

INDUSTRIAL DEVELOPMENT AUTHORITY AGENDA

7:30 a.m., September 8, 2021
Lake Placid Town Hall
1069 US HWY 27 N
Lake Placid, FL 33852
Sebring, FL 33870

Janet Barber, Chair, Presiding

- 1. CALL TO ORDER – INDUSTRIAL DEVELOPMENT AUTHORITY**
- 2. CONFIRMATION OF QUORUM**
- 3. PUBLIC COMMENT**
- 4. CONSENT AGENDA**
 - A. IDA June 2021 Meeting Minutes
- 5. OLD BUSINESS**
 - A. Board Officers Election
 - B. Industrial Revenue Bond Update
- 6. NEW BUSINESS**
 - A. Member Appointments
- 7. ADJOURNMENT**

Next meeting:
(pending draft schedule approval):
Wednesday, December 8, 2021 at 7:30 a.m.
Nucor Steel Florida
22 Nucor Drive
Frostproof, FL 33843
(WITH OPTIONAL TOUR)

INDUSTRIAL DEVELOPMENT AUTHORITY

September 8, 2021

CONSENT AGENDA – IDA

These action items are considered to be routine and will be enacted by one motion. There will be no separate discussion of these items. A board member may request an item be moved to the regular agenda for discussion.

Presenter

Janet Barber

Request approval of the IDA Consent Agenda for the June 2021 Board of Directors meeting.

Recommended Action

Move to approve the IDA Consent Agenda for the June 2021 Board of Directors meeting.

Attachments

A. IDA Board Minutes – June 2021

**INDUSTRIAL DEVELOPMENT AUTHORITY
DRAFT MEETING MINUTES
JUNE 9, 2021**

The Highlands County Industrial Development Authority Board of Directors meeting was held at the Bert Harris Agricultural Center (Auditorium), 4509 George Blvd., Sebring, FL 33875, on Wednesday June 9, 2021. Presiding chair, Janet Barber, presided over the meeting; a quorum was present.

1. CALL TO ORDER – HIGHLANDS COUNTY INDUSTRIAL DEVELOPMENT AUTHORITY (IDA)

The June 9, 2021 Industrial Development Authority Board of Directors meeting was called to order at 7:31 a.m.

2. PUBLIC COMMENT

There were no comments from the public.

3. CONFIRMATION OF QUORUM

Name	Title	Organization	Present
Janet Barber	Chair	IDA/EDC Executive Committee	Yes
Ray Royce	Vice Chair	IDA/EDC Executive Committee	Yes
Carol Howard	Past Chair	IDA/EDC Executive Committee	Yes
Wade Taveniere	Secretary/Treasurer	IDA/EDC Executive Committee	Yes
Donna Doubleday	Director	IDA/EDC Board of Directors	Yes
Paul Koukos	Director	IDA/EDC Board of Directors	Yes
Thomas Leitzel	Director	IDA/EDC Board of Directors	Yes
John Shoop	Director	IDA/EDC Board of Directors	Yes
John Varady	Director	IDA/EDC Board of Directors	Yes
Craig Johnson	Director	IDA/EDC Board of Directors	No
Jim Renfro	Director	IDA/EDC Board of Directors	Yes
Jason Kimbrell	Director	IDA/EDC Board of Directors	No
Ronald Bishop	Director	IDA/EDC Board of Directors	No
Randy Surber	Director	IDA/EDC Board of Directors	No
Will Lenihan	Director	IDA/EDC Board of Directors	No
Kathy Rapp	Commissioner, Liaison	Highlands County BOCC	Yes
Leah Sauls	Dev. Services Director	Highlands County BOCC	Yes
Meghan DiGiacomo	Exec. Manager of Business & Economic Development	Highlands County BOCC	Yes
Jeff King	Economic Development Manager	Highlands County BOCC	Yes
Angie King	Development Services Technician	Highlands County BOCC	Yes
Phillip Stegman	Administrative Support	Highlands County BOCC	Yes

Table 1: Meeting Attendance

**INDUSTRIAL DEVELOPMENT AUTHORITY
DRAFT MEETING MINUTES
JUNE 9, 2021**

4. CONSENT AGENDA

The Consent Agenda, which included the March 10, 2021, meeting minutes, was presented for consideration. John Shoop moved to approve the consent agenda; seconded by Carol Howard. Motion carried unanimously.

5. OLD BUSINESS

- A. Meghan DiGiacomo gave an update on the industrial revenue bond process. COVID has slowed things down quite a bit but the project contact is still hoping to move forward.
- B. Meghan discussed some member terms will expire in September. The expiring term members are to consider if they will continue with the board or if the board will need new candidates.
- C. Meghan discussed with the relaxed COVID protocols future meetings could take place in diverse board rooms.

6. NEW BUSINESS

None.

