
Profile

Begin by inserting your email address. If you have an existing account, a message will be delivered to the email address on file. Please use a single email address throughout your experience with the Pinellas Boards, Councils, and Committees application. For specific instructions, visit www.pinellascounty.org/boards/applicants.htm.

Mr.

Prefix

Javan

First Name

C

Middle Initial

Turner

Last Name

turnerjsports@gmail.com

Email Address

1001 59th ave South

Street Address

Suite or Apt

St. Petersburg

City

FL

State

33705

Postal Code

Mobile: (727) 515-1153

Primary Phone

Mobile: (727) 515-1153

Alternate Phone

Pinellas County Schools

Employer

Teacher

Job Title

Teacher

Occupation

Which Boards would you like to apply for?

Unified Personnel Board: Submitted

Are you currently a Pinellas County resident?

Yes No

23 years

If you are a Pinellas County resident, for how long?

Are you registered to vote in Pinellas County?

Yes No

Are you currently serving on any Pinellas County boards, councils, or committees?

Yes No

If you are currently serving on any Pinellas County boards, councils, or committees, please name.

Do you have or hold any employment or contractual relationship with any business or any agency which is subject to the regulation of or is doing business with Pinellas County?

Yes No

If you have or hold any employment or contractual relationship with any business or any agency which is subject to the regulation of or is doing business with Pinellas County, please explain.

Do you serve on any state, regional or local government boards, councils or committees?

Yes No

If you serve on any state, regional or local government boards, councils or committees, please explain.

Are you current with all taxes and any other financial obligations?

Yes No

If you are not current with all taxes and any other financial obligations, please explain.

Have you been convicted of a Public Entity Crime? Public entity crime is defined by Florida Statute, sec. 287.133 as a violation of any state or federal law by a person with respect to and directly related to the transaction of business with any public entity or with an agency or political subdivision of any other state or with the United States, including, but not limited to, any bid, proposal, reply, or contract for goods or services, any lease for real property, or any contract for the construction or repair of a public building or public work, involving antitrust, fraud, theft, bribery, collusion, racketeering, conspiracy, or material misrepresentation.

Yes No

If you have been convicted of a Public Entity Crime, please explain.

Have you been convicted of a financial felony?

Yes No

If you have been convicted of a financial felony, please explain.

Have you ever been convicted of a crime against children or seniors?

Yes No

If you have ever been convicted of a crime against children or seniors, please explain.

Are you currently, or have you ever sued Pinellas County?

Yes No

If you currently, or have ever sued Pinellas County, please explain.

Have you ever been arrested, charged, or indicted for violation of any federal, state, county, or municipal law, regulation or ordinance? (Exclude traffic violations for which a fine or civil penalty of \$150 or less was paid)

Yes No

If you have ever been arrested, charged, or indicted for violation of any federal, state, county, or municipal law, regulation or ordinance, please explain.

Interests & Experiences

State your background, including your education, work experience, civic or community organization memberships and positions, and any professional licenses or memberships, and explain how this applies to the function of the board, council or committee.

I have been in the field of education for 19 years(Pinellas). I have been elected to Florida High School Athlete Association(Appeals Committee) twice. This includes hearing cases from 17 counties both Private and Public school. I sat on the 5000 Role Models of Excellence steering Committee(Mentoring programs for male students in Pinellas County Schools. And I currently is the Chairman for Social Action committee for Omega Psi Phi Fraternity, Inc.

[Upload a Resume](#)

Demographics

Ethnicity

African American

Gender

Male

09/21/1968

Date of Birth

The Pinellas County Commission strives to promote diversity and provide reasonable accommodations for individuals with disabilities. If you are requesting accommodation, please indicate below:

I understand the responsibilities and commitment of time associated with an appointment to a Pinellas County board, council or committee.

I Agree *

Javan Turner

1001 59th Avenue South, Saint Petersburg, Florida 33705 | (727) 515-1153 | Leadership21@icloud.com

LEADERSHIP | INTEGRITY | VISIONARY

- Educational leader with 19 years of progressive experience teaching students in the High and Middle School and levels, with success in school administration, chairing Exception Student Education, Physical Education, 9th Grade Academy JROTC program and overall high school Athletics and Activities .
- Highly visible motivator with a consistent history of exceeding performance objectives with the ability to positively influence challenged students in at-risk school environments.
- Outstanding ability to formulate and execute management and processes that generate positive outcomes.
- Creative problem solver who applies research based strategies to improve student academic performances.
- Able to utilize strong interpersonal, oral, and written communication skills to effectively assimilate information to diverse audiences in multiple formats.

