

**PALM BEACH COUNTY  
BOARD OF COUNTY COMMISSIONERS  
BOARD APPOINTMENT SUMMARY**

**Meeting Date:** December 10, 2024

**Department:** Administration/Office of Equal Business Opportunity  
**Advisory Board:** Equal Business Opportunity Advisory Committee

**I. EXECUTIVE BRIEF**


**Motion & Title:** Staff recommends motion to approve: the appointment of four (4) applicants to the Equal Business Opportunity Advisory Committee (EBOAC) for the term December 10, 2024 through December 9, 2027:

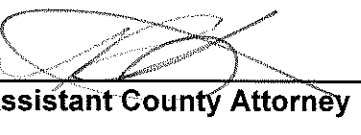
<b>NEW APPOINTMENT</b>	<b>SEAT</b>	<b>DESIGNATION</b>	<b>NOMINATED BY</b>
Angela Barnard	3	Certified Woman Business Owner	Mayor Marino Commissioner Weiss
Melanie Roger	5	Business Owner Domiciled in Palm Beach County	Mayor Marino Commissioner Weiss
Deeawn T. Roundtree	9	Women's Business Organization	Mayor Marino Commissioner Weiss
Thais Sullivan	14	Black Chamber of Commerce	Mayor Marino Commissioner Weiss

**Summary:** The EBOAC reviews and evaluates the effectiveness of equal business opportunity programs within County Government, and was established pursuant to Section 2-80.28(f) of the Palm Beach County Code. EBOAC consists of 15 members representing one (1) African American business owner certified as a small business by the County; one (1) Hispanic business owner certified as a small business by the County; one (1) woman business owner certified as a small business by the County; one (1) white male business owner certified as a small business by the County; one (1) business owner domiciled in Palm Beach County; one (1) representative of a business incubator program; one (1) representative of the Hispanic business organization; one (1) representative of the National Association of Women in Construction; one (1) representative of a Women's Business Organization; one (1) certified minority contractor; one (1) representative of the Associated General Contractors of America; one (1) representative of the Small Business Development Center; one (1) representative of a financial institution that assists small businesses; one (1) representative of the Black Chamber of Commerce; and one (1) representative of a professional services organization. **(Summary continued on Page 3)**

**Attachments:**

1. Board/Committee Application
2. Resume of Nominee
3. Memo to BCC dated November 1, 2024
4. Current List of Board Members

**Recommended by:**  11/20/2024  
**Department Director** **Date**

**Legal Sufficiency:**  11/21/2024  
**Assistant County Attorney** **Date**

## II. REVIEW COMMENTS

### A. Other Department Review:

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Department Director

**(Summary Continued from Page 1)**

On November 1, 2024, a memo was sent to the Board of County Commissioners (BCC) requesting approval of the nominations. No other nominations were received. EBOAC seat terms are for three (3) years. The current diversity count is: African American: 5 (45.45%), Caucasian: 3 (27.27%), and Hispanic: 3 (27.27%). The gender ratio (female: male) is: 5:6. The nominees for appointment are Angela Barnard, Caucasian female; Melanie Roger, African-American female; Deeawn T. Roundtree, African-American female; Thais Sullivan, African-American female. Ms. Angela Barnard is the owner of Audio Video Systems, Inc. Audio Video Systems, Inc. contracts with Palm Beach County for services; however, EBOAC provides no regulation, oversight, management, or policy setting recommendations regarding the contracts or transactions with Audio Video Systems, Inc. Disclosure of this contractual relationship at a duly noticed public meeting is provided in accordance with the provisions of Section 2-443 of the Palm Beach County Code of Ethics. Staff has addressed the need to increase diversity within our boards and will continue to encourage this to expand this Board's diversity. **Countywide** (RS)

**Background and Justification:** On October 16, 2018, the County enacted the Equal Business Opportunity Program Ordinance (EBO Ordinance), Sections 2-80.20 et seq. The EBO Ordinance repealed the County's Small Business Enterprise Program. Section 2-80.28(f) of the EBO Ordinance provides for appointments to be made from specific organizations and representatives of the small business community, as specified above.

**PALM BEACH COUNTY  
BOARD OF COUNTY COMMISSIONERS  
BOARDS/COMMITTEES APPLICATION**

The information provided on this form will be used in considering your nomination. Please **COMPLETE SECTION II IN FULL**. Answer "none" or "not applicable" where appropriate. Please attach a biography or résumé to this form.

**Section I (Department):** (Please Print)

Board Name: Equal Business Opportunity Advisory Committee Advisory  Not Advisory

At Large Appointment or  District Appointment /District #: \_\_\_\_\_

Term of Appointment: 3 Years. From: 12/10/24 To: 12/9/27

Seat Requirement: Certified Woman Business Owner Seat #: 3

\*Reappointment or  New Appointment

or  to complete the term of \_\_\_\_\_ Due to:  resignation  other

Completion of term to expire on: \_\_\_\_\_

\*When a person is being considered for reappointment, the number of previous disclosed voting conflicts during the previous term shall be considered by the Board of County Commissioners: \_\_\_\_\_

**Section II (Applicant):** (Please Print)

**APPLICANT, UNLESS EXEMPTED, MUST BE A COUNTY RESIDENT**

Name: Barnard Angela Marie  
Last First Middle

Occupation/Affiliation: Business owner  
Owner  Employee  Officer

Business Name: Audio Video Systems, Inc.