7. ADJOURNMENT

The June 9, 2021 Industrial Development Authority Board of Directors meeting was adjourned at 7:44 a.m.

Next Meeting:

Wednesday, September 8, 2021 at 7:30 a.m.
Lake Placid Town Hall
1069 US 27 N.
Lake Placid, FL 33852

Minutes Submitted By: Angie King, Development Services Technician

Approval Date: draft

INDUSTRIAL DEVELOPMENT AUTHORITY

September 8, 2021

BOARD OFFICERS ELECTION

Elect new board officers to serve terms of two years. Officers include chair, vice chair, secretary, and treasurer.

Presenter

Janet Barber

As stated in § 159.45, Fla. Stat. (2016), “(4) The authority shall annually elect one of its members as chair and one as vice chair and may also appoint a secretary who shall serve at the pleasure of the authority and receive such compensation as shall be fixed by the authority. (5) The secretary shall keep a record of the proceedings of the authority and shall be custodian of all books and records of the authority and of its official seal.”

IDA members serve concurrently as members of the Highlands County Economic Development Commission. As such, IDA officers also serve concurrently as the officers of the EDC. Per Section 3 of the EDC Bylaws, “Officers: The officers of the Corporation and the Board of Directors shall hold offices concurrently with the Commission and of the Highlands County Industrial Development Authority and shall include a Chair, Vice Chair, Secretary, and Treasurer. At the annual meeting, meeting dates and locations will be presented and approved, additionally the Officers shall be elected from the members of the Board of Directors and the officers shall serve two-year terms. A person may hold more than one office at a time.

Section 3.2 Chair: The Chair is the presiding officer of the Board of Directors and the Corporation and shall preside at all meetings of the Board and the Corporation and to perform such duties prescribed by the Board of Directors.

Section 3.3 Vice Chair: The Vice Chair shall act as the chair in the absence or inability of the Chair to serve, and to perform the duties prescribed by the Board of Directors.

Section 3.4 Secretary and Treasurer: The secretary shall maintain the corporate records and minutes of meetings of the Board of Directors, Executive Committee, and of the Corporation. The Treasurer shall maintain and provide reports describing all corporate funds and financial records including accurate accounts of receipts and disbursements as requested by the Chair or the Board of Directors. One person may hold both positions of Secretary and Treasurer.

INDUSTRIAL DEVELOPMENT AUTHORITY

September 8, 2021

Recommended Action

CHAIR: Nominate and elect the chair of the Industrial Development Council to serve a term of two years, effective immediately and expiring September 2023. The chair will also serve concurrently as the chair of the Economic Development Commission.

VICE CHAIR: Nominate and elect the vice chair of the Industrial Development Council to serve a term of two years, effective immediately and expiring September 2023. The vice chair will also serve concurrently as the chair of the Economic Development Commission.

SECRETARY AND TREASURER: Nominate and elect the secretary of the Industrial Development Council to serve a term of two years, effective immediately and expiring September 2023. The secretary will also serve concurrently as the secretary and treasurer of the Economic Development Commission.

ATTACHMENTS

None.

INDUSTRIAL DEVELOPMENT AUTHORITY
September 8, 2021

INDUSTRIAL REVENUE BOND UPDATE

Presenter

Meghan DiGiacomo, Executive Manager of Business & Economic Development
Jeff King, Economic Development Manager

General update.

Recommended Action

Information Item / Discussion

Attachments

None.

INDUSTRIAL DEVELOPMENT AUTHORITY
September 8, 2021

MEMBER APPOINTMENTS

Presenter

Meghan DiGiacomo, Executive Manager of Business & Economic Development
Jeff King, Economic Development Manager

The following Board Member's terms expire in September 2021:

IDA Board Member	Member Since	First or Second Term?	Requires Written Recommendation?
Craig Johnson	2017	First	No
Jim Renfro	2017	First	No
Dr. Thomas Leitzel	2013	Second	Yes
Donna Doubleday	2013	Second	Yes
Carol Howard	2013	Second	Yes

Prior to these term expirations, there were no vacant seats on the board; however, with Roland Bishop's resignation, this now makes five pending term expirations and one vacancy. As required by the Policy on Board Appointments, the Board of County Commissioners has been notified of these vacancies. Three existing board members have reapplied, and we have received two new applications for consideration for the five term expiration seats. Donna Doubleday and Carol Howard have elected to not reapply. Instead, Ann Martin, Chief Programs Officer of CareerSource Florida has submitted an application, as well as Tommy Massey, Maintenance Manager of Nucor Steel Florida has also submitted an application.

The Board of County Commissioners adopted a policy change to allow committee and board members to forgo the one year waiting process to reapply between two (2) consecutive terms, with a written recommendation from the IDA for an additional term. In this case, if Dr. Leitzel was selected to be recommended for a third term, a letter will be necessary, which has been drafted in advance for signature upon potential IDA board selection.

