



MEMORANDUM

**DATE:** May 5, 2020  
**TO:** Board of Supervisors  
**CC:** Dennis Bozanich, CAO Sr. Deputy County Administrator  
**FROM:** Donna Van Wert, Executive Director  
**SUBJECT:** Appointment to Workforce Development Board

This memorandum requests the Family and Human Services Committee recommend to the Contra Costa County Board of Supervisors the appointment of the following candidates to the new WIOA compliant Workforce Development Board of Contra Costa County.

**Background:**

Local board structure and size:

Compared to predecessor legislation, the Workforce Innovation and Opportunity Act (WIOA) substantially changes Local Board composition by reducing local workforce development board size while maintaining a business and industry majority and ensuring representation from labor and employment and training organizations.

The Executive Committee of the local WIOA board met January 21, 2016 and approved a recommended WIOA Board configuration, subsequently approved by the Board of Supervisors on March 29, 2016. To meet the categorical membership percentages, the WDB recommended a board of twenty-five (25) members. This option represents the minimum required local board size under WIOA plus an additional six (6) optional representatives in the following enumerated categories: 1) business; 2) workforce; 3) education and training.

Category – Representatives of Business (WIOA Section 107(b)(2)(A))

- Thirteen (13) representatives (52%)

Category – Representatives of Workforce (WIOA Section 107(b)(2)(A))

- Five (5) representatives (20%)

Category – Representatives of Education and Training (WIOA Section 107(b)(2)(C))

- One (1) Adult Education/Literacy Representative (WIOA title II)
- One (1) Higher Education Representative
- One (1) Economic and Community Development Representative
- One (1) Wagner Peyser Representative
- One (1) Vocational Rehabilitation Representative

Two (2) additional seats from the above categories, including constituencies referenced in Attachment III of Training Employment & Guidance Letter (TEGL) 27-14.

**Recommendation:**

- a) Recommend approval of local board candidate for the re-appointment for the following board seats. *(Attached application and board roster)*
  - Governmental & Economic & Community Development Seat #2
    - **Richard Johnson** – Approved on May 5, 2020 at the Full Board Meeting
- b) Recommend approval of local board candidate for the vacant board seat. *(Attached application and board roster)*
  - Workforce Business Seat #7
    - **Stacey Marshall** – Approved on May 5, 2020 at the Full Board Meeting

**\*\*No other candidate competed for the Workforce Business Seat # 7 and Governmental & Economic & Community Development Seat #2\*\***

**RE-APPOINTMENT**

<b>Seat</b>	<b>Last Name</b>	<b>First Name</b>	<b>Address &amp; District #</b>	<b>Term Start Date</b>	<b>Term of Expiration</b>	<b>District (Resident)</b>
Governmental & Economic & Community Development Seat #2	Johnson	Richard	4071 Port Chicago Highway, Suite 250 Concord District #4	7/1/2020	6/30/2024	District 4

**NEW APPOINTMENT**

<b>Seat</b>	<b>Last Name</b>	<b>First Name</b>	<b>Address &amp; District #</b>	<b>Term Start Date</b>	<b>Term of Expiration</b>	<b>District (Resident)</b>
Workforce Business Seat # 7	Marshall	Stacey	830 Loring Avenue, Crockett District #5	7/1/2020	6/30/2024	District #1

Thank you

DVW/rms  
attachment

**Print Form**



**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**  **Last Name**   
**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	
Trinity School of the Bible	Ministerial Arts	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
American River College	General Education	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Sierra College	Total Quality Management	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

Other Training Completed:

**Board, Committee or Commission Name**  **Seat Name**

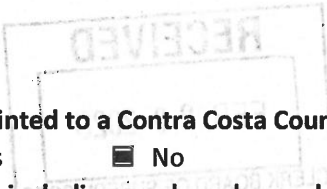
Have you ever attended a meeting of the advisory board for which you are applying?  
 No  Yes If yes, how many?