CORE COMPETENCIES

- Leadership and Management
- Program Management
- Creative Problem Solving
- Strategic Planning
- Training and Development
- Collaborative Teamwork & Partnerships
- Relationship Development
- Performance Management
- Budget and Cost Management
- Motivational Skills for At-Risk Students

EDUCATION AND TRAINING

NOVA SOUTHEASTERN UNIVERSITY – TAMPA, FL |
M.Ed. – Master of Education – Educational Leadership | 2003

UNIVERSITY OF SOUTH FLORIDA – TAMPA, FL
Bachelor of Science – Exceptional Student Education; Concentration: Behavior Disorders | 1998

- Earned Teaching Certifications in the State of Florida for ESE K-12 grades.
- Earned Educational Leadership Certification in the State of Florida all levels

PROFESSIONAL EXPERIENCE

PINELLAS COUNTY SCHOOLS- LARGO, FL

Emotional Behavior Disorder Educator- 2015-Present

- Unique Skills/Social Skills Facilitator
- Co-Facilitator in core academic courses: Math, Social Studies, and Science
- Case Management for Students with Special Needs
- Sponsor 5000 Role Models of Excellence-which target at-risk African-American males

ECKERD COLLEGE -SAINT PETERSBURG, FL

Game Manager-2015-Present

- Monitoring spectator seating, field and court preparation, training equipment and security
- Responsible for handle admission and cash receipts
- Serve as a liaison for the NCAA Sunshine State Conference Officials

Javan Turner (727)515-1153 Leadership21@icloud.com

PINELLAS COUNTY SCHOOL – ST. PETERSBURG, FL
Assistant Principal of Athletic & Activities – 2005 – 2015

An at risk high school serving grads 9-12 with approximately 1,347 students enrolled.

- Monitored and Supported all Sports that served young men and ladies in the fundamentals of football, basketball, baseball, tennis, soccer, and more, teaching sporting techniques, playing rules, strategies, and tactics.
- Monitor Title IX and Gender Equity compliance
- Liaison between the school and Florida High School Athletic Association
- Monitored and Support Interest and Service Clubs
- One of the administrators who worked to successfully improve a high poverty, high risk school rating from a F to a B
- Liaison between Alumni groups, Booster clubs and Recruiters from the United States Armed Forces
- Implemented a Hall of Fame program which celebrated the accomplishment of former successful Athletes
- Facilitated parent, student, and teacher conferences on a quarterly or more frequent basis to ensure fluid communications, enhanced student progress, and overall achievement throughout the school year.
- Handled all performance evaluations for Teachers, Para-Professionals, Plant Operators, and ESE Associates
- Attended and actively participated in school manifestation meetings, magistrates, and staffing meetings.
- Successfully facilitated performance learning center (PLC), department, and faculty meetings on a weekly basis throughout tenure. Also completed reassignment packets for alternative schools and served on several district committees.
- Create a partnership with Eckerd College and sponsored a Parent Seminar on NCAA Eligibility Requirements for all high schools in Pinellas County

COMMUNITY LEADERSHIP

- 2x Elected Member of Florida High School Athletic Association, Section Appeals Committee (2008-2015)
- High School Representative Board Member – Pinellas Association of School Administrators (2014 – 2015)
- President of Pinellas Secondary Assistant Principal Association (2007 – 2008)
- Member of Prevention of Black on Black Crime in the community –Urban League
- 5000 Role Models of Excellence Steering Committee
- Social Action Chairman - ETA RHO Chapter of Omega Psi Phi Fraternity, Inc.
- Mentor students in the Pathfinder program (grades 6-12)

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Dr.

Prefix

Matthew

First Name

D

Middle Initial

Stewart

Last Name

mdstewar@mail.usf.edu

Email Address

159 NE Lincoln Circle N

Street Address

Suite or Apt

St. Petersburg

City

FL

State

33702

Postal Code

Mobile: (727) 580-9147

Primary Phone

Home:

Alternate Phone

Human Resources Manager,
Talent Management and Talent
Acquisition

Job Title

Hillsborough County Government

Employer

Human Resources

Occupation

Which Boards would you like to apply for?