Recommended Action

Identify applicants to recommend to the Board of County Commissioners for reappointment and/or appointment to the Industrial Development Authority. The terms would expire September 30, 2025. (This should be done in individual motions).

INDUSTRIAL DEVELOPMENT AUTHORITY

September 8, 2021

Attachments

Applications and Resumes for Craig Johnson, Jim Renfro, Dr. Thomas Leitzel, Ann Martin, and Tommy Massey.

Application for Appointment

(To request appointment to a board, committee, authority or other special activity)

Name: D. Craig Johnson

Address: 1100 Nancesowee Ave.

Phone: 863-381-2831

Email: craig.johnson@raymondjames.com

I wish to be appointed to the following board, committee, authority or special activity of the Highlands County Board of County Commissioners:

as a: regular member alternate advisory only

Employment experience

Current: Financial Advisor

Brief description: I am the CEO/President of Johnson Stivender Wealth Advisors, Inc.

Previous: Owner/Vice President: Heacock Insurance, Heacock Classic, Heacock Payroll
Owner/President: Heacock Financial

Brief description: I was one of 3 owners of the above companies and involved in the management for all 4, in addition to my financial responsibilities

Education/special training

High School: Sebring High

College: AA-South Florida Community College - BA- University of Florida

Special training:

Activities & interests: I enjoy golf, fishing, hunting with my family and friends. I am a life-long resident of Highlands County

List any boards or committees to which you are currently appointed, elected offices held, or law enforcement positions held:

Sebring Regional Airport and the Sebring Regional Airport and Industrial CRA

Are you related to any county employee or county commissioner? Yes No

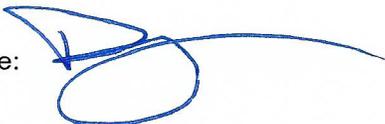
Name of relative:

Relationship:

Important:

The Highlands County Board of County Commissioners has an adopted Code of Conduct for persons serving on committees, boards, and panels appointed by the Highlands County Board of County Commissioners. A copy can be found at <http://hcbcc.net/section/index.php>. Please indicate by signing below that you have read and understand the adopted Code of Conduct.

Signature:



Date submitted:

8/13/21

**Highlands County Industrial Development Authority and Economic Development
Commission Board of Directors Q&A**

1) What does economic development mean to you?
It means attracting new business to our community to expand the tax base, increase employment, and improve the quality fo life for Highlands County residents.
2) Why do you want to serve on the Board of Directors for the Highlands County IDA/EDC?
I am very interested in helping our county attract new businesses to our area, as a native Highlands County resident I think it is vital to the welfare of our community to contiually attract new businesses.
3) As a board member, how would you promote economic development for the county?
I would be involved in working with local organizations and businesses,along with the city and county governments to work together to make Highlands County a business friendly community for new business. In addition, I believe my involvement with the Sebring Regional Airport and Sebring Regional Airport and Industrial CRA will be a compliment to serving on the EDC board.
4) What are your goals for Highlands County economic development?
My goals would be to see Highlands County become a leader for economic development in the coming years to help retain our youth and provide good local opportunities for employment. In addition, I would like to see our county and cityh tax bases expand to provide a higher quality of life for our residents.
5) What other organizations, if any, have you previously or do you currently belong to? What responsibilities did you have (Officer seats, Community Service, etc.)?
I am currently on the Board of the Sebring Regional Airport and the Sebring Regional Airport and Industrial CRA. I have been past chair of both. I was the acting Chair and was very involved in working with MIke Willingham, Highlands County liason Ron Handley, and the City of Sebring, Enterprise Florida, Florida Department of Economic Development in scuring CitraPac Inc. as a new tennant at the airport. They buila new 37,000 sq. ft. manufacturing facility that is ultimately expected to create 240 jobs. Today they employ approximatley 40 people. In addtion we have secured the following businesses during my tenure: Gulf Coast Supply, Tecnam US, Inc., FLG Teardowns,Inc.,Global Aircraft Engines, ADS Advanced Drainage Systems, and DUC Propellers. These companies currently employ over 100 people. In addition, we currently have approximatey 50 million dollars of ongoing projects which include expansion of both Turf Care and ADS.

Please submit formal résumé



D. CRAIG
JOHNSON

863-381-2831
craig.johnson@raymondjames.com
1100 Nancesowee Ave.,
Sebring, FL 33870

PROFESSIONAL SUMMARY

I have been an entrepreneur since 1976. I have been the owner/co-owner of multiple successful businesses through out my career.

