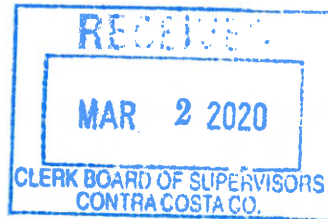




Contra
Costa
County



Please return completed applications to:

Clerk of the Board of Supervisors

651 Pine St., Room 106

Martinez, CA 94553

or email to: ClerkofTheBoard@cob.cccounty.us

BOARDS, COMMITTEES, AND COMMISSIONS APPLICATION

First Name

Stacey

Last Name

Marshall

Home Address - Street

City

Zip Code

Phone (best number to reach you)

Email

Resident of Supervisorial District:

EDUCATION

Check appropriate box if you possess one of the following:

High School Diploma CA High School Proficiency Certificate G.E.D. Certificate

Colleges or Universities Attended	Course of Study/Major	Degree Awarded	
Syracuse University	M.A. Political Science	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Spelman College	B.A. Political Science	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
		<input type="checkbox"/> Yes	<input type="checkbox"/> No

Other Training Completed:

Senior Professional in Human Resources - Certification

Board, Committee or Commission Name

Workforce Development Board

Seat Name

Board Member

Have you ever attended a meeting of the advisory board for which you are applying?

No

Yes

If yes, how many?

One

Please explain why you would like to serve on this particular board, committee, or commission.

It would be an honor to serve on the Workforce Development Board of Contra Costa County. I've long since known the value of giving and it would be a joy to lend my experience and talents to an organization that couples two of my passions. I've had some very instrumental influences along my journey and welcome the opportunity to pay it forward in my local community. In addition to collaborating with their business services team through employer forums and corporate outreach, I know firsthand the impact we can make together supporting our local economy. C&H Sugar remains committed to partnering with WDB. My predecessor, Jill Nohl, has spoken highly of her experiences and it would be a pleasure to be back.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

With over 15 years of post-secondary and industry experience in Human Resources and Management, I'm uniquely suited for this opportunity. My breadth of career expertise along with my Graduate research in Public Policy has helped to develop an array of professional competencies and proficiency in Workforce Planning and Development. My fervent drive to create career paths while encouraging those along the way, is what I look to bring to Contra Costa County at large. My scope of experiences and proven record of work performance and leadership demonstrates my commitment to this vital endeavor.

I am including my resume with this application:

Please check one:

Yes

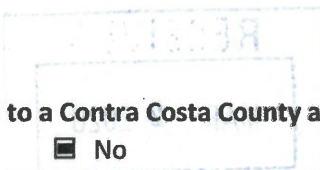
No

I would like to be considered for appointment to other advisory bodies for which I may be qualified.

Please check one:

Yes

No



Are you currently or have you ever been appointed to a Contra Costa County advisory board?

Please check one: Yes No

List any volunteer and community experience, including any boards on which you have served.

Groundwork Hudson Valley (Board Member), Society for Human Resource Management, INROADS, Target School Library Makeover Volunteer, Spelman College Alumnae Treasurer, Dress for Success Hartford.

Do you have a familial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed below or Resolution no. 2011/55)

Please check one: Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the county, such as grants, contracts, or other economic relationships?

Please check one: Yes No

If Yes, please identify the nature of the relationship:

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publicly accessible. I understand and agree that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.

Signed:

[Redacted signature]

Date:

3/2/2020

Submit this application to:

Clerk of the Board of Supervisors
651 Pine St., Room 106
Martinez, CA 94553

Questions about this application? Contact the Clerk of the Board at (925) 335-1900 or by email at ClerkofTheBoard@cob.cccounty.us

