making appointments to the local board.

### **F. Appointment of Board Members**

The CLEO in a local area is authorized to appoint the members of the local board who meet the criteria outlined in **Section A.** of this policy. The CLEO may not delegate the responsibility of appointing members to the LWDB, to the executive director or to staff.

When a local area includes more than one unit of local government, the CLEOs of such units may execute an agreement that specifies the respective roles of the individual CLEOs regarding:

- a. The selection, appointment, removal or reappointment of the members of the local board from the individuals nominated or recommended to be such members; and
- b. Carrying out any other responsibilities assigned to such officials in accordance with WIOA.

If after a reasonable effort the CLEOs are unable to reach agreement, the Governor may appoint the members of the local board from individuals so nominated or recommended.

Upon appointment to the local board, members must be educated about and acknowledge state and local conflict-of-interest policies.

LWDBs must adopt and abide by a conflict-of-interest policy that ensures compliance with federal and state laws, rules and regulations and applicable state policies.

#### **G. Board Member Vacancies, Term Limits and Removal**

LWDB members who no longer hold the position or status that made them eligible appointees must resign or be removed by the CLEO. Local workforce development board vacancies must be filled within a reasonable amount of time, but no more than 12 months from the vacancy occurrence. This process may be described in the local area's bylaws or in a local operating procedure.

LWDB members shall serve staggered terms and may not serve for more than eight (8) consecutive years, unless the member is a representative of a government entity. Service in a term of office which commenced before July 1, 2021, does not count toward the 8-year limitation.

The Governor and CLEO may remove members of an LWDB, and its Executive Director or the designated person responsible for operational and administrative functions for the board for cause.

#### **H. Certification of Local Workforce Development Boards**

##### **1. Certification**

Once every two years, one LWDB must be certified for each local area in the state, based on the criteria described in WIOA sec. 107(b). For a second or subsequent certification, certification must also be based on the extent to which the local area ensures workforce investment activities carried out in the local area enabled the local area to meet the corresponding performance accountability measures and achieve fiscal integrity as defined in WIOA sec. 106(e)(2).

The CareerSource Florida Board of Directors shall recertify LWDBs every two years. DEO, in consultation with the CareerSource Florida Board of Directors, will issue

instructions to the LWDBs for certification. LWDBs will submit certification documents to DEO. Upon satisfactory review of an LWDB's certification documents, DEO will provide a recommendation on certification to the CareerSource Florida Board of Directors. At the appropriate time intervals, instructions will be issued to LWDBs about the certification process, to include documentation requirements.

## **2. Failure to Achieve Certification**

Failure of an LWDB to achieve certification shall result in appointment and certification of a new local board for the local area pursuant to WIOA sec. 107(c)(1). [Administrative Policy 104 – Sanctions for Local Workforce Development Boards' Failure to Meet Federal and State Standards](#) details the actions the CareerSource Florida Board of Directors and DEO may take if an LWDB fails to meet this standard.

### **I. Decertification of Local Workforce Development Boards**

The Governor may decertify an LWDB in accordance with WIOA Sec. 107(c)(3), as further prescribed in Administrative Policy 104, Sanctions for Local Workforce Development Boards' Failure to Meet Federal and State Standards.

## **V. DEFINITIONS**

1. **Small business** is defined by the [Small Business Administration](#).
2. **Economic agency** is defined as including a local planning or zoning commission or board, a community development agency, or another local agency or institution responsible for regulating, promoting, or assisting in local economic development.
3. **For cause** includes, but is not limited to, engaging in fraud or other criminal acts, incapacity, unfitness, neglect of duty, official incompetence and irresponsibility, misfeasance, malfeasance, nonfeasance, gross mismanagement, waste, or lack of performance.
4. **Person with optimum policy-making authority** is an individual who can reasonably be expected to speak affirmatively on behalf of the entity he or she represents and to commit that entity to a chosen course of action.



**VI. REVISION HISTORY**

<b>Date</b>	<b>Description</b>
07/01/2021	Revised and issued by the Florida Department of Economic Opportunity to incorporate the requirements of the Reimagining Education and Career Help Act of 2021 (House Bill 1507).
01/07/2021	Issued by the Florida Department of Economic Opportunity.
12/03/2020	Revised and approved by CareerSource Florida Board of Directors.
02/20/2020	Revised and approved by CareerSource Florida Board of Directors.
06/08/2016	Issued by the Florida Department of Economic Opportunity. This administrative policy supersedes and replaces FG-OSPS-073, Regional Workforce Board Composition, Certification and Decertification, issued June 29, 2013.

### APPLICATION FOR MEMBERSHIP PASCO HERNANDO WORKFORCE BOARD

Please provide full and complete information. Send the completed form and attachments to Ania Williams at [awilliams@careersourcepascohernando.com](mailto:awilliams@careersourcepascohernando.com).

Include a biography that includes pertinent employment and educational information, as well as information about other boards on which you serve.