Unified Personnel Board: Submitted

Are you currently a Pinellas County resident?

Yes No

37 years

If you are a Pinellas County resident, for how long?

Are you registered to vote in Pinellas County?

Yes No

Are you currently serving on any Pinellas County boards, councils, or committees?

Yes No

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Yes No

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Yes No

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Yes No

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Yes No

If you have been convicted of a Public Entity Crime, please explain.

Have you been convicted of a financial felony?

Yes No

If you have been convicted of a financial felony, please explain.

Have you ever been convicted of a crime against children or seniors?

Yes No

If you have ever been convicted of a crime against children or seniors, please explain.

Are you currently, or have you ever sued Pinellas County?

Yes No

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Yes No

If you have ever been arrested, charged, or indicted for violation of any federal, state, county, or municipal law, regulation or ordinance, please explain.

Interests & Experiences

State your background, including your education, work experience, civic or community organization memberships and positions, and any professional licenses or memberships, and explain how this applies to the function of the board, council or committee.

I am a Pinellas County native, born and raised in Clearwater, and have called this county home for thirty-seven years. Currently, my family and I live in St. Petersburg. I completed by doctorate at the University of South Florida. I obtained my first master's degree at St. Vincent de Paul and my second at the University of South Florida. I earned my bachelor's degree at St. John Vianney. Additionally, I obtained and hold two national certifications in Human Resources (PHR and SHRM-CP). I have eight years of Human Resources experience, having worked in government and higher education. During that time, I have served in leadership positions for talent acquisition, talent management, and talent development. Additionally, I have had the opportunity to serve as adjunct faculty at St. Petersburg College. I have taught courses in Ethics, Ethics in Public Safety, and World Religions. We are currently foster parents with Eckerd and have had the pleasure of fostering five children. Additionally, we are members at St. Peters Episcopal Cathedral. I am interested in serving on the Unified Personnel Board. As noted above, I have a strong educational background and work experience in human resources. I know the challenges and opportunities that exist, especially in the public sector, for creating an engaged workforce. There are challenges faced in recruiting and retaining top talent in the public sector, managing growing benefits costs for a self-funded health plan, and structuring a classification and compensation system that meets the needs of the organization. There are great opportunities to engage a new generation in public service, encourage ownership by employee for their health and wellness, and build the workforce through succession planning and training. As a young professional with a strong educational and work background, I can assist the organization in facing the challenges that lie ahead and leveraging the opportunities. I would be honored to serve on the Unified Personnel Board. My attached resume expounds on my experience, education, and volunteer activities.

[Upload a Resume](#)

Demographics

Ethnicity

Caucasian/Non-Hispanic

Gender

Male

03/09/1980

Date of Birth

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I Agree *

Dr. Matt Stewart

159 NE Lincoln Circle N
St Petersburg, FL 33702
727-580-9147
mdstewar@mail.usf.edu



EMPLOYMENT

Hillsborough County Government

601 E. Kennedy Blvd.
Tampa, FL 33732

Human Resources Manager for Talent Management

Board of County Commissioners
September 2016 - present

- Led the Talent Management function and four member team for Human Resources, including employee relations, discipline, performance management, labor relations, investigations, labor law, and EEOC complaints for 5,000 employees.
- Implemented a new online e-performance system for union and non-union performance evaluations, which replaced a paper based form. Included in this was the development of online and face-to-face training on using features within the system.
- Oversaw all employee relations issues related to the implementation of a new classification and compensation structure for union and non-union employees.
- Oversaw the pay-for-performance/merit increases for union and non-union employees.
- Developed and implemented a monthly training program for supervisors, HR Meeting Minutes.

Human Resources Manager for Talent Acquisition

Board of County Commissioners
August 2017 – present

- Led the Talent Acquisition function and nine member team for Human Resources, including recruitment, selection, and onboarding for 5,000 employees.
- Oversaw all applicant tracking system (ATS) issues related to the implementation of a new classification and compensation structure for union and non-union employees.

Human Resources Deputy Director

Supervisor of Elections
October 2015 – September 2016

- Led the Human Resources department, including recruitment, employee engagement, classification and compensation, performance management, employee relations, payroll, learning, and employee communications.
- Created and implemented all employee personnel policies in the areas of diversity, employee rights and responsibilities, employee benefits, compensation, and employee leave.

