

Print**Advisory Board & Committee Interest Form - Submission #25782****Date Submitted: 7/1/2024****Last Name***

Howe

First Name*

Julie

District # You Live In.*

District 5

Home Address*

741 N 66th Ter

City*

Hollywood

State*

FL

Zip Code*

33024

Home Phone**Cell Phone****Email Address***

juliehowe123@gmail.com

Owner or Renter *

Owner

Number of years as city resident*

2

Are you registered to vote in Broward County?*
Yes**Education (highest degree / level)**

Masters - International Real Estate

Occupation*

VP Human Resources

Work Phone**Business Name***

Groot Hospitality

Business Address**City****State****Zip Code****Identify the board / committee(s) to which you request appointment (Please rank in order of preference)****Selection (1)***

Affordable Housing Advisory Committee

**Selection (2)***

Community Development Advisory Board

**Selection (3)***

Planning & Development Board

**Selection (4)***

Hollywood Housing Authority



Affordable Housing Advisory Committee - Questions*

1. The greatest challenge to keeping housing affordable in Hollywood, Florida, involves a combination of factors: Rising Property Values, as Hollywood becomes more desirable and individuals are pushed out of the Miami and Fort Lauderdale areas, property values increase. Limited Housing Supply of affordable housing, can drive up prices. Gentrification, as neighborhoods are revitalized and attract higher-income residents, the cost of housing in those areas can increase, displacing long-time, lower-income residents. When investors purchase properties for speculation or as rental investments, it can reduce the number of homes available for purchase by local residents, further driving up prices.
2. I am most experienced in home purchase education, with a Masters in International Real Estate and a real estate license, and my MLO license pending, I have a passion for home purchase education. I am also very passionate about affordable housing activism.
3. I am very passionate about all areas mentioned.
4. I am not sure that I can pinpoint one specific life experience that motivated me to volunteer. For me, it is more about being able to be a part of those things that I am passionate about in my community. Given that, realistically, you have one job that may or may not always be in a field you are ultra passionate about, volunteerism allows you to contribute in a variety of ways.
5. Housing diversity is essential for Hollywood's economic health as it supports a robust and flexible labor market, stimulates local businesses, fosters social cohesion, and promotes sustainable economic development. Ensuring a variety of housing options can help create a thriving, resilient, and inclusive community.

Please answer these five questions above. 1. In your opinion what is the greatest challenge to keeping housing affordable in Hollywood? 2. Which of the following disciplines are you most skilled? • Home Purchase Education, • Housing Market Employment, • Housing Market Stability, • Affordable Housing Construction, * Affordable Housing Activism. 3. Which of the following disciplines are you most passionate? • Ownership Housing Affordability, • Rental Housing Affordability, • Housing Market Stability, • New Housing Construction, * Fair Housing. 4. What (if any) life experience motivated you toward volunteerism? 5. What role does housing diversity play in Hollywood's economic health?

African American Advisory Council - Questions*

Please answer these five questions above. 1. What is the greatest challenge facing the African American Community in Hollywood? 2. How many hours per month can you dedicate to AAAC initiatives? 3. Which of the following disciplines are you most skilled? * Education, * Employment, * Economics, * Cultural Awareness, * Housing. 4. Which of the following disciplines are you most passionate? * Education, * Employment, * Economics, * Cultural Awareness, * Housing. 5. What (if any) life experience motivated you toward volunteerism?

Artwork Selection Committee - Questions*

Please answer these five questions above. 1. What are your primary interest in City Government and City Services? 2. Why do you want to join the Artwork Selection Committee? 3. What other relevant organizations, clubs, or associations were you previously, and/or currently are involved in? 4. Are you available to attend regular committee board meetings scheduled for the Second Monday each month at 5:30pm? 5. What is your one area of highest interest related to the Arts within the City of Hollywood?

Civil Service Board - Questions*

Please answer these five questions above. 1. Describe your involvement with establishing, reviewing and interpreting policies and procedures? 2. Describe your involvement in employment practices including interviewing, testing, hiring, selection and promotion, demotions, transfers, etc. 3. Describe your knowledge of Civil Service and its purpose. 4. Why do you want to serve on this Civil Service Board? 5. Are you a continuous resident of and continuous registered elector in the City of Hollywood?