Important Information

1. This application and any attachments you provide to it is a public document and is subject to the California Public Records Act (CA Government Code §6250-6270).
2. All members of appointed bodies are required to take the advisory body training provided by Contra Costa County.
3. Members of certain boards, commissions, and committees may be required to: 1) file a Statement of Economic Interest Form also known as a Form 700, and 2) complete the State Ethics Training Course as required by AB 1234.
4. Meetings may be held in various locations and some locations may not be accessible by public transportation.
5. Meeting dates and times are subject to change and may occur up to two (2) days per month.
6. Some boards, committees, or commissions may assign members to subcommittees or work groups which may require an additional commitment of time.
7. As indicated in Board Resolution 2011/55, a person will not be eligible for appointment if he/she is related to a Board of Supervisors member in any of the following relationships: mother, father, son, daughter, brother, sister, grandmother, grandfather, grandson, granddaughter, great-grandfather, great-grandmother, aunt, uncle, nephew, niece, great-grandson, great-granddaughter, first-cousin, husband, wife, father-in-law, mother-in-law, daughter-in-law, stepson, stepdaughter, sister-in-law, brother-in-law, spouse's grandmother, spouse's grandfather, spouse's granddaughter, and spouses' grandson, registered domestic partner, relatives of a registered domestic partner as listed above.
8. A person will not be eligible to serve if the person shares a financial interest as defined in Government Code §87103 with a Board of Supervisors Member.

Contact

www.linkedin.com/in/stacey-marshall-sphr-shrm-scp-91a1a17
(LinkedIn)

Top Skills

Workforce Planning
Talent Management
Career Development Coaching

Certifications

Senior Certified Professional
Senior Professional in Human Resources (SPHR)

Stacey M. Marshall, SPHR, SHRM-SCP

Senior Human Resources Leader - C&H Sugar Company, Inc.
San Francisco Bay Area

Summary

I am an SPHR & SHRM-SCP Certified professional with over 15 years of post-secondary and industry experience in Human Resources and Management. My breadth of career expertise along with my Graduate research in Public Policy, has helped to develop an array of professional competencies and proficiency in Labor Relations, Workforce Planning, Compensation & Benefits, Contract Negotiation, Collective Bargaining, Talent Management, Recruiting, Training & Development, HRIS, Change Management, Employee Engagement, Immigration and International Work Visa Authorizations.

My scope of experiences and proven record of work performance and leadership in Human Resources and Management, demonstrates growth and an ability to learn and execute in cross-functional groups.

Experience

ASR Group

Senior Human Resources Leader - C&H Sugar Company, Inc.
December 2015 - Present (4 years 3 months)
Greater New York City & San Francisco Bay Area

American Sugar Refining: Domino Sugar, Tate & Lyle Sugar, Red Path Sugar, Sidul Azúcar

Danaher Corporation - Jacobs Vehicle Systems

Labor Relations Manager
April 2014 - November 2015 (1 year 8 months)
Hartford, Connecticut Area

•Successfully developed and executed contract negotiation strategy for new collective bargaining agreement to improve cost reduction potential and labor flexibility.

- Utilized strategic deep dives to enhance industrial relations service level, by engaging key stakeholders to develop and implement standard work regarding high risk attrition of aging workforce and skilled trade employees.
- Reduced grievance and arbitration cases, in addition to Connecticut Commission on Human Rights and Opportunities compliance investigations, through conflict resolution training to promote plant-wide culture of collaboration.
- Established visual factory strategy to communicate key HR performance indicators and metrics to senior leadership and operations teams.
- Assessed workforce skills matrix and developed internal apprenticeship program to close skill gaps and effectively react to market fluctuations and labor demands.

Infosys Limited

Human Resources Business Partner
March 2013 - April 2014 (1 year 2 months)
Hartford, Connecticut Area

- Managed full cycle employment portfolio for over 1000 international business consultants, developing strategies for increasing competency & proficiency levels, performance management, and sourcing to ensure effectiveness in delivering to global business model.
- Managed employee relations activities including immigration & international work visa authorization, counseling & coaching of client group and business partners on policy, conducting internal investigations, developing corrective action plans, and implementing global change management strategies.
- Tracked and analyzed staffing and key business trends using feedback from exit interviews to identify challenges and opportunities inherent to the emerging business, providing recommendations to senior leadership in developing actionable talent pipeline strategies.