Business Address: 1860 Okeechobee Rd, Ste 104

City & State: West Palm Beach, FL Zip Code: 33409

Residence Address: 165 Las Brisas Cir

City & State: Hypoluxo, FL Zip Code: 33462

Home Phone: ( ) Business Phone: ( 561 ) 686-4473 Ext. 200

Cell Phone: ( 561 ) 329-9664 Fax: ( )

Email Address: angela@securitybyavs.com

Mailing Address Preference:  Business  Residence

Have you ever been convicted of a felony: Yes \_\_\_\_\_ No x

If Yes, state the court, nature of offense, disposition of case and date: \_\_\_\_\_

Minority Identification Code:  Male  Female  
 Native-American  Hispanic-American  Asian-American  African-American  Caucasian

**Section II Continued:**

**CONTRACTUAL RELATIONSHIPS:** Pursuant to Article XIII, Sec. 2-443 of the Palm Beach County Code of Ethics, advisory board members are prohibited from entering into any contract or other transaction for goods or services with Palm Beach County. Exceptions to this prohibition include awards made under sealed competitive bids, certain emergency and sole source purchases, and transactions that do not exceed \$500 per year in aggregate. These exemptions are described in the Code. This prohibition does not apply when the advisory board member's board provides no regulation, oversight, management, or policy-setting recommendations regarding the subject contract or transaction and the contract or transaction is disclosed at a public meeting of the Board of County Commissioners. To determine compliance with this provision, it is necessary that you, as a board member applicant, identify all contractual relationships between Palm Beach County government and you as an individual, directly or indirectly, or your employer or business. This information should be provided in the space below. If there are no contracts or transactions to report, please verify that none exist. Staff will review this information and determine if you are eligible to serve or if you may be eligible for an exception or waiver pursuant to the code.

<u>Contract/Transaction No.</u>	<u>Department/Division</u>	<u>Description of Services</u>	<u>Term</u>
<u>Example: (R/XX-XX/PO XX)</u>	<u>Parks &amp; Recreation</u>	<u>General Maintenance</u>	<u>10/01/00-09/30/2100</u>
<u>see attached</u>	_____	_____	_____
_____	_____	_____	_____
(Attach Additional Sheet(s), if necessary) OR			
NONE	<input type="checkbox"/>	NOT APPLICABLE/ (Governmental Entity)	<input type="checkbox"/>

**ETHICS TRAINING:** All board members are required to read and complete training on Article XIII of the Palm Beach Code, the Palm Beach County Code of Ethics. Training on the Palm Beach County Code of Ethics can be found on the web at: <http://www.palmbeachcountyethics.com/training.htm>. Ethics training is on-going, and pursuant to PPM CW-P-80 is required before appointment, and upon reappointment. All board members must also be familiar with the State of Florida Code of Ethics, (Chapter 112, part III of the Florida Statutes), and the Florida Sunshine Law.

By signing below I agree to abide by the Palm Beach County Code of Ethics, and acknowledge that I have received the required Ethics training (in the manner checked below):

- By watching the training program on the Web, DVD or VHS on October 4 2024  
 By attending a live presentation given on \_\_\_\_\_, 20\_\_\_\_

**AND**

By signing below I acknowledge that I have read, understand and agree to abide by the Florida Sunshine Law and the State of Florida Code of Ethics, Chapter 112, part III of the Florida Statutes:

\*Applicant's Signature: *Angela Barnard* Printed Name: Angela Barnard Date: 10/21/2024

Any questions and/or concerns regarding Article XIII of the Palm Beach County Code of Ethics, please visit the Commission on Ethics website [www.palmbeachcountyethics.com](http://www.palmbeachcountyethics.com) or contact us via email at [ethics@palmbeachcountyethics.com](mailto:ethics@palmbeachcountyethics.com) or (561) 233-0724.

Return this FORM to:  
 Megan Harp, Administrative Assistant II  
 Office of Equal Business Opportunity  
 50 South Military Trail, Suite 202

West Palm Beach, FL 33415

**Section III (Commissioner, if applicable):**

Appointment to be made at BCC Meeting on: \_\_\_\_\_

Commissioner's Signature: *Maria G. Mann* Date: 11/4/24

Pursuant to Florida's Public Records Law, this document may be reviewed and photocopied by members of the public.

Revised 01/09/2023

Audio Video Systems, Inc.  
PBC Awarded Contracts

Agreement	Start	End	Description	Item
CMA 680 21028	6/29/2021	6/7/2026	Electrical supplies & equipment; pre-qual	Honeywell Panduit Vicon Viking Electronics Wiremold
CMA 680 150947C	7/4/2019	1/3/2025	AV Equipment Service & Repair	
CMA 680 19025R	5/5/2020	5/4/2025	AV Equipment & Supplies	3M Antaira Technologies Epson Electronics LG NKK Switches Olympus Pyle Teradek Tiffen Viewz
CMA 680 23024	2/7/2023	2/6/2028	Video Broadcast Equipment, pre-qualification	
CMA 680 23077	6/27/2023	6/26/2028	Alarm pats, supplies & accessories	Altronix STI Inovonics
CMA 680 23077	6/10/2024	6/9/2029	Alarm pats, supplies & accessories	Optex Aleph-America Honeywell
CMA 680 23047			Card Access Security (second place)	HID Global

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**Section II (Applicant):** (Please Print)

**APPLICANT, UNLESS EXEMPTED, MUST BE A COUNTY RESIDENT**

Name: Barnard Angela Marie  
Last First Middle  
Occupation/Affiliation: Business owner  
Owner  Employee  Officer   
Business Name: Audio Video Systems, Inc.  
Business Address: 1860 Okeechobee Rd, Ste 104  
City & State West Palm Beach, FL Zip Code: 33409  
Residence Address: 165 Las Brisas Cir  
City & State Hypoluxo, FL Zip Code: 33462  
Home Phone: ( ) Business Phone: ( 561 ) 686-4473 Ext. 200  
Cell Phone: ( 561 ) 329-9664 Fax: ( )  
Email Address: angela@securitybyavs.com

Mailing Address Preference:  Business  Residence

Have you ever been convicted of a felony: Yes \_\_\_\_\_ No x

If Yes, state the court, nature of offense, disposition of case and date: \_\_\_\_\_

Minority Identification Code:  Male  Female  
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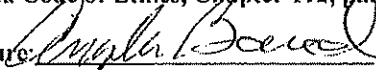
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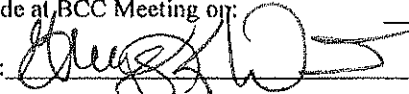
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Seat Requirement: Business Owner Domiciled in Palm Beach County Seat #: 5

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**APPLICANT, UNLESS EXEMPTED, MUST BE A COUNTY RESIDENT**

Name: Roger Melanie Annalene Davis  
Last First Middle

Occupation/Affiliation: Management Consultant  
Owner  Employee  Officer

Business Name: Zeus Consulting Services Corporation

Business Address: 515 N. Flagler Drive Suite 350

City & State WPB Zip Code: 33401

Residence Address: 7692 Thornlee Drive

City & State Lake Worth Zip Code: 33467

Home Phone: ( )None Business Phone: ( 561 ) 370-7397 Ext.