Community Development Advisory Board - Questions*

1. Yes.
2. Affordable Housing, Economic Development, Education and Workforce Development, Sustainable Development, Safety, Community Engagement.
3. In my view, a healthy neighborhood is safe, culturally viable, inclusive, has abundant well maintained parks and greenspaces, easy access to education and healthcare and economic opportunity.
4. I believe the primary vision and work are centered around enhancing the quality of life for residents through thoughtful planning, resource allocation, community engagement and policy recommendations.
5. I believe my unique qualifications to serve on the Community Development Advisory Board stem from a combination of my professional experience, educational background, and previous board service. As a tenured corporate executive with extensive operational, finance, HR, and real estate experience, I bring a comprehensive understanding of the multifaceted aspects of community development. I have specialized Real Estate knowledge with a master's degree in real estate which equips me with in-depth knowledge of real estate markets, development processes, and investment strategies. This expertise is crucial for advising on housing affordability, land use planning, and sustainable development initiatives. With previous tenure on an industrial development board I have firsthand experience evaluating large-scale development projects, facilitating public-private partnerships, and ensuring that development initiatives align with community goals.

Please answer these five questions above. 1. Do you reside in a low and moderate income (LMI) neighborhood in Hollywood per the most recent US Census data? A Hollywood LMI Map is located at www.hollywoodfl.org on the Community and Economic Development webpage. 2. What Community Development issues do you believe are the most important to Hollywood? 3. What is your definition of a healthy neighborhood? 4. What do you believe is the vision and primary work of the Community Development Advisory Board? 5. What do you believe uniquely qualifies you to serve on the Community Development Advisory Board?

Education Advisory Committee - Questions*

Please answer these five questions above. 1. What are the current challenges facing education? 2. What is your vision for education in Hollywood? 3. What do you see as the primary work of the Education Advisory Committee? 4. With only one meeting a month, the Committee is limited in what it can do. How does/should the Committee decide what's most important? 5. How can the Committee know if its mission and goals are being accomplished?

Employees' Retirement Plan - Questions*

Please answer these five questions above. 1. Are you familiar with the State's Sunshine Laws (Chapter 119 of the Florida Statutes)? 2. Are you available to attend in person regular monthly Board meeting (typically held the 4th Tuesday of each month)? 3. What knowledge, skills and/or abilities will you bring to the Employees' Retirement Plan? 4. What do you believe are the responsibilities of a trustee on a municipal retirement plan board? 5. Are you familiar with municipal defined benefit retirement plans and/or have previous experience serving on a municipal retirement plan board?

Firefighters' Pension Board - Questions*

Please answer these five questions above. 1. What knowledge, skills and abilities would you bring to the meetings? 2. What experience do you have with firefighter pensions? 3 What is your financial background? 4. How many years have you lived in Hollywood? 5 How familiar are you with local retirement systems?

General Obligation Bond Oversight Advisory Committee - Questions*

Please answer these four questions above. Why do you want to join the GO Bond Oversight Advisory Committee? 2. Explain how your personal and/or professional experiences will contribute to the meeting the goal(s) of the Board or City. 3. Which Bond interests you the most? Public Safety? Parks/Golf/Open Space or Neighborhoods & Resiliency? 4. What is your perspective on city quality of life, healthy neighborhoods, economic development & a strong tax base?

Historic Preservation Board - Questions*

Please answer these five questions above. 1. How have you prepared yourself to serve on the Historic Preservation Board? 2. Explain how your personal and/or professional experiences will contribute to the meeting the goal(s) of the Board or City. * Personal experiences, * Professional experiences. 3. What is your perspective on balancing growth of the City's tax base, within the Historic Districts, while maintaining neighborhood stabilization? 4. How would you balance historic architecture with modern architectural styles? 5. What do you like about the City's different Historic Districts?

Hollywood Centennial Celebration Committee*

Please answer these five questions above. 1. What is your primary interest in serving on the Committee? 2. What is your financial/accounting background? 3. What knowledge, skills and abilities would you bring to the meetings? 4. What other organizations and/or associations were you previously, and/or currently involved with? 5. Are you available to attend regular committee meetings? (dates to be determined by all members)

Hollywood Housing Authority - Questions*

1. The greatest challenge to keeping housing affordable in Hollywood, Florida, involves a combination of factors: Rising Property Values, as Hollywood becomes more desirable and individuals are pushed out of the Miami and Fort Lauderdale areas, property values increase. Limited Housing Supply of affordable housing, can drive up prices. Gentrification, as neighborhoods are revitalized and attract higher-income residents, the cost of housing in those areas can increase, displacing long-time, lower-income residents. When investors purchase properties for speculation or as rental investments, it can reduce the number of homes available for purchase by local residents, further driving up prices.
2. I am most experienced in home purchase education, with a Masters in International Real Estate and a real estate license, and my MLO license pending, I have a passion for home purchase education. I am also very passionate about affordable housing activism.
3. I am very passionate about all areas mentioned.
4. I am not sure that I can pinpoint one specific life experience that motivated me to volunteer. For me, it is more about being able to be a part of those things that I am passionate about in my community. Given that, realistically, you have one job that may or may not always be in a field you are ultra passionate about, volunteerism allows you to contribute in a variety of ways.
5. Housing diversity plays a crucial role in Hollywood's economic health by fostering a more inclusive, resilient, and dynamic community. It supports a robust and flexible labor market, stimulates local businesses, fosters social cohesion, and promotes sustainable economic development. Ensuring a variety of housing options can help create a thriving, resilient, and inclusive community.