- Developed and implemented a performance-based system for compensation increases in conjunction with a performance management system.
- Oversaw the relationship management and payment of invoices for two temporary staffing agencies.
- Established and led quarterly meetings of HR directors from across county government.
- Led the Employee Engagement Team.

Pinellas County Government

400 S. Ft Harrison Ave.

Clearwater, FL 33756

Human Resources Business Partner for Performance and Development

Human Resources Business Partner for Employee Communications

November 2014 – October 2015

- Served as a key contributor and team member for the introduction of a new employee performance management system (FACE) that was rolled out across the organization at all levels. This include a new philosophy, model, online tracking system, trainings for employees and supervisors, and the development of online web content.
- Led the revitalization and modernization of an employee learning program for 3,200 employees that included the introduction of online and blended learning, videos (Two Minute Tuesday), short learning items (Breakfast Bites and Lunch n Learn), succession management program (LEAD), mini-conference (Steer Your Career), and learning academies (Innovation Academy).
- Served as an HR business partner to leaders in Business Technology Services, Public Safety, and Solid Waste. Helped to drive business through organizational development interventions, employee relations, learning, and leadership development/coaching.
- Led the implementation of a learning dashboard that tracked employee learning and learning content.
- Led curriculum development for a mid-manager leadership development program.
- Developed the Professional Development Advisory Council, an internal team that provided advice and recommendations on the direction of employee learning and development.
- Led the revitalization of employee communications, including a focus on branding and a content strategy.
- Partnered with internal departments to expand the reach of technology-related training for employees.

Human Resources Analyst for Training & Development

July 2013 – October 2014

- Led the development and implementation of a new employee onboarding and orientation program. This included the branding, communication, process alignment, and evaluation of the program.
- Developed an expanded diversity training program that included three new face-to-courses (Future Trends in Diversity, LGBT Issues in the Workplace, and Diversity: Beyond Race, Religion, and Gender).
- Led the revitalization and modernization of an employee learning program for 3,200 employees that included the introduction of online and blended learning and short learning items (Breakfast Bites and Lunch n Learn).
- Designed, developed, and implemented over ten new face-to-face courses on a variety of topics (leadership, communication, diversity, management/supervision, etc.).
- Delivered a leadership development program for mid-level managers and a supervisory series for new managers.

St Petersburg College

13805 58th St. N

Largo, FL 33716

Adjunct Faculty, Humanities and Fine Arts

Adjunct Faculty, Policy, Ethics, and Legal Studies

August 2010 - present

- Led classroom instruction (face-to-face, blended, and online) and curriculum development for World Religions, Ethics, and Ethics in Public Safety.
- Developed curriculum, active classroom learning strategies, and varied learning assessments for students.
- Developed out-of-class experiences for students to experience religion(s) in the local community.
- Supported out-of-class support and career exploration.

Human Resources Curriculum Designer and Facilitator, Office of Professional Development

September 2012 - July 2013

- Implemented the Safe Zone program, including the development of the curriculum with a team (students, staff, faculty, and community partners), all marketing materials and branding, and data collection and analysis. Additionally, wrote the grant that secured the funding for the program.
- Develop training materials (face-to-face and online) that supported all aspects of the College Experience (new student orientation, integrated advising, out-of-class support, learning plans, and early alert) for student affairs, faculty, and staff.
- Designed, developed and facilitated face-to-face learning courses and programs for college personnel and faculty in a variety of formats.

Associate Director of Campaigns and Programs

July 2011 - September 2012

- Oversaw the spending and awarding of \$1-million in scholarships through oversight of the scholarship program.
- Served as the point of contact for community and civic groups throughout the county, and regularly presented about the College and Foundation.
- Developed internal processes, work flows, and audits to ensure the proper spending of funds.
- Worked with individual donors to cultivate relationships and recognize their philanthropy.
- Assisted students throughout the college with the scholarship process and spoke to student groups regarding scholarship opportunities.