Cell Phone: ( 561 ) 787-4323 Fax: ( )None

Email Address: melanie@zeusconsultingservices.com

Mailing Address Preference:  Business  Residence

Have you ever been convicted of a felony: Yes \_\_\_\_\_ No X

If Yes, state the court, nature of offense, disposition of case and date: \_\_\_\_\_

Minority Identification Code:  Male  Female  
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**AND**

By signing below I acknowledge that I have read, understand and agree to abide by the Florida Sunshine Law and the State of Florida Code of Ethics, Chapter 112, part III of the Florida Statutes:

\*Applicant's Signature: Melanie Roger Printed Name: Melanie Roger Date: 09/08/2024

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 Megan Harp, Administrative Assistant II  
 Office of Equal Business Opportunity  
 50 South Military Trail, Suite 202  
 West Palm Beach, FL 33415

**Section III (Commissioner, if applicable):**

Appointment to be made at BCC Meeting on: \_\_\_\_\_

Commissioner's Signature: Melanie Roger Date: 11/4/24

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Revised 01/09/2023

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City & State: WPB Zip Code: 33401

Residence Address: 7692 Thornlee Drive

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Home Phone: ( )None Business Phone: ( 561 ) 370-7397 Ext. \_\_\_\_\_

Cell Phone: ( 561 ) 787-4323 Fax: ( )None

Email Address: melanie@zeusconsultingservices.com

Mailing Address Preference:  Business  Residence

Have you ever been convicted of a felony: Yes \_\_\_\_\_ No X

If Yes, state the court, nature of offense, disposition of case and date: \_\_\_\_\_

Minority Identification Code:  Male  Female  
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\*Applicant's Signature: Melanie Roger (Oct 4, 2024 19:40 EDT) Printed Name: Melanie Roger Date: 09/08/2024

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Return this FORM to:  
**Megan Harp, Administrative Assistant II**  
 Office of Equal Business Opportunity  
 50 South Military Trail, Suite 202  
 West Palm Beach, FL 33415

**Section III (Commissioner, if applicable):**

Appointment to be made at BCC Meeting on: \_\_\_\_\_

Commissioner's Signature: [Signature] Date: 11/24/24

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Revised 01/09/2023



**Section II Continued:**

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<u>Example: (R#XX-XX/PO XX)</u>	<u>Parks &amp; Recreation</u>	<u>General Maintenance</u>	<u>10/01/00-09/30/2100</u>
_____	_____	_____	_____
_____	(Attach Additional Sheet(s), if necessary) OR		
NONE	<input checked="" type="checkbox"/>	NOT APPLICABLE/ (Governmental Entity)	<input type="checkbox"/>

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By signing below I agree to abide by the Palm Beach County Code of Ethics, and acknowledge that I have received the required Ethics training (in the manner checked below):

By watching the training program on the Web, DVD or VHS on July 30, 2024  
 By attending a live presentation given on \_\_\_\_\_, 20\_\_\_\_

**AND**

By signing below I acknowledge that I have read, understand and agree to abide by the Florida Sunshine Law and the State of Florida Code of Ethics, Chapter 112, part III of the Florida Statutes:

\*Applicant's Signature: Deeann D. Runko Printed Name: Deeann T. Runko Date: 7/30/2024

Any questions and/or concerns regarding Article XIII of the Palm Beach County Code of Ethics, please visit the Commission on Ethics website [www.palmbeachcountyethics.com](http://www.palmbeachcountyethics.com) or contact us via email at [ethics@palmbeachcountyethics.com](mailto:ethics@palmbeachcountyethics.com) or (561) 233-0724.

**Return this FORM to:**  
**Megan Harp, Administrative Assistant II**  
**Office of Equal Business Opportunity**  
**50 South Military Trail, Suite 202**  
**West Palm Beach, FL 33415**

**Section III (Commissioner, if applicable):**

Appointment to be made at BCC Meeting on: \_\_\_\_\_

Commissioner's Signature: Maura G. Maw Date: 11-4-24

Pursuant to Florida's Public Records Law, this document may be reviewed and photocopied by members of the public.

Revised 01/09/2023

**PALM BEACH COUNTY  
BOARD OF COUNTY COMMISSIONERS  
BOARDS/COMMITTEES APPLICATION**

*The information provided on this form will be used in considering your nomination. Please COMPLETE SECTION II IN FULL. Answer "none" or "not applicable" where appropriate. Please attach a biography or résumé to this form.*

**Section I (Department):** (Please Print)

Board Name: Equal Business Opportunity Advisory Committee Advisory  Not Advisory

At Large Appointment or  District Appointment /District #: \_\_\_\_\_

Term of Appointment: 3 Years. From: 12/10/24 To: 12/9/27

Seat Requirement: Women's Business Organization Seat #: 9

\*Reappointment or  New Appointment

or  to complete the term of \_\_\_\_\_ Due to:  resignation  other

Completion of term to expire on: \_\_\_\_\_

**\*When a person is being considered for reappointment, the number of previous disclosed voting conflicts during the previous term shall be considered by the Board of County Commissioners: \_\_\_\_\_**