Last Name: <b>Hack</b>		First Name: <b>Lindsey</b>		M.I.: <b>C</b>	
Street Address: <b>12720 Saulston Pl.</b>					
City: <b>Hudson</b>			State: <b>FL</b>		Zip: <b>34669</b>
County of Residence: <b>Pasco</b>			Home Phone:		
Personal Email: <b>linzy723@yahoo.com</b>			Cell Phone: <b>(813) 943-4278</b>		
Employer or Organization that will be represented: <b>Spherion Staffing &amp; Recruiting</b>					
Job Title or Position: <b>Sr. Bus. Development &amp; Local Partner</b>			Est. Annual Revenue: <b>\$7M</b>		
Street Address: <b>33 Ponce de Leon Blvd</b>					
City: <b>Brooksville</b>			State: <b>FL</b>		Zip: <b>34601</b>
County of Business: <b>Hernando</b>			Work Phone: <b>(352) 796-6000</b>		
Work Email: <b>lindseyhack@spherion.com</b>			Other Phone: <b>(813) 943-4278</b>		
Assistant Name:			Assistant Title:		
Assistant Email:			Assistant Phone:		
Preferred Method of Contact: <input type="checkbox"/> Home Phone <input checked="" type="checkbox"/> Cell Phone <input type="checkbox"/> Personal Email <input type="checkbox"/> Work Phone <input checked="" type="checkbox"/> Work Email <input type="checkbox"/> Other: _____					
<b>Please choose the industry sector that best fits your business/organization:</b>					
<input type="checkbox"/> Accounting/Finance <input type="checkbox"/> Agriculture <input type="checkbox"/> Arts and Culture <input type="checkbox"/> Bio Tech <input type="checkbox"/> Communications <input type="checkbox"/> Construction <input type="checkbox"/> Education		<input type="checkbox"/> Government <input type="checkbox"/> Healthcare <input type="checkbox"/> Hospitality/Tourism <input type="checkbox"/> Insurance <input type="checkbox"/> Manufacturing <input type="checkbox"/> Social Services		<input type="checkbox"/> Real Estate <input type="checkbox"/> Retail <input type="checkbox"/> Utilities <input type="checkbox"/> Union <input type="checkbox"/> Wholesale <input checked="" type="checkbox"/> Other: <u>Employment</u>	



### DEMOGRAPHIC DETAILS

The following information is requested to assist CareerSource Pasco Hernando in complying with Board diversity and representation requirements as mandated by the Workforce Innovation and Opportunity Act, Florida Statute 445.007(1), and CareerSource Florida's Administrative Policy 091.

<p><b>Gender:</b></p> <p><input type="checkbox"/> Male</p> <p><input checked="" type="checkbox"/> Female</p>	<p><b>Race/Ethnicity:</b></p> <p><input checked="" type="checkbox"/> White (not Hispanic)</p> <p><input type="checkbox"/> Black/African American (not Hispanic)</p> <p><input type="checkbox"/> White and Hispanic</p> <p><input type="checkbox"/> Black and Hispanic</p> <p><input type="checkbox"/> Other</p>	<p><b>Other:</b></p> <p><input type="checkbox"/> Disabled Individual</p> <p><input type="checkbox"/> Older Individual</p> <p><input type="checkbox"/> Veteran</p>
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## Lindsey C. Hack

813-943-4278 | lindseyhack@spherion.com

### **Hernando County Chamber Education Training Association (CETA) | 501c3 Foundation**

June 2013 – May 2019 | June 2021 – Present | Volunteer Board Member, Vice Chair, and currently Treasurer

Our mission is to solicit funds for education, business training and economic development for Hernando and surrounding communities. We provide grants and scholarships for local organizations and institutions. Some of the major events I've been a part of:

- Student Recognition Celebration
  - General Committee Member
  - Scholarship Application Grading Committee
  - Event Volunteer
- Chair of The Hernando Chamber Young Professional's (2012 – 2020) a sub-committee under CETA
  - Hosted monthly networking meetings and events
  - Chaired the Hop n' Glow Easter Event (2012 – 2019)
    - Brought in over \$40,000 in 7 years for General Education and Business Training programs in Hernando County
- BINGO
- Other various fundraiser & awareness events

### **NichoLi LLC. Db a Spherion Staffing & Recruiting, Brooksville**

December 2010 – Present | Sr. Business Development Manager & Local Partner

**"We drive careers, grow businesses and better the communities we call home."**

We are Pasco, Hernando & Citrus counties' local workforce match makers! Locally owned and operated staffing and recruiting firm since 2010. Combined with the power of a global HR leader in HR services, we partner with local employers to attract, recruit, engage and retain the area's top talent on a Temporary, Temp-to-Hire or Direct Hire basis with the option for additional Workforce Management solutions in high volume situations.

Fields we recruit talent in:

- Office & Administration
- Customer Service & Call Center
- Finance & Accounting
- Sales & Marketing
- Engineering & Information Technology
- Light Industrial: Manufacturing, Production, Distribution & Logistics
- Hospitality & Events
- Healthcare (Non-Clinical)

### **Protection One (merged with ADT in 2016)**

February 2005 – December 2010 | Sales Coordinator

Reported directly to the General Manager. Provided sales and customer support to Residential and Commercial Sales Consultants, Installation Department, Vendors and Customers.

### **Spherion Staffing & Recruiting**

July 2001 – February 2005 | Various Temporary roles in Administrative, Retail and Manufacturing Office environments.

- Placed with Protection One in May 2004 & offered permanent role in February 2005