SKILLS

- Leadership
- Business Planning and Development
- Strategic Planning
- Sales
- Financial Management

EXPERIENCE

Owner/ President, Heacock Financial Group, Jan 1998 - May 2012, Sebring, FL

Owner/ Vice President, Heacock Insurance Group, Inc/Heacock Classic/Heacock Payroll, Jan 1991 - May 2012, Sebring, FL

Co-Owner, Lake and Bay Boats, Inc., Feb 2002 - May 2009, Sebring, FL

Financial Advisor, Omni Financial Services, Jan 1987 - Jan 1991, Sebring, FL

Owner/President, Highlands Athletic Center, Inc., Sep 1976 - Dec 1986, Sebring, FL

CEO/President, Johnson Stivender Wealth Advisors, Inc, Sebring, FL

I am the CEO/President of Johnson Stivender Wealth Advisors, Inc. which includes administrative and Branch manager responsibilities and providing financial and wealth management advice.

EDUCATION

Bachelor of Arts, Political Science-Pre Law Jun 1976
University of Florida - Gainesville, FL

Associate of Arts May 1974
South Florida Community College - Avon Park, FL

High School Diploma May 1972
Sebring High School - Sebring, FL

Application for Appointment

(To request appointment to a board, committee, authority or other special activity)

Name: James R. Renfro

Address: 4114 Eagle Court, Sebring Florida 33872

Phone: 863 452 2600

Email: jim@highlandsaviation.com

I wish to be appointed to the following board, committee, authority or special activity of the Highlands County Board of County Commissioners:

as a: regular member alternate advisory only

Employment experience

Current: CEO of Highlands Aviation, Inc.

Brief description: Highlands Aviation, Inc. established in 1974 located on the Avon Park Executive Airport specializes in the exterior refurbishment of Corporate owned or operated jet aircraft.

Previous: not applicable

Brief description:

Education/special training

High School: Avon Park High School

College: South Florida Junior College/ Barry University

Special training:

Activities & interests: Family, Flying, Community

List any boards or committees to which you are currently appointed, elected offices held, or law enforcement positions held:

Current first term member of IDA/EDC

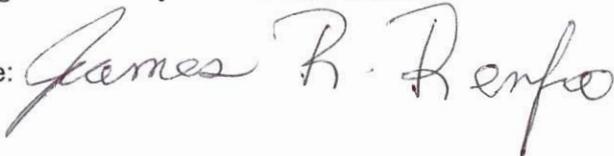
Are you related to any county employee or county commissioner? Yes No

Name of relative:

Relationship:

Important:

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Signature:  Date submitted: 6/23/2021

**Highlands County Industrial Development Authority and Economic Development
Commission Board of Directors Q&A**

1) What does economic development mean to you?
Economic Development, in the larger sense, is the combination of the public and private sectors to identify the types of development best suited for a specific geographic area and to use their joint strengths to find suitable candidates to fill that need.
2) Why do you want to serve on the Board of Directors for the Highlands County IDA/EDC?
I am a life long resident of Highlands County and have witnessed many changes that have had a positive effect on our county as well as some that have not. Florida is now the 3rd largest state by population and it is imperative that any future growth not destroy the quality of life that has adversely effected many other counties that embraced unbridled growth.
3) As a board member, how would you promote economic development for the county?
Many of my business clients are leaders in varied industries this has given me the opportunity to build professional relationships with a unique and diverse group of corporate decision makers. I intend to promote through this network the positive aspects of our region were and when it makes economic sense to both parties.
4) What are your goals for Highlands County economic development?
My goal is to improve the quality of life for our residents and their children by finding companies that would be beneficial assets to our area in promoting job growth as well as having a minimal impact on our current infrastructure.
5) What other organizations, if any, have you previously or do you currently belong to? What responsibilities did you have (Officer seats, Community Service, etc.)?
Rotary International 35 years Avon Park Noon Club Avon Park Airport Advisory Committee 45 years Avon Park Chamber of Commerce National Business Aircraft Association

Please submit formal résumé

James R. Renfro

4114 Eagle Court, Sebring, FL 33872

(863) 452-2600

jim@highlandsaviation.com

1) Personal Profile

- Positive attitude and team building mentality
- Actively seeks referral sources by establishing connections with industry leaders.
- Regularly attends networking events to seek new lead sources.
- Excellent customer service representative and sales team skills.
- Willing to take on new challenges.
- Adaptable and always willing to learn.

2) Education

Avon Park High School diploma – 1966

Certified Aircraft Flight Instructor – 1971

South Florida Community College AA Degree – 1972

Airline Transport Pilot Certificate – 1973

Professional Flight Engineer Turbojet – 1979

Barry University B.A. Degree – 1983

Certified Aircraft and Powerplant Mechanic – 1983

Numerous Aircraft Specific Maintenance schools – 1987- Current

3) Work Experience

4)

5) President and CEO – 1974 - Current

6)

Application for Appointment

(To request appointment to a board, committee, authority or other special activity)

Name: Dr. Thomas Leitzel

Address: 600 W. College Drive, Avon Park, FL 33825

Phone: 863-784-7111



Email: thomas.leitzel@southflorida.edu



I wish to be appointed to the following board, committee, authority or special activity of the
Highlands County Board of County Commissioners: Industrial Development Authority - Economic Development Commission
as a: regular member alternate advisory only

Employment experience

Current: South Florida State College

Brief description: President

Previous: Technical College of the Lowcountry

Brief description: President

Education/special training

High School: Williamsport Area H.S., PA

College: PA College of Technology, Lycoming College, Penn State, Temple University, University of Maryland and Virginia Tech

Special training:

Activities & interests: Leading, thinking, and changing.