**Section II (Applicant):** (Please Print)

**APPLICANT, UNLESS EXEMPTED, MUST BE A COUNTY RESIDENT**

Name: Roundtree Deeawn T.  
Last First Middle

Occupation/Affiliation: CEO and Certified Leadership Trainer, Coach, Speaker, & Consultant  
Owner  Employee  Officer

Business Name: Roundtree Training & Consulting

Business Address: 4521 PGA Blvd., #398

City & State Palm Beach Gardens, FL Zip Code: 33418

Residence Address: 135 Abondance Drive

City & State Palm Beach Gardens, FL Zip Code: 33410

Home Phone: (561) 557-3679 Business Phone: (561) 323-3845 Ext. \_\_\_\_\_

Cell Phone: (484) 467-1051 Fax: ( )

Email Address: droundtreeconsulting@gmail.com

Mailing Address Preference:  Business  Residence

Have you ever been convicted of a felony: Yes \_\_\_\_\_ No

If Yes, state the court, nature of offense, disposition of case and date: \_\_\_\_\_

Minority Identification Code:  Male  Female  
 Native-American  Hispanic-American  Asian-American  African-American X  Caucasian



**Section II Continued:**

**CONTRACTUAL RELATIONSHIPS:** Pursuant to Article XIII, Sec. 2-443 of the Palm Beach County Code of Ethics, advisory board members are prohibited from entering into any contract or other transaction for goods or services with Palm Beach County. Exceptions to this prohibition include awards made under sealed competitive bids, certain emergency and sole source purchases, and transactions that do not exceed \$500 per year in aggregate. These exemptions are described in the Code. This prohibition does not apply when the advisory board member's board provides no regulation, oversight, management, or policy-setting recommendations regarding the subject contract or transaction and the contract or transaction is disclosed at a public meeting of the Board of County Commissioners. To determine compliance with this provision, it is necessary that you, as a board member applicant, identify all contractual relationships between Palm Beach County government and you as an individual, directly or indirectly, or your employer or business. This information should be provided in the space below. If there are no contracts or transactions to report, please verify that none exist. Staff will review this information and determine if you are eligible to serve or if you may be eligible for an exception or waiver pursuant to the code.

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<u>Example: (R#XX-XX/PO XX)</u>	<u>Parks &amp; Recreation</u>	<u>General Maintenance</u>	<u>10/01/00-09/30/2100</u>
_____	_____	_____	_____
_____	_____	_____	_____

(Attach Additional Sheet(s), if necessary)  
OR

NONE

NOT APPLICABLE/  
(Governmental Entity)

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X  By watching the training program on the Web, DVD or VHS on  July 30,  2024  
     By attending a live presentation given on \_\_\_\_\_, 20\_\_\_\_

**AND**

By signing below I acknowledge that I have read, understand and agree to abide by the Florida Sunshine Law and the State of Florida Code of Ethics, Chapter 112, part III of the Florida Statutes:

\*Applicant's Signature: Deborah D. Kretz Printed Name: Deborah D. Kretz Date: 7/30/2024

Any questions and/or concerns regarding Article XIII of the Palm Beach County Code of Ethics, please visit the Commission on Ethics website [www.palmbeachcountyethics.com](http://www.palmbeachcountyethics.com) or contact us via email at [ethics@palmbeachcountyethics.com](mailto:ethics@palmbeachcountyethics.com) or (561) 233-0724.

Return this FORM to:  
Megan Harp, Administrative Assistant II  
Office of Equal Business Opportunity  
50 South Military Trail, Suite 202  
West Palm Beach, FL 33415

**Section III (Commissioner, if applicable):**

Appointment to be made at BCC Meeting on:

Commissioner's Signature: [Signature] Date: 7/14/24

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Revised 01/09/2023



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<u>N/A</u>	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>

(Attach Additional Sheet(s), if necessary)  
OR

NONE

NOT APPLICABLE/  
(Governmental Entity)

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**AND**

By signing below I acknowledge that I have read, understand and agree to abide by the Florida Sunshine Law and the State of Florida Code of Ethics, Chapter 112, part III of the Florida Statutes:

\*Applicant's Signature: [Signature] Printed Name: Thais R. Sullivan Date: 10/23/2024

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West Palm Beach, FL 33415

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Commissioner's Signature: [Signature] Date: 11/4/24

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Revised 01/09/2023



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N/A	N/A	N/A	N/A

(Attach Additional Sheet(s), if necessary)  
OR

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(Governmental Entity)

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Revised 01/09/2023

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# Angela Barnard

22abarnard@gmail.com • www.linkedin.com/in/avsangela/  
Hypoluxo, FL 33462 • (561) 329-9664

## Business Support Services Leader | Strategic Improvement Project Manager

*Catalyst for business growth through effective execution of business strategies*

Strategic and instrumental entrepreneurial business leader with 20+ years of experience defining and directing entire day-to-day business operations while leading multidisciplinary teams. Proven expertise in formulating and executing administrative policies and practices, budgeting, forecasting, negotiations, and long-term business planning. Persuasive communicator with a talent for creating strong partnerships with clients, colleagues, and C-level leadership. Well-developed skills in problem-solving and decision-making with the ability to quickly adapt to rapidly changing environments and missions.

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### Areas of Expertise

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- Business Setup & Development
- Project Management
- Customer Service Excellence
- Strategic Planning
- Business Finance
- Staff Hiring & Training
- Data/Quantitative Analysis
- Marketing & Business Development
- Continuous Process Improvement

**Technical Skills:** QuickBooks, SQL, Microsoft Office, ProCore Construction Software, Security System Design, PVCS Tracker, and Software Development Methodologies

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### Career Experience

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**President,** Audio Video Systems, Inc.

Aug 2000 – Present

Lead strategic planning for business development and revenue and customer growth. Close contracts with local, state, and federal entities including multi-year service, commodity, and pre-qualification construction contracts. Review blueprints for scope of work and to establish project estimates. Negotiate contracts with suppliers and sub-contractors, plan budgets, and obtain conventional and SBA loans. Set-up strategic direction of the company. Design electronic security solutions including burglar alarms, video surveillance, access controls, and low voltage wiring and maintain detailed records of customer installations. Create hiring and onboarding processes along with conducting hiring and exit interviews. Utilize CareerSource Palm Beach County to enhance the employee training opportunities.