Please explain why you would like to serve on this particular board, committee, or commission.  
 Title III Employment Development Department (EDD) Workforce Services Branch (WSB) Wagner-Peyser Grant Representative - Required Board Member. Continue to provide support to the Contra Costa Workforce Development Board in the oversight of the programs and services provided to the community to promote economic development through the support of our agencies and partners various programs.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)  
 EDD WSB Cluster Manager for the Concord EDD office at 4071 Port Chicago Hwy, Ste 250, Concord, CA 94520, the Comprehensive America's Job Center of California (AJCC) One-Stop. Responsible for EDD service delivery for services to Job Seekers, Business and coordination of services to partners throughout Contra Costa County. Currently an active member of the Contra Costa Workforce Development Board.

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.

Current Title III EDD Wagner-Peyser Grant Representative. Member of Workforce Development Board of Contra Costa County and City of Richmond

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:

[Empty box for relationship details]

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:

[Empty box for relationship details]

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:

Feb 20, 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**

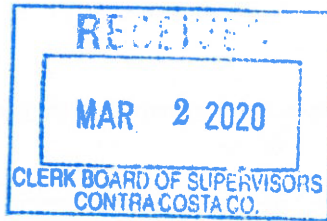
- 1. This application and any attachments you provide to it is a public document and is subject to the California Public Records Act (CA Government Code §6250-6270).
- 2. All members of appointed bodies are required to take the advisory body training provided by Contra Costa County.
- 3. Members of certain 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.



**Print Form**



**Contra  
Costa  
County**



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**BOARDS, COMMITTEES, AND COMMISSIONS APPLICATION**

**First Name**  **Last Name**   
**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:**

**Board, Committee or Commission Name**  **Seat Name**

**Have you ever attended a meeting of the advisory board for which you are applying?**  
 No  Yes If yes, how many?

**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)**

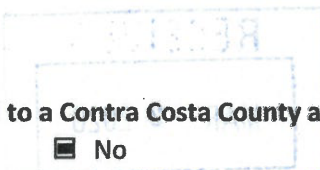
With over 15 years of post-secondary and industry experience in Human Resources and Management, I'm uniquely suited for this opportunity. My breadth of career expertise along with my Graduate research in Public Policy has helped to develop an array of professional competencies and proficiency in Workforce 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

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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](http://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.

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## 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

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## Education

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

Spelman College  
BA, Political Science

Stanford University  
Political Science and Government



## BOARD MEMBERS PUBLIC ROSTER

Name	Seat #	Appointment Date	District # (Resident)	Term End Date	Re-Apply	Title	Entity	District # (Employment)	Committee
Michael McGill <i>(Pending F&amp;HS Committee Approval)</i>	1	3/29/2016	District #2	6/30/2020	YES	Chairperson/Engineer	MMS Design Associates	District #2	EXEC/YOUTH
Joshua Aldrich	2	10/9/2018	District #3	6/30/2022		CEO	Del Sol NRG. Inc.	District #3	BED
Yolanda Vega <i>(Pending F&amp;HS Committee Approval)</i>	3		District #2	6/30/20XX	YES	Principal	Peak Performance Corporate Training	District #2	BED
Terry Curley	4	10/9/2018	District #2	6/30/2022		Executive Vice President	United Business Bank	District #4	BED
Bhupen B. Amin	5	3/29/2016	District #4	6/30/2020	NO	Chief Operating Officer & Counsel	Lotus Hotels & Investments	District #4	EXEC
Jose Carrascal	6	3/29/2016	District #3	6/30/2020	Unknown	Production Leader	The Dow Chemical Company	District #5	EXEC/YOUTH
Stacy Marshall <i>(Pending Executive Committee Approval)</i>	7			6/30/20XX					
Ashley Georgian	8	3/29/2016	Plesanton, CA	6/30/2020	NO	Director, Government Affairs	John Muir Health	District #4	EXEC/BED
Robert Muller	9	3/12/2019	District #5	6/30/2023		Learning Manager	PBF Energy	District #5	YOUTH
Robert Rivera	10	3/29/2016	District #4	6/30/2020	NO	Vice President of Sales	The Staffing Solutions	District #5	BED
Justin Steele	11	3/29/2016	Berkeley, CA	6/30/2020	NO	Human Resources Manager	Chevron Richmond Refinery	District #1	EXEC/BED
Romina Gonzalez	12	3/12/2019	District#4	6/30/2023		Public Relations	Dolan's Lumber Doors & Windows	District #4	N/A
Vacant	13			6/30/2022					