List any boards or committees to which you are currently appointed, elected offices held, or law enforcement positions held: Career Source Heartland, Board of Directors

Heartland American Israeli Initiative, Board

South Florida State College Foundation, Inc., Board of Directors

AdventHealth Heartland Division Board of Directors

Higher Education Research & Development Insititute

Florida College System Council of Presidents

Are you related to any county employee or county commissioner ? Yes No

Name of relative:

Relationship:

Important:

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Signature:

Date submitted: 7/15/21

**Highlands County Industrial Development Authority and Economic Development
Commission Board of Directors Q&A**

1) What does economic development mean to you?
Regional Prosperity - - jobs.
2) Why do you want to serve on the Board of Directors for the Highlands County IDA/EDC?
To learn about regional priorities and to contribute to building a vibrant economy through the workforce.
3) As a board member, how would you promote economic development for the county?
Leverage the resources at the college to assist in attracting private investment to the region.
4) What are your goals for Highlands County economic development?
Create a balanced economy through jobs development leading toward full employment.
5) What other organizations, if any, have you previously or do you currently belong to? What responsibilities did you have (Officer seats, Community Service, etc.)?
Florida College System - Council of Presidents Association of Florida Colleges

Please submit formal résumé

Dr. Thomas C. Leitzel

Professional Address

South Florida State College
600 W. College Drive
Avon Park, FL 33825
863-784-7110 (direct line to office)
thomas.leitzel@southflorida.edu

Home Address

2768 Treasure Cay Lane
Sebring, FL 33875
704-591-6558
tomleitzel@aol.com

Administrative Experience

- 2013 (current position) President, South Florida State College, Avon Park, FL
- 2008 – 2013 – President, Technical College of the Lowcountry, Beaufort, SC
- 2000 - 2008 - Vice President, Charlotte Campus, Pfeiffer University, Charlotte, NC.
- 1996-2000 - Dean, School of Graduate Studies, Pfeiffer University, Charlotte, NC.
- 1993 - 1996 - Dean, Business, Health and Technologies, Central Piedmont Community College, Charlotte, NC.
- 1991 - 1993 - Graduate Research Assistant, Virginia Tech, Blacksburg, VA.
- 1985 - 1991 - Associate Dean for Business, Science and Technology, Chesapeake College, Wye Mills, MD.
- 1983 - 1985 - Assistant Director, Business and Computer Technologies, Pennsylvania College of Technology, Williamsport, PA.
- 1981 - 1983 - Evening and Weekend Coordinator, Business and Computer Science Division, Pennsylvania College of Technology, Williamsport, PA.

Teaching Experience

I taught classes throughout my administrative career at all institutions where I was employed as my schedule permitted. I received outstanding student evaluations in all classes taught. A sampling of courses taught included Marketing, Management, Human Relations, Organizational Leadership, Organizational Communications, Statistics and Research Methods.

2007 - 2012 – Adjunct Faculty Member, University of Phoenix.

1991 - 1993 - Graduate Research Assistant, College of Education
Virginia Polytechnic Institute and State University, Blacksburg, VA

1978 - 1983 - Assistant Professor of Business Administration, Business and Computer
Science Division, Pennsylvania College of Technology, Williamsport, PA

Publications/Presentations

Authored or co-authored 20 articles in refereed journals and various other documents.

Presented at 12 national conferences on topics including Workforce Development, Customized Training Strategies, Performance Instruction, The Virtual Curriculum, Packing and Unpacking Curriculum Content, Budget Coping Strategies, and Articulation. A detailed list of conference locations and workshop topics will be provided upon request.

Professional Consultations

Consulted in four different state education systems with reforming techniques for planning, delivering and evaluating course content using a performance based curriculum development model. An abbreviated listing will be furnished upon request.