- *Doubled the revenue by growing government contracting segment of the business.*
- *Generated 65% of revenues from repeat customers by developing a strong reputation among clients, suppliers, and community.*
- *Transformed the business from a repair center to full-service security integrator by using Business Canvas Modeling techniques, process improvement, and consultative sales approach.*
- *Planned and established systems to improve service to the customers through standardized documentation of installation and service.*
- *Awarded 10 government contracts in 2021 of which six were multi-year commitments.*

*...continued...*

- *Upgraded lift station communications at Palm Beach County Water Utilities while serving as prime contractor/project manager for the implementation of new radio transmission equipment.*
- *As the President of the Women's Chamber of Commerce of Palm Beach County, guided the organization to reduce overhead expenses and moved office to new location with better facilities.*
- *Set-up small/woman-owned business status with local, state, and federal programs to enhance the opportunities for business development in government contracting.*

**Solution Delivery Manager, The Coca-Cola Company Audio Video Systems, Inc.** Aug 2000 – Present

Led a team of 6-8 developers while coordinating software development for cross-functional client departments representing finance, sales, service, and distribution. Designed, developed, and maintained multiple applications using various technologies and implemented solutions using multi-dimensional database technology.

- *Directed the conversion of marketing applications from Macintosh to Windows platform and conducted rollout and training all across the U.S.*
- *Developed streamlined process for service delivery by conducting business process re-engineering reviews.*
- *Led end-to-end management of 3 concurrent projects totaling over \$1.5M in annual budget.*
- *Designed a budgeting and tracking tool for service and equipment delivery and installation.*

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### Education & Certifications

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**B.S., Business Administration/Management Information Systems**

Florida State University

**Small Business Executive Program Graduate**

JIM Moran Institute for Global Entrepreneurship, Florida State University

**Certifications:** Fire Alarm System Agent and Burglar Alarm System Agent

Disadvantaged Business Enterprise (DBE) Development Program and Bond Guarantee Program

Construction Estimating Institute / U.S. Department of Transportation

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### Community Service / Awards

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**Executive Director, Crime Stoppers of Palm Beach County**

**Past Service Unit Volunteer Manager / Troop Leader, Girl Scouts of Southeast Florida**

**Past President, Women's Chamber of Commerce of Palm Beach County**

**Outstanding Achievement in Bidding with Palm Beach County Board of County Commissioners**

Awarded by Palm Beach County Office of Economic Business Opportunity during Small Business Week in 2018

**Small Business Person of the Year, Finalist 2012**

Awarded by The Chamber of Commerce of the Palm Beaches

## Melanie Roger

7692 Thornlee Drive, Lake Worth FL 33467

[Melanie@zeusconsultingservices.com](mailto:Melanie@zeusconsultingservices.com)

561-787-4323

[linkedin.com/in/melanie-roger-chme-mba-bb-pmp-a2462b3](https://www.linkedin.com/in/melanie-roger-chme-mba-bb-pmp-a2462b3)



### **Objective:**

A results-driven leader with over 20 years of experience in the energy industry, adept at field operations, business operations, and Information Technology. Demonstrated entrepreneurial success in building and scaling businesses. Possesses Six Sigma Quality Black Belt certification and expertise in cybersecurity management. Able to apply vision, leadership, and technical prowess for driving innovation and contributing to organizational success.

### **Professional Experience:**

#### **Co-Owner & President - Zeus Consulting Services (03/2012 – Present)**

- Deliver cohort business optimization mindset classes, giving small business owners the tools, systems, processes, mindset and connecting them with access to capital needed to scale and grow their business
- Provide one-on-one consultation services to help business start-up, optimize operations and scale
- Have helped over 100 business touching over 40 industries startup and or scale operations resulting in millions of revenues of increased and new businesses and new jobs into the US economy
- Review existing business operations to optimize business processes and identify strategies and systems to efficiently scale and grow businesses
- Expert in application of 6 sigma quality improvement and Fortune 500 principles, AI systems strategies and implementation, (AI assistants, Operation Automations, etc.), improving business and personal credit, to reduce operations and maintenance waste and increase revenues
- Leadership training to build a high-performing and highly engaged team

#### **Cybersecurity Manager of Strategy and Digital Transformation – Information Technology-FPL (5/2021-08/2024)**

- Developed and recommended cybersecurity strategies to simplify, standardize, and secure IT cybersecurity systems and processes ensuring they are resilient, responsive and reliable.
- Created 5-year strategy for the AI cybersecurity for NextEra and IT infrastructure resiliency strategy for the Enterprise implementing Zero Trust, Platform based AI, Platform based application development and platform-based data and regulatory compliance systems.
- Implemented a persona-based system, leading a team to create an AI/ML model for automation, resulting in streamlined access and application management.
- Leading transformative team to automate and centralize onboarding processes, leveraging ServiceNow, achieving a projected NPV savings of over \$6MM.
- Initiated and expanded automation solutions for improved operational efficiency.
- Developed strategies to enhance data pipelines and improve data quality across the organization.
- Advocated amongst executives for a One-IT mindset, promoting continuous improvement, root cause analysis, and standardization.

#### **Sr. Project Manager – FPL Development - FPL (2/19-05/2021)**

- Graduated from the Leadership Edge program in 2020.
- Led a team recommending to C-suite executives the adoption of a centralized integration model for M&A deals.
- Managed project development of 74.5 MW 100million dollar budget solar energy plants coordinating design, engineering, interconnection and leading permitting, scheduling, budgeting, regulatory compliance and public and government outreach and hearings.
- Successfully developed and COD'd over 600MW of solar on schedule and under budget.

#### **Quality Manager and Integration Manager – NextEra Energy (4/17-2/19)**

- Successfully closed and integrated three regulated entities totaling \$6B within six months, marking the first successful close of a regulated entity in the company's history.