Human Resources Coordinator for Professional Development

January 2010 - July 2011

- Led the Talent Development function and team for all professional development for 1,300 budgeted employees (student affairs, faculty, and staff) and over 1,000 adjunct and temporary employees.
- Led and implemented a college-wide leadership program, Strategic Leadership Series, for administrative personnel and faculty leadership personnel.
- Led the development and implementation of faculty workshops focused on teaching and learning.
- Led the selection, purchase, and implementation of a new online learning portal (Skillssoft) for all college employees, including marketing, training, and tracking.
- Developed and delivered an internal certificate program (customer service, leadership, communication, etc.) through a blended learning format.
- Led college-wide professional development events including the college's first and second All-College Day, featuring over 100 workshops on a single day for all of the College's budget personnel.
- Interviewed, hired, and oversaw external personnel and adjuncts.
- Provided general oversight of budget development and spending.
- Served on internal college committees.

Human Resources Curriculum Designer for Professional Development

August 2009 - January 2010

- Designed and developed professional development courses for 1,300 budgeted employees (student affairs, faculty, and staff) and over 1,000 adjunct and temporary employees.

EDUCATION

University of South Florida Tampa, FL	Ph.D.	Curriculum & Instruction: Higher Education Administration
St. Vincent de Paul Seminary Boynton Beach, FL	M.A.	Theology
University of South Florida Tampa, FL	M.A.	Religious Studies
St. John Vianney Seminary Miami, FL	B.A.	Philosophy

CERTIFICATIONS

Human Resources Certified Professional (SMRM-CP)
Society for Human Resource Management

Professional in Human Resources (PHR)
Human Resource Certification Institute

CONFERENCE PRESENTATIONS

FPHRA: *What You Should Know: EEOC and Enforcement Protections for LGBT Individuals*

ICMA Transforming Local Government: *Leaving the Numbers Behind: The new FACE of performance management*

On the Cutting Edge: *Leaving the Numbers Behind: Transforming your performance management system*

SPC All College Day: *Translating Institutional Values to Vision*

GRANTS

CPS HR and IMPA-HR: Employee learning, succession management, and mentoring

SPC College Foundation: Safe Zone program development and implementation

VOLUNTEER ACTIVITIES

Eckerd Community Alternatives, foster parent (*current*)

Episcopal Cathedral of St. Peter, member and volunteer (*current*)

Campus Pride, advisory board member

Association of Florida Colleges, chapter president

Resurrection House, volunteer for toy and food drive

Hispanic Leadership Coalition, presenter

Big Brother Big Sisters, presenter

American Red Cross, presenter

St Petersburg College Student Government, presenter

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Mrs.

Prefix

Nicole

First Name

Middle Initial

Knoph

Last Name

nicolek3825@yahoo.com

Email Address

12340 Monarch Cir

Street Address

Suite or Apt

Seminole

City

FL

State

33772

Postal Code

Mobile: (727) 432-1358

Primary Phone

Home:

Alternate Phone

Pinellas County

Employer

Public Safety Telecommunicator
3

Job Title

911 Operator

Occupation

Which Boards would you like to apply for?

Unified Personnel Board: Submitted

Are you currently a Pinellas County resident?

Yes No

37 years

If you are a Pinellas County resident, for how long?

Are you registered to vote in Pinellas County?

Yes No

Are you currently serving on any Pinellas County boards, councils, or committees?

Yes No

If you are currently serving on any Pinellas County boards, councils, or committees, please name.

Do you have or hold any employment or contractual relationship with any business or any agency which is subject to the regulation of or is doing business with Pinellas County?

Yes No

If you have or hold any employment or contractual relationship with any business or any agency which is subject to the regulation of or is doing business with Pinellas County, please explain.

I am employed by the Pinellas County Regional 911 Center and have been for over ten years.

Do you serve on any state, regional or local government boards, councils or committees?

Yes No

If you serve on any state, regional or local government boards, councils or committees, please explain.

Are you current with all taxes and any other financial obligations?

Yes No

If you are not current with all taxes and any other financial obligations, please explain.

Have you been convicted of a Public Entity Crime? Public entity crime is defined by Florida Statute, sec. 287.133 as a violation of any state or federal law by a person with respect to and directly related to the transaction of business with any public entity or with an agency or political subdivision of any other state or with the United States, including, but not limited to, any bid, proposal, reply, or contract for goods or services, any lease for real property, or any contract for the construction or repair of a public building or public work, involving antitrust, fraud, theft, bribery, collusion, racketeering, conspiracy, or material misrepresentation.

Yes No

If you have been convicted of a Public Entity Crime, please explain.