Education

Virginia Polytechnic Institute and State University, Blacksburg, VA
Degree: Doctor of Philosophy, Ph.D., April, 1993
Major: Higher Education Administration

Temple University, Philadelphia, PA
Degree: Master of Science, M.S., August, 1982
Major: Education

Lycoming College, Williamsport, PA
Degree: Bachelor in Arts, B.A. May, 1978
Major: Business Administration

Additional Graduate Studies:

The Pennsylvania State University, University Park, PA
University of Maryland, College Park, MD
Bloomsburg University, Bloomsburg, PA
(Continuous workshops, seminars, and courses at various higher educational institutions)

Community Service Activities

Career Source Heartland Board of Directors
Florida College System Council of Presidents (Steering Committee; Chair, Marketing)
South Florida State College Foundation, Inc. Board Member
Heartland American-Israeli Initiative
Higher Educations Research & Development Institute
AdventHealth Heartland Division Board of Directors

Former Memberships:

Lowcountry Economic Development Alliance, Member
Center for Service Leadership, Founding Member, Executive Board
Beaufort Chamber of Commerce. Associate Board Member
Regional Education Committee (SC Econ. Development Act) Executive Board Member
Beaufort County Human Services Alliance, Executive Committee, Board Member
Greater Island Council of Hilton Head Island (private leadership group/think tank)
Know2 – Private Educational Advisory Group – Steering Committee Member
Crime Stoppers, Inc., Chairman, Board of Trustees, (Charlotte Police Department)
Leadership North Carolina
Habitat for Humanity of Charlotte
Myers Park United Methodist Church
Charlotte Urban Ministry Center
United States Power Squadron
United Way of Central Carolinas
Charlotte Mecklenburg Arts and Science Council
Charlotte Chamber of Commerce

References

Provided upon request.

Application for Appointment

(To request appointment to a board, committee, authority or other special activity)

Name: Ann Martin

Address: 400 Hillcrest Rd., Sebring, FL 33870

Phone: 863-385-3672 Ext# 1306

Email: amartin@careersourceheartland.com

I wish to be appointed to the following board, committee, authority or special activity of the Highlands County Board of County Commissioners: IDA/EDC

as a: regular member alternate advisory only

Employment experience

Current: CareerSource Heartland

Brief description: Chief Programs Officer - Responsible for career centers and ensuring programmatic compliance of grant-funded programs.

Previous: Hardee County Council on Aging, Inc.

Brief description: Executive Director - Directed and coordinated the agency's financial and budget activities to fund operations and maximize services to elderly living in Hardee County.

Education/special training

High School: Hardee County High School

College: Bachelor of Public Administration - Barry University

Special training: Florida Certified Workforce Professional

Activities & interests: Golf/Reading

List any boards or committees to which you are currently appointed, elected offices held, or law enforcement positions held:

Transportation Disadvantaged Multi-County Local Coordinating Board Serving DeSoto, Hardee, Highlands, and Okeechobee Counties - Regular Member

Mobility Advisory Committee for the Heartland Regional Transportation Planning Organization (HRTPO) - Regular Member

Are you related to any county employee or county commissioner? Yes No

Name of relative:

Relationship:

Important:

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Signature: 

Date submitted: 7/23/2021

**Highlands County Industrial Development Authority and Economic Development
Commission Board of Directors Q&A**

1) What does economic development mean to you?
Economic development is the concerted effort on the part of local government to influence the direction of investment toward opportunities that can lead to long-term economic prosperity of workers, business, and communities.
2) Why do you want to serve on the Board of Directors for the Highlands County IDA/EDC?
Being in workforce development, I understand the importance of collaboration between local workforce development and economic development. As a member of this community, I feel serving on the IDA/EDC Board of Directors for Highlands County will provide the opportunity for me to serve where I can make a difference. It takes all of us working together and combing our resources to enhance the long-term economic prosperity of our county.
3) As a board member, how would you promote economic development for the county?
CareerSource Heartland works closely with our Economic Development partners to promote initiatives and to identify training needs. Once training needs are identified, we work with our partners to help develop the training needed that will allow for a skilled workforce. Without a skilled workforce, bringing in new business and helping existing businesses will suffer. Workforce is and continues to be a strong supporter of economic development.
4) What are your goals for Highlands County economic development?
To build a highly skilled, flexible workforce that will bring new business to our community and assist existing businesses to fill their hiring needs.
5) What other organizations, if any, have you previously or do you currently belong to? What responsibilities did you have (Officer seats, Community Service, etc.)?
Transportation Disadvantaged Multi-County Local Coordinating Board Serving DeSoto, Hardee, Highlands, and Okeechobee Counties Mobility Advisory Committee for the Heartland Regional Transportation Planning Organization (HRTPO)

Please submit formal résumé

Ann R. Martin

Sebring, FL 33870
amartin@careersourceheartland.com

Phone (863) 471-2024
Cell (863) 253-1467

Professional Summary

Conscientious and detail-oriented with proven leadership skills and practical knowledge of business operations, administrative support, office procedures, and problem solving. Highly organized with well-developed verbal and written communication skills.