- Led a team in Identifying and developing implementation plans for large transformational initiatives, resulting in \$80MM in O&M savings.
- Converted Yellowbelt Quality Training to online adaptive learning, saving \$1.3MM.
- Certified Six Sigma Lean Yellow Belt and Analytical Problem Solving and Green Belt Instructor.

#### **Pipeline Regulatory Compliance and Commercial Ops Leader - NextEra Energy (08/13-4/17)**

- Played a key role in establishing NextEra Energy Pipeline Services Company (NEPSCO) and integrating a \$2.2B transmission pipeline company (NetMidstream) into NextEra Energy.
- Led a cross-functional team in establishing commercial operations and ensuring regulatory compliance for the third gas pipeline in Florida.
- Oversaw the creation and standardization of the Operations & Maintenance control room management program and emergency response plan for the Fuels infrastructure fleet.
- Successfully led team through various DOT and internal audits

#### **Sr. Production Assurance Reliability Engineer – FPL Lauderdale Plant (06/11-08/13)**

- Managed asset reliability, plant chemistry programs, and capital projects, improving compliance by 10% within a year.
- Led various programs, including Event Response, Condition assessment, Alarm management, Change Management, and NERC CIP compliance.
- Improved plant employee engagement by 80% amongst bargaining and non-bargaining personnel

#### **Chemical Engineer – PGD Technical Services – Florida Power & Light (06/07-06/11)**

- Designed, managed, and maintained water management systems for 13 combined cycle power plants.
- Developed standard processes and guidelines for water treatment, testing, monitoring, and procurement.

#### **Reliability and Planning Coordinator – Florida Power & Light (8/01-6/07)**

- Helped startup organization under in response to the 2004/2005 hurricane season to strengthen the electric distribution system. Created processes, procedures and programs needed to help build the business.
- Budget Analyst at FPL Cost & Performance, Juno Beach, FL.
- Assisted Management in the development and oversight of the Transmission and Distribution budget totaling over \$950 million.
- Supported FPL PSC Regulatory rate case, formulated and ensured integrity and timeliness of rate case interrogatory and audit responses.

#### **Education:**

- 2027 Graduation Date: Florida Atlantic University
  - Master of Science in Artificial Intelligence
- October 2017: Project Management Institute
  - Project Management Professional Certification #2089793
- May 2014: U.S. Department of Transportation TSI
  - U.S. DOT Pipeline Safety Compliance Gas & Oil
- December 2007: BMG University, West Palm Beach, FL
  - Six Sigma Quality Black Belt Certification
- December 2004: University of Phoenix, Ft. Lauderdale, FL
  - MBA, Master of Business Administration concentration in Information Technology
- May 2000: University of South Florida, Tampa, FL
  - Bachelor of Science in Chemical Engineering

#### **Accolades:**

- 2024 – Small Business Person of the Year – Melanie Roger - Chamber of Commerce of the Palm Beaches
- 2024 – Distinguished Black Business of the Year- Zeus Consulting Services – Black Chamber of Commerce Palm Beach County
- 2020-2022 – President of NextEra Energy’s African American Employee Group and led team to be nationally recognized as Top 25 Employee Resource Group (ERG) 3 years in a row – First-time award for NextEra Energy.
- 2021 & 2020 – Recognized as Female role model by FEWC for engineers.
- 2019 – Recognized for achievements by NextEra, being featured on Company’s LinkedIn and Facebook
- 2014-2017 – Recognized as a Role Model for the NextEra Energy organization 3 years consecutively.

- 2015 - Honored by Governor Rick Scott for Volunteer work performed on behalf of FPL for STEM, and work to create a generator build SECME competition for the school district for South Florida
- 2011-2016 – Honored by the Palm Beach and Broward School Board for volunteer work with kids for advancing STEM.

## **Deeawn T. Roundtree, DBA, D. Min, SHRM-SCP**

[droundtreeconsulting@gmail.com](mailto:droundtreeconsulting@gmail.com) ♦ (484) 467-1051 ♦ <https://deeawnroundtree.com>

Palm Beach Gardens, Florida 33410

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### **Academic Administration, Leadership Trainer, Career Coach, Consultant**

*Results-oriented academic administrator, human resource professional, educator, and entrepreneur with over 20 plus years of experience in Higher Education and Corporate America demonstrating strong business acumen, excellent leadership, interpersonal, communication, collaboration, and strategic management skills to effectively provide leadership training, coaching, speaking, and consulting services as the CEO of Roundtree Training & Consulting, LLC.*

---

#### **CORE COMPETENCIES:**

*Academia, Administration, Career Coaching, Change Management, Curriculum Development, Emotional Intelligence, Employee Relations, Entrepreneurship, Fundraising, Human Resource Management, Leadership Development Training, Organizational Development, Presentation Skills, Public Speaking, Sales and Promotions, Recruitment, Strategic Planning, Teaching, and Teamwork*

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#### **PROFESSIONAL EXPERIENCE**

##### **ROUNDTREE TRAINING & CONSULTING, LLC, PALM BEACH GARDENS, FL (SEPTEMBER 2017-PRESENT) CEO/Owner**

- **Certified DISC Trainer/Consultant:** This training brings a high-level of self-awareness that can help shift individuals' perspective about themselves and others, and effectively improve communications skills and interpersonal relationships.
- **Coaching:** Provides coaching services to enable individuals to establish their personal and professional goals and achieve results. Clients gain a better understanding of the importance of corporate culture; networking; mentorship; managing upward relationships; personal branding; workplace etiquette, promotion development and image management are to establishing career success.
- **Professional Image Management:** Professional image management consulting and training services transforms an individual's professional image from the inside out. The following topics are covered: Defining appropriate attire; business etiquette; effective communication skills, being a team player, understanding corporate politics and developing outstanding interpersonal skills.
- **Strategic Planning and Implementation:** Enables the planning and execution of professional goals. Empowers individuals to make the right strategic decisions to propel business growth.
- **Leadership Development Training:** Leadership Development training focuses on the following topics including, but not limited to: Change Management; Effective Decision Making; Communicating with Different Personality Styles; Conflict Management; Leading with Assertiveness; Creating a Vision; Emotional Intelligence, Communication Skills; Presentation and Selling Skills, Conflict Management, and Professional Behavior in the Workplace.
- **Diversity, Equity & Inclusion/Sensitivity Training:** DEI and human resource management training focuses on the following topics: Managing Social Media; Cultural Awareness; Understanding Gender Differences in the Workplace; Sexual Harassment, Generational Differences, and more.
- For more information, visit: <https://deeawnroundtree.com>.