Have you been convicted of a financial felony?

Yes No

If you have been convicted of a financial felony, please explain.

Have you ever been convicted of a crime against children or seniors?

Yes No

If you have ever been convicted of a crime against children or seniors, please explain.

Are you currently, or have you ever sued Pinellas County?

Yes No

If you currently, or have ever sued Pinellas County, please explain.

Have you ever been arrested, charged, or indicted for violation of any federal, state, county, or municipal law, regulation or ordinance? (Exclude traffic violations for which a fine or civil penalty of \$150 or less was paid)

Yes No

If you have ever been arrested, charged, or indicted for violation of any federal, state, county, or municipal law, regulation or ordinance, please explain.

Misdemeanor possession of marijuana charge at 18 years of age. Adjudication was withheld.

Interests & Experiences

State your background, including your education, work experience, civic or community organization memberships and positions, and any professional licenses or memberships, and explain how this applies to the function of the board, council or committee.

I have been employed with the Regional 911 Center for over ten years. I have a state certification and EMD-Q and EFD-Q certifications. I am also trained in Critical Incident Stress Management. I was the co-coordinator of the 2017 Tampa Walk for Children with Childhood Apraxia of Speech.

Upload a Resume

Demographics

Ethnicity

Caucasian/Non-Hispanic

Gender

Female

09/19/1980

Date of Birth

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I Agree *

Nicole Knoph

12340 Monarch Cir, Seminole, FL 33772 – 727.432.1358 –
Nknoph@pinellascounty.org

- Objective** Public Safety Telecommunicator with over ten years of experience and a desire to effect change, seeking appointment to the Unified Personnel Board.
- Experience** **Public Safety Telecommunicator II**
Pinellas County Government, Largo, FL
July 9, 2007 – Current
Answer emergency 911 and non-emergency administrative lines
Provide EMD and EFD pre-arrival instructions when appropriate
Train new telecommunicators
EMD-Q and EFD-Q Quality Assurance
Handle requests for field personnel via the radio and phones
Provide Critical Incident Stress Management support to peers in need
Member of the technology committee
Member of the SOP committee
- Education** **High School Diploma**
Seminole High School, Seminole, FL
June 1998
- Communication** Ability to interact and communicate effectively with people from diverse backgrounds, highlighting teamwork and problem solving.
- Leadership** 2017 Coordinator for Tampa Bay Walk for Children with Apraxia
- References** **Elli Childs, Pinellas Regional 911 Center**
727.588.4764
Echilds@pinellascounty.org

Profile

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Mrs.

Prefix

Louise

First Name

Dolsay

Last Name

hrprof9@aol.com

Email Address

544 Purple Finch Way

Street Address

Suite or Apt

Palm Harbor

City

FL

State

34683

Postal Code

Home: (727) 784-9464

Primary Phone

Mobile: (727) 215-5136

Alternate Phone

Sixth Judicial Court

Employer

County Mediator

Job Title

County Mediator

Occupation

Which Boards would you like to apply for?

Unified Personnel Board: Submitted

Are you currently a Pinellas County resident?

Yes No

13 Years

If you are a Pinellas County resident, for how long?

Are you registered to vote in Pinellas County?

Yes No

Are you currently serving on any Pinellas County boards, councils, or committees?

Yes No

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Unified Personnel Board

Do you have or hold any employment or contractual relationship with any business or any agency which is subject to the regulation of or is doing business with Pinellas County?

Yes No

If you have or hold any employment or contractual relationship with any business or any agency which is subject to the regulation of or is doing business with Pinellas County, please explain.

County Court Mediator--Pinellas-- independent contractor, paid with state funding

Do you serve on any state, regional or local government boards, councils or committees?

Yes No

If you serve on any state, regional or local government boards, councils or committees, please explain.

Advisory Council, Area Agency in Aging, Pinellas/Pasco Counties

Are you current with all taxes and any other financial obligations?

Yes No

If you are not current with all taxes and any other financial obligations, please explain.

Have you been convicted of a Public Entity Crime? Public entity crime is defined by Florida Statute, sec. 287.133 as a violation of any state or federal law by a person with respect to and directly related to the transaction of business with any public entity or with an agency or political subdivision of any other state or with the United States, including, but not limited to, any bid, proposal, reply, or contract for goods or services, any lease for real property, or any contract for the construction or repair of a public building or public work, involving antitrust, fraud, theft, bribery, collusion, racketeering, conspiracy, or material misrepresentation.