Professional Skills

- Leadership
 - Organizational Management
 - Community Relations
 - Contract Preparation and Negotiation
 - Microsoft Office
 - Interpersonal Communication
 - Problem Solving
 - Customer Service
 - Detail Oriented
 - Time Management
-

Employment History

CareerSource Heartland

Sebring, FL

2015 – Present

Chief Programs Officer

Responsible for ensuring compliance with programmatic requirements of grant-funded programs. Assists with planning, development, implementation, project management, data tracking, and evaluation of workforce programs and special projects. Works with staff, contractors, and providers to ensure performance goals and objectives are met in an efficient and timely manner.

2009 – 2015

Special Projects/Quality Assurance Coordinator

Assists in the planning, development, implementation, management, tracking, evaluation and analysis of special projects of varying length, purpose and complexity. Work with contractors and providers to meet performance goals and objectives. Evaluates special projects and CareerSource Heartland sponsored program performance through file review and data analysis.

Hardee County Council on Aging, Inc.

Wauchula, FL

1991 - 2009

Executive Director

Directed and coordinated the agency's financial and budget activities to fund operations and maximize services to elderly living in Hardee County, as directed under contract with the Florida Department of Elder Affairs. Analyzed operations to evaluate the agency's performance and its staff in meeting pre-established objectives and to determine areas of potential cost reduction, program improvement, or policy change. Prepared state, federal and local grant applications, including applicable budgets for funding and implementation of programs. Negotiated and approved contracts and agreements with federal and state agencies, and other organizational entities.

Education History

Barry University
Bachelor of Public Administration

Miami, FL

South Florida Community College
Associate of Arts

Avon Park, FL

Certifications

Florida Certified Workforce Professional 1
Florida Certified Workforce Professional 2
Florida Certified Workforce Professional 3

2009
2010
2011

Application for Appointment

(To request appointment to a board, committee, authority or other special activity)

Name: Tommy Massey

Address: 3246 Wynstone Ct Sebring FL 33875

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I wish to be appointed to the following board, committee, authority or special activity of the
Highlands County Board of County Commissioners:

Highlands County Industrial Development Authority & Economic Development Commission Board of Directors

as a: regular member alternate advisory only

Employment experience

Current: Nucor Steel Florida, Inc.

Brief description: Department Manager

Previous: Nucor Steel Texas

Brief description: Department Manager

Education/special training

High School: Big Sandy High School, Dallardsville, TX

College:

Special training: Navy Nuclear Propulsion Program, Nucor Financial Acumen Courses.

Activities & interests: Hunting, Fishing, and other Watersports.

List any boards or committees to which you are currently appointed, elected offices held, or law enforcement positions held:

None

Are you related to any county employee or county commissioner? Yes No

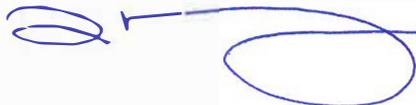
Name of relative:

Relationship:

Important:

The Highlands County Board of County Commissioners has an adopted Code of Conduct for persons serving on committees, boards, and panels appointed by the Highlands County Board of County Commissioners. A copy can be found at <http://hcbcc.net/section/index.php>. Please indicate by signing below that you have read and understand the adopted Code of Conduct.

Signature:



Date submitted: 4/21/2021

1. What does economic development mean to you?

A strong and growing economy is vital to any community, town, city, state, or country. Economic development is the constant recruitment and assessment of business and organizations that add to the economy as well as finding ways to support already existing business and organizations as well as encourage new “home grown” businesses. This support could come in many ways but would include such things as advocating for competitive tax incentives for new businesses, ensuring that infrastructure supports future businesses, and educating the public about the benefits of new businesses.

2. Why do you want to serve on the Board of Directors for the Highlands County IDA/EDC?

A couple of reasons, first, I saw how supportive Highlands county has been in helping bring Nucor to this area. Even though our plant is not physically located in Highlands county, there has been much done to support our building and staffing of the new facility. I would like to return the favor by serving on the board and helping Highlands county to continue to support new and existing businesses. Second, as a resident for nearly 3 years and having children that have attended both high school and college in Highlands county, my family has grown to love the area. I think Highlands county has a lot to offer and would love to see it continue to grow and be prosperous.

3. As a board member, how would you promote economic development for the county?

As a board member, I would bring my 21 years of industrial experience as well as 10 years of military experience to share and help assess and promote new economic plans, programs, and potential businesses. I would also use my large network of contractors and vendors that I have relationships with to look for opportunities for growth in Highlands county. And as I learn how the Board operates and what other avenues there are for me to contribute, I will engage those activities.

4. What are your goals for Highlands County economic development?

My goals would be for Highlands county to be a “sought-after” place for new businesses that fit the profile for what would bring benefit to our county. I would also like to see Highlands county support the growth of new business from existing residents.

5. What other organizations, if any, have you previously or do you currently belong to? What responsibilities did you have (Officer seats, Community Service, etc)?

I am currently a Member at Large of the Veterans of Foreign Wars. I served two separate terms as Quartermaster at the post in Jewett, Texas. This involved maintaining the finances of the Post as well as leading and organizing the community outreach events and programs for the post.