## **Deeawn T. Roundtree, DBA, D. Min, SHRM-SCP**

*droundtreeconsulting@gmail.com* ♦ (484) 467-1051 ♦ <https://deeawnroundtree.com>

*Palm Beach Gardens, Florida 33410*

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### **PROFESSIONAL EXPERIENCE (CONT'D.)**

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#### **TRINITY INTERNATIONAL UNIVERSITY, NORTH FT. LAUDERDALE, FL (AUGUST 2022 – MAY 2024)**

##### ***Adjunct Professor, MA Leadership and Business Administration***

- Provide class instruction teaching graduate and undergraduate leadership and business courses while upholding the Christian values espoused by the University.

#### **SOUTH UNIVERSITY, ROYAL PALM BEACH, FL (JANUARY 2022 - PRESENT)**

##### ***Adjunct Professor, Business Administration***

- Provide class instruction teaching graduate and undergraduate business courses and assist students toward successful program completion.

#### **SOUTH UNIVERSITY, ROYAL PALM BEACH, FL (MARCH 2015-MARCH 2021)**

##### ***Academic Program Director & Assistant Professor, Business Administration***

- Promoted the Business Program by creating events and strategic partnerships with community and corporate stakeholders.
- Provided classroom instruction, day-to-day program operations, assisting students toward successful program completion, and staffing the classroom with instructors who support the mission of the University. Maintained 15% student growth of the program.
- Selected, trained, developed, managed, lead and evaluated regular and adjunct faculty in accordance with the policies and procedures of the University.
- Developed the Curriculum for the College of Business.

#### **LINCOLN UNIVERSITY, LINCOLN UNIVERSITY, PA – (2003, 2006–2012, FALL 2013)**

##### ***Assistant Professor, Adjunct Professor, Center of Excellence in Business & Entrepreneurial Studies, S.I.F.E. Faculty Advisor, Academic Advisor and Academic Tutor***

- Instructed and advised students in the Business & Entrepreneurial Studies Department teaching Human Resource Management, Leadership, Business Communication, Principles of Management, Entrepreneurship, Personal Finance, Introduction to Business and First Year Experience.

##### ***First Year Experience Coordinator, Lincoln University – (2006-2012)***

- Coordinated and facilitated efforts across the university to provide a unified approach to interventions aimed at increasing retention and success rates of new students.
- Guided, directed, and worked collaboratively with various faculty members of diverse disciplines to ensure the FYE program met the accreditation standards of the Middle States Commission.

#### **STRAYER UNIVERSITY, Center City Campus, Philadelphia, PA – (JUNE 2012 – AUGUST 2013)**

##### ***Interim Campus Dean, Associate Campus Dean and Full-time Business Professor***

- Responsible for excellent instruction in the classroom while also working to ensure that faculty were engaged and focused on improving student engagement, continuation, retention, and academic success. Also, managed, evaluated, and supported Strayer University's full-time and part-time faculty.

## **Deeawn T. Roundtree, DBA, D. Min, SHRM-SCP**

*droundtreeconsulting@gmail.com* ♦ (484) 467-1051 ♦ <https://deeawnroundtree.com>

*Palm Beach Gardens, Florida 33410*

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### **EDUCATION**

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#### **SOUTH UNIVERSITY, SAVANNAH GEORGIA**

**Degree:** Doctor **GPA:** 4.0

**Concentration:** Ministry

**Graduation Date:** January 2020

**Dissertation:** "Get in the Game and Own It: Empowering African American Women for Ministerial Leadership"

#### **WILMINGTON UNIVERSITY, NEW CASTLE, DE**

**Degree:** Doctorate **GPA:** 3.8

**Concentration:** Business Administration

**Graduation Date:** January 2012

**Dissertation:** "Value of an Incubator for African American Micro-Entrepreneurs in Establishing Social Networks for Business Success"

#### **CARLOW UNIVERSITY, PITTSBURGH, PA**

**Degree:** M.S. Professional Leadership **GPA:** 3.8

**Concentration:** Training and Development

**Graduation Date:** May 2000

#### **CARLOW UNIVERSITY, PITTSBURGH, PA**

**Degree:** B.S. Business Management **GPA:** 2.9

**Graduation Date:** May 1992

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### **PROFESSIONAL ORGANIZATIONS**

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Society of Human Resource Management (SHRM), SHRM Palm Beach County, Toastmasters International, John Maxwell Team Member, International Career and Business Alliance (ICABA),

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### **COMMUNITY SERVICE**

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Executive Volunteer for Nonprofits First, Women's Chamber of Commerce (Board Member), Black Chamber of Commerce of Palm Beach County (Board Member), The Women's Circle (Board Member), Genesis Community Health (Board Member), Talented Teen Club (Mentor/Speaker), Impact The Palm Beaches (Board Member), Alpha Kappa Alpha Sorority, Inc.-Wellington Chapter (VP Operations, Leadership Development Chair, and Charter Member)

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### **OTHER SKILLS AND EXPERIENCE**

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2023-2024 Carlow University Laureate, Class of 2023 Graduate Leadership Palm Beach County – Engage, SHRM-SCP, Certified DISC Trainer/Consultant, Corporate Trainer and Consultant, Six Sigma Certified-Yellow Belt, Dale Carnegie Graduate, Pharmaceutical Sales, Certified DISC Trainer/Consultant, Certified Life Coach, Certified Image Consultant, Realtor, and Financial Advisor

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### **AWARDS**

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2024 American Heart Association's PBC Woman of Impact Award, 2023-2024 Carlow University Laureate, 2023 Ascension Award-Emerging Black Business of the Year from the Black Chamber of Commerce of Palm Beach County, 2023 Legacy Magazine's Most Influential and Powerful Black Professionals, 2023 (ICABA) Salutes Women of Impact Award recipient, 2023 South Atlantic Region's Servant Leader Award for Alpha Kappa Alpha Sorority, Inc. She also received two nominations for both the 2023 Giraffe Award from the Women's Chamber of Commerce of Palm Beach County, and the Florida Supplier Minority Diversity Council's (FSMDC) Business Impact's Humanitarian Award.