Name	Seat #	Appointment Date	Term End Date	Re-Apply	Title	Entity	District #	Committee
Thomas Hansen	1	10/17/2017	6/30/2021		Business Manager	IBEW Local 302	District #5	N/A
Joshua Anijar	2	12/10/2019	6/30/2023		Executive Director	Centra Labor Council Contra Costa County	District #5	EXEC
Steve Older	3	3/29/2016	6/30/2020	Unknown	Registered Apprentiship/Area Director	Intl. Assoc. of Machinist & Aerospace Workers, AFL-CIO, District 190	District #5	BED
Vacant	4		6/30/20XX					
Vacant	5		6/30/20XX					

Name	Seat #	Appointment Date	Term End Date	Re-Apply	Title	Entity	District #	Committee
G. Vittoria Abbate	1	10/17/2017	6/30/2021		Director, College & Career & Adult Education	Mt. Diablo Unified School District	District #4	YOUTH
Vacant	2		6/30/2023					

Name	Seat #	Appointment Date	Term End Date	Re-Apply	Title	Entity	District #	Committee
Kristin Connelly <i>(Kwame Reed - Pending F&amp;HS Approval)</i>	1	3/29/2016	6/30/2020	NO	Economic & Community Dev./President & CEO	East Bay Leadership Council	District #4	BED
Richard Johnson <i>(Pending Executive Committee Approval)</i>	2	3/29/2016	6/30/2020	YES	Employment Service/Employment Prog.Manager II	California Employment Development Department	District #4	BED
Carol Asch <i>(Pending F&amp;HS Committee Approval)</i>	3	3/29/2016	6/30/2020	YES	Rehabilitation Act of 1973/District Administrator	California Department of Rehabilitation	District #4	YOUTH

Name	Seat #	Appointment Date	Term End Date	Re-Apply	Title	Entity	District #	Committee
Vacant <i>(by July 1, 2020)</i>	1		6/30/2020					
John Montag	2	6/6/2017	6/30/2021		Economic Development & Housing Manager	City of Concord	District # 4	BED

<span style="background-color: #ADD8E6; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span>	BUSINESS
<span style="background-color: #FFDAB9; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span>	WORKFORCE & LABOR
<span style="background-color: #C8E6C9; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span>	EDUCATION AND TRAINING
<span style="background-color: #F0E68C; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span>	GOVERNMENTAL AND ECONOMIC AND COMMUNITY DEVELOPMENT
<span style="background-color: #E0E0E0; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span>	FLEX ADDITIONAL MEMBERS
<span style="background-color: #90EE90; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span>	PENDING APPROVAL/CONFIRMATION
<span style="background-color: #FFFF00; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span>	VACANT SEAT
<span style="background-color: #FFD700; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span>	TERM END DATE
<b>COMMITTEE</b>	
<span style="background-color: #ADD8E6; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span>	Exec EXECUTIVE COMMITTEE
<span style="background-color: #008000; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span>	BED BUSINESS & ECONOMIC DEVELOPMENT COMMITTEE
<span style="background-color: #FFD700; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span>	Youth YOUTH COMMITTEE

<b>COMMITTEE</b>	
<span style="background-color: #ADD8E6; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span>	Exec EXECUTIVE COMMITTEE
<span style="background-color: #008000; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span>	BED BUSINESS ECONOMIC & DEV.
<span style="background-color: #FFD700; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span>	Youth YOUTH COMMITTEE
<span style="background-color: #FF0000; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span>	N/A NOT ASSIGNED