Tommy L. Massey
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EXPERIENCE:

30+ years of increasing knowledge, skills, and experience in the areas of industrial operations & maintenance, electrical & mechanical crafts, manufacturing processes, equipment, automation, reliability, project management, organizational change, strategy & execution, and most importantly leadership of people, processes, & systems.

2018 to Present

Nucor Steel Florida, Inc., Frostproof Fl

Maintenance & Engineering Manager & Project Manager

- Project Manager for \$250M construction and startup of Nucor's MicroMill.
- Provide leadership for Maintenance and Operations teams to successfully operate and maintain the rebar mill.
- Involved in all aspects of the business including sales and financial.

2010 to 2018

Nucor Steel, Jewett, TX

Maintenance & Engineering Department Manager:

- In Nucor, as 1 of 6 Department Managers, I am expected to collaboratively with my peers set forth the Nucor Texas long term Strategic and Annual Operating agendas and lead the entire team in executing both. These agendas align with the Nucor Bar Group and Nucor Corp. Strategic agendas. I have taken a leadership role with this responsibility.
- Provide direct leadership for 9 Supervisors and 85 team members with the responsibility to oversee and execute all aspects of Asset Performance including budgeting, training, engineering, continuous improvement, and maintenance & repair in alignment with the Nucor Texas Strategic and Operating agendas.
- Lead my department to manage an average annual budget of \$27M.
- Lead my department in the oversight and optimization of a \$19M MRO inventory.
- Lead my department in the development & execution of Leadership Succession Planning.
- Lead the Nucor Enterprise Commercial Excellence Communication team in developing and enabling an impactful and consistent message around our Nucor Commercial Excellence initiative.
- Lead the Nucor Bar Group Asset Performance Best Practice team in setting direction, providing oversight, and executing the implementation of Reliability Process improvement and CMMS software at 13 Bar Group sites.

2007 to 2010

Nucor Steel, Jewett, TX

Electrical Supervisor:

- As a Supervisor in Nucor, I was expected to collaboratively with my peers lead the team in support of our Nucor Culture, Mission, and Values.
- Provide direct leadership for 18 team members including expectations, coaching, growth & development, and accountability.
- Oversaw the implementation of a formalized Electrical Safety team who implemented the requirements of NFPA70E including compliance and training.
- Implement and support plant cost reduction plans through process & equipment improvement.

- Identify usefulness of new technologies in support of manufacturing requirements.
- Interface with contractors, skilled trades, affiliate companies, engineers, and equipment manufacturers.
- Perform root cause analysis of electrical/electronic controls challenges and opportunities.
- Lead electrical & automation projects.
- Provided continued leadership for the Nucor Texas Asset Performance initiative.
- Original member of the Nucor Texas Growth & Development team.

2000 to 2007

Nucor Steel, Jewett, TX

Shift Electrician, Day Electrician, Lead Mechanic:

- Supported the operations team in day to day process and equipment challenges.
- Executed preventative & predictive maintenance activities and analysis.
- Identified and implemented process & equipment improvement projects in assigned area including interacting with and leading OEM's and contractors.
- Leader of the Nucor Texas Asset Performance team in implementing improved process & systems.
- Served on the construction, startup, and commissioning team for the new Melt Shop. A \$100M Capital Investment project to replace the existing facility.
- Lead the Melt Shop Mechanical crew for 1 year in carrying out the day to day execution of maintenance & repair activities and outage planning & execution.

1996 to 2000

Naval Nuclear Power Training Unit, Charleston, SC

Staff Instructor, Operator, Maintenance:

- Qualified as Staff Instructor & Operator.
- Supported and cultivated the culture of integrity with the future operators of the Navy's Nuclear Power Plants.
- Involved in training and qualifying over 1,000 Officer & Enlisted students in the proper operation of the Navy Nuclear propulsion plant and support systems.
- Carried out maintenance & repair activities to support the highest availability of the training unit.

1992 to 1996

USS Finback SSN 670, Norfolk, VA

USN Nuclear Trained Electrical Operator & Maintenance:

- Qualified up to the level of Submarines and Shutdown Reactor Operator.
- Operated and maintained the USS Finback's nuclear propulsion plant in such a manner to ensure 100% mission readiness & availability.
- Supported the successful completion of 4 deployments critical to the security of the Nation and numerous training and support deployments.
- Performed routine and corrective maintenance on the submarine's Nuclear Propulsion plant and supporting systems.

EDUCATION:

Big Sandy High School—Salutatorian

Naval Nuclear Power Electrician "A" School—Orlando FL

Naval Nuclear Power School—Orlando, FL

Naval Nuclear Power Training Unit Prototype School—Charleston, SC

7 Habits of Highly Effective People

Speed of Trust

4 Disciplines of Execution