*References supplied upon request*

## **Thais R. Sullivan**

Thais R. Sullivan joined Valley National Bank – Florida Division in September 2015, where she was the Vice President, Regional CRA/Commercial Lending Officer for the State of Florida. In her role as the Regional CRA Officer she is responsible for assisting Valley National Bank - Florida in achieving their CRA goals. In April 2021 Thais was asked to create and run a department called Community Lending that would support minorities and women business owners with access to capital and other needed banking and financial products and services. Thais R. Sullivan, SVP/National Director of Community Lending is currently overseeing the department in Florida, Alabama, New Jersey and New York.

Thais graduated with honors in 1998, with a Bachelor of Business Degree from Barry University while working during the day, and attending school in the evenings.

Thais has been involved with the Palm Beach County Community for 40+ years, while working for various banking institutions. 2023 Thais was recognized by M.I.A media Group LLC "As South Florida's Corporate Executive of the year" In 2022 Valley was recognized by Black Chamber of Commerce of the Palm Beaches for the work Thais and her department has accomplished in the Community. Not letting the Pandemic stop her she was awarded the Black Leaders Worth Watching Award in 2021. In 2018 & 2013 Thais was recognized as one of the Most Influential & Prominent Black Women in Business in Palm Beach County by Legacy Palm Beach. As a graduate of Leadership Palm Beach County in 2010, she continues to be involved with the Organization and Alumni. From 1979 to current Thais has been involved with the following organizations either through volunteering, Member of the Board or Board Chairwoman: The Palm Beach County Sheriff's Foundation, Paragon Florida, Urban League of Palm Beach County, The Anquan Bolding Foundation, The Black Chamber of Commerce, The Boys and Girls Club of Riviera Beach, The Business Loan Fund of Palm Beach County, Pompano Beach Loan Fund, LISC, Black Business Investment Corporation(BBIC), Palm Beach County Affordable Housing Collaborative, Community Reinvestment Group, Palm Beach County Finance Committee, The City of West Palm Beach CRA, the City of Riviera Beach, Florida Housing Coalition, and The Delray Beach Community Land Trust.

Thais enjoys reading the Bible and sharing what she has learned with others, along with traveling, and bowling with her husband (Kyle), Sons (Kyle & Brandon) and Mother (Liz).



**Office of  
Equal Business Opportunity**  
50 South Military Trail, Suite 202  
West Palm Beach, FL 33415  
(561) 616-6840  
www.pbcgov.com/oebo



**Palm Beach County  
Board of County  
Commissioners**

Maria Sachs, Mayor

Maria G. Marino, Vice Mayor

Gregg K. Weiss

Michael A. Barnett

Marci Woodward

Sara Baxter

Mack Bernard

**County Administrator**

Verdenia C. Baker

"An Equal Opportunity  
Affirmative Action Employer"

Official Electronic Letterhead

**INTEROFFICE MEMORANDUM**

Date: November 1, 2024  
To: The Honorable Maria Sachs, Mayor and  
Members of the Board of County Commissioners  
From: Tonya Davis Johnson, Director *T. Johnson*  
Office of Equal Business Opportunity  
Re: Equal Business Opportunity Advisory Committee (EBOAC)  
Appointment

The Office of Equal Business Opportunity is submitting for your consideration the following nominees for Seats 3, 5, 9 and 14 as described below, due to the term expiration of the incumbents.

Attached for your review and approval, are the board nomination forms and current resumes for the nominees. Should you wish to nominate others, we ask that you provide your nomination(s) on or before November 18, 2024.

<u>Seat #</u>	<u>Seat Designation</u>	<u>Nominee</u>
3	Certified Woman Business Owner	Angela Barnard
5	Business Owner Domiciled in Palm Beach County	Melanie Roger
9	Women's Business Organization	Deeawn T. Roundtree
14	Black Chamber of Commerce	Thais Sullivan

cc: Reginald Duren, Assistant County Administrator  
EBOAC Advisory Committee File

**CURRENT LIST OF BOARD MEMBERS  
EQUAL BUSINESS OPPORTUNITY  
ADVISORY COMMITTEE**

<b><u>Seat</u></b>	<b><u>Incumbent</u></b>	<b><u>Seat Requirement</u></b>
1	Christine Roberts Kelly (B)	Certified Black Business Owner
2	Kati L. Cassiani (H)	Certified Hispanic Business Owner
3	Vacant	Certified Woman Business Owner
4	Ilan Kottler (W)	Certified White Male Business Owner
5	Vacant	Business Owner Domiciled in PBC
6	Robert Lesko (W)	Business Incubator Program
7	Juan Pagan (H)	Hispanic Business Organization
8	Clementine Fleuranvil (B)	Nat'l Assoc. of Women in Construction
9	Vacant	Women's Business Organization
10	Javin Walker (B)	Certified Minority Contractor
11	Bob Schafer (W)	Associated General Contractors
12	Jaqueline Ramirez (H)	Small Business Development Center
13	Seabron Smith (B)	Financial Institution that assists small businesses
14	Vacant	Black Chamber of Commerce
15	Lorna Anderson (B)	Professional Services Organization