UTC Power, United Technologies Corporation

Senior Analyst, Human Resources
December 2011 - March 2013 (1 year 4 months)
Hartford, Connecticut Area

- Managed HRIS to analyze and track metrics, perform Compensation Analysis Review, develop Affirmative Action Plans, Immigration Sponsorship, and Benefits Administration.
- Member of Industrial Labor Relations team including, Union Contract Negotiations: Collective Bargaining Agreement Grievance Management, and Strike Contingency Planning.

- Led company-wide Employee Engagement and Retention initiatives, serving as liaison to Workforce Diversity Groups, establishing Survey Steering Committees, and coordinating Wellness Initiatives.
- Lead Coordinator for External Vendor Relations; Audit and Approve work statements for Outsourced & Contract Labor and continued evaluation of Shared Business Suppliers.
- Led Recruiting efforts, developing Strategic Sourcing plans to manage manufacturing talent pipeline, including onboarding, ergonomic assessment, and analysis of exit interview data.

Target Corporation

Executive Team Leader, Human Resources

October 2007 - December 2011 (4 years 3 months)

Greater Atlanta Area & Hartford, Connecticut Area

- Conducted new hire candidate final interviews and facilitated onboarding process, reviewing employment verification, coordinating drug screenings and background checks, setting compensation levels, and leading orientations to familiarize candidates with company policies and procedures.
- Instructed training courses for executive teams on Coaching Corrective Action, Talent Management & Development, Legal Compliance, American Disabilities Act (ADA), Union Labor Relations, and Family Medical Leave Act (FMLA).
- Improved storewide metrics by assessing individual groups' capabilities weighed against projected business needs, assigning learning plans, and auditing to ensure completion.
- Coordinated action plans with corporate legal compliance team, serving as court liaison for employee relations hearings (i.e. terminations, benefits, wage disputes).
- Initiated realignment of staffing with corporate culture by implementing level setting metrics for leadership team of executives, in recruiting and screening new employees for hiring.
- Opened largest volume Target retail store in Georgia- coordinating staffing, instituting policy to establish culture, and leading store to uphold legal standards in the area of compliance (i.e. compensation, labor policy for minors, corporate brand standards).
- Managed daily operations of store, including planning and executing storewide budget decisions, ensuring productivity, and supply chain efficiency.
- Assembled and maintained staffing of knowledgeable and accountable direct reports through recruitment, training, development, and retention strategies.

Anheuser-Busch

Marketing Representative

May 2007 - August 2007 (4 months)

Syracuse, New York Area

- Conducted market research for T.J. Sheehan Distributing & compiled consumer feedback database via on-site surveys.
- Researched consumer trends to develop and implement marketing strategies for targeted demographics.
- Coordinated & executed marketing plan for large-scale promotional events (100+ guests).

Kaiser Permanente

Communications and External Affairs Intern

June 2003 - December 2004 (1 year 7 months)

Portland, Oregon Area

- Coordinated volunteer participation in local community events
- Researched and wrote articles for internal employee communications forum
- Wrote media releases for internal and external distribution and circulation
- Educated the Greater Portland Area about public health and safety concerns through outreach efforts
- Established member and service-volunteer data bases
- Corresponded with internal and external service vendors

Enterprise Rent-A-Car

Branch Office Intern

May 2002 - August 2002 (4 months)

Milwaukie, Oregon

- Marketed to local business partners (sales calls, promotional events)
- Monitored/evaluated performance company reports (daily, weekly and yearly)
- Performed daily branch operational tasks (fleet management, etc).
- Developed and maintained high customer service levels

May Merchandising Company

Meier & Frank Intern

June 2001 - January 2002 (8 months)

Portland, Oregon Area

- Tracked weekly sales and handled inventory accounting/reporting
- Processed employment applications and performed human resources benefits analysis
- Participated in divisional merchandising meetings

Education

Syracuse University - Maxwell School
MA, Political Science · (2005 - 2007)

Spelman College
BA, Political Science

Stanford University
Political Science and Government