Yes No

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Have you been convicted of a financial felony?

Yes No

If you have been convicted of a financial felony, please explain.

Have you ever been convicted of a crime against children or seniors?

Yes No

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Interests & Experiences

State your background, including your education, work experience, civic or community organization memberships and positions, and any professional licenses or memberships, and explain how this applies to the function of the board, council or committee.

Twenty years of experience in human resources practice at managerial level; leader of HR groups in organizations ranging from 125-1400 employees; Director of Human Resources for several government agencies; extensive experience in employee/labor relations in both union and non-union environments; Master's degree in human resources management; adjunct professor of human resources management, public administration and government for several higher educational institutions.

Upload a Resume

Demographics

Ethnicity

Caucasian/Non-Hispanic

Gender

Female

11/15/1951

Date of Birth

The Pinellas County Commission strives to promote diversity and provide reasonable accommodations for individuals with disabilities. If you are requesting accommodation, please indicate below:

I understand the responsibilities and commitment of time associated with an appointment to a Pinellas County board, council or committee.

I Agree *

Louise P. Dolsay

544 Purple Finch Way Palm Harbor, Florida 34683 727-215-5136 HRProf9@aol.com

Qualifications Profile:

Twenty years of experience in human resources practice in government and non-profit corporations; excellent skills in legal compliance/employee relations; leader of HR groups in organizations ranging from 125-1400 employees; experience in both non-union and multi-union organizations; knowledge of public sector human resources management, civil service systems and public sector unions; expert trainer/facilitator; certified mediator; Master's degree in human resources management.

Employment Summary:

Mediator—6th Judicial Circuit/Pinellas and Pasco Counties—2006-Present

Adjunct Faculty-St. Petersburg College, School of Business—2010-2015; Corporate Training and Social Sciences, 2005-2006; **Barry University**—School of Professional Studies-2005-2009;

Director of Human Resources—Bergen Community College (NJ), 1000 + employees—2001-2004;

Director of Personnel—Wayne Township (NJ), 500 employees---1999-2000;

Director of Employee Relations—St. Elizabeth Hospital (NJ), 1200 employees, 1992-1999;

Employee Relations Representative—St. Vincent's Hospital (NYC), 4300 employees, 1991-1992;

Associate Director and Instructor—Seton Hall University (NJ); Graduate Program in Public Administration—1989-1990;

Director of Personnel and EEO—Massachusetts Executive Office of Elder Affairs; 1984-1988;

Director of Personnel—Middlesex County Commissioners' Office (MA)—1983-1984.

Experience Highlights:

- Partnered with managers to assure legal and organizational policy compliance and provide solutions to complex human resources issues;
- Initiated HR programs and practice inclusive of design and standardization of HR tools for: performance evaluation, competency assessments, performance improvement/remediation, diversity programs, and job analysis;
- Created and implemented employee relations processes for progressive discipline, complaint resolution, internal investigations, and resolution meetings;
- Provided leadership in human relations activities such as reward/recognition, organizational communications, work teams, and work-life programs;
- Facilitator/leader for cross-functional work teams engaged in merger/transition, reengineering of administrative services functions, and regulatory compliance; work redesign effort--net savings of \$1.25 million;
- Created and presented management training modules in HR issues such as employee relations, legal compliance with federal and state statutes; interviewing techniques, labor relations practice, sexual harassment, job analysis, and performance evaluation; designed orientation and supervisory training programs;
- Performed all labor relations management functions in multi-union environments to include: grievance disposition, contract administration, management representation at arbitration and mediation, and collective bargaining;
- Director of exempt and non-exempt staff responsible for employment, compensation, benefits administration, workers' compensation; HRIS; and staff development.

Credentials:

Member, United Personnel Board, Pinellas County, 2016-Present

M.S. Human Resources Management, Lesley University (MA)

M.A., Political Science, Boston College, (MA)

B.A., Political Science, University of Bridgeport (CT)

Certified County Court Mediator (FL)

FINRA Arbitrator (Public)

Current member and previous Vice-Chair—Area Agency on Aging Advisory Council—Pinellas/Pasco Counties

Board of Directors, Florida Association of Professional Mediators—2008

Member, Society for Human Resources Management