Please answer these five questions above. 1. In your opinion what is the greatest challenge to keeping housing affordable in Hollywood? 2. Which of the following disciplines are you most skilled? * Property Management, * Affordable Housing Administration, * Housing Market Stability, * Affordable Housing Construction, * Affordable Housing Activism. 3. Which of the following disciplines are you most passionate? * Property Management, * Rental Housing Affordability, * Housing Market Stability, * New Housing Construction, * Fair Housing. 4. What (if any) life experience motivated you toward volunteerism? 5. What role does housing diversity play in Hollywood's economic health?

Marine Advisory Board - Questions*

Please answer these five questions above. 1. What is your involvement with the City of Hollywood's Waterways? 2. What will guide your decisions on this board? 3. Are you able to dedicate 2-3 hours a month to attend the meetings? Attendance is paramount to this Board being able to get things done. 4. Are you currently or have you been a boater, marine industry professional or involved in any other marine related industry? 5. What is your vision for the city of Hollywood's Waterway system?

Parks, Recreation & Cultural Arts Advisory Board - Questions*

Please answer these six questions above. 1. How many events have you attended in the past year at any of the parks and athletics facilities in the City? 2. How many City-sponsored special events have you attended for the past year? 3. Are you available to attend regular Board meetings? Regular meetings are on the 1st Thursday of the month for 8 months per calendar year. 4. What is your one area of highest interest related to the parks, recreation and cultural arts for the City? 5. What other relevant organizations, clubs, or associations were you previously, and/or currently are involved in? 6. How does parks, recreation and cultural arts contribute to quality of life?

Planning & Development Board - Questions*

1. A multifaceted career as a tenured corporate executive with extensive experience in operations, finance, HR, and real estate. A master's degree in real estate has provided me with specialized knowledge in market dynamics and development processes, my service on an industrial development board has honed my strategic planning and governance skills.

2. My professional experience coupled with my educational background provides a comprehensive understanding of complex organizational dynamics, strategic planning, and governance, and a specialized knowledge in real estate markets and development processes. My ability to assess financial implications, advocate for inclusive community development, and foster strategic partnerships aligns closely with the Board's goals of sustainable growth, economic vitality, and equitable urban planning. My experiences living in multiple states and cities, volunteering on an industrial development board, and owning and renting homes have given me a diverse perspective on community dynamics and urban development challenges. I bring empathy, adaptability, and a strong sense of civic responsibility to the Planning and Development Board, ready to contribute effectively to shaping a prosperous and cohesive city environment.

3. It requires strategic planning and sensitivity to community needs. It involves promoting responsible development that enhances property values and economic opportunities while preserving the character and affordability of existing neighborhoods. This can be achieved through thoughtful zoning policies, infrastructure investments, and community engagement initiatives that prioritize sustainability, equitable development, and quality of life for all residents.

4. Hudson Village.

5. A comprehensive plan is a strategic blueprint that guides a city's long-term development goals, addressing land use, transportation, housing, economic development, and environmental sustainability. It aims to create a cohesive vision for future growth.

Please answer these five questions above. 1. How have you prepared yourself to serve on the Planning and Development Board? 2. Explain how your personal and/or professional experiences will contribute to the meeting the goal(s) of the Board or City. * Personal experiences, * Professional experiences. 3. What is your perspective on balancing growth of the City's tax base while maintaining neighborhood stabilization? 4. What recent developments within the City are most proud of? 5. What is a Comprehensive Plan?

Police Officer's Pension Board - Questions*

Please answer these five questions above. 1. What is a fiduciary? And what is your responsibility to the police pension plan as a fiduciary? 2. What is the Sunshine Law? 3. What is Asset Allocation & Diversification? 4. Explain the history of Chapter 99-1 and Chapter 185? 5. Define the role of the Actuary and the Auditor?

Sister Cities Advisory Committee - Questions*

1. Do you speak more than one language? If so, what languages do you speak? 2. Do you have experience in travel, cultural exchange, and/or fund-raising? Please describe. 3. Which Sister City focus areas are you most passionate about: a. Art and Culture; b. Business and Trade; c. Community Development; d. Youth and Education. 4. What (if any) life experience motivated you toward volunteerism? 5. Please describe why you are interested in serving on the Sister Cities Advisory Committee.

Sustainability Advisory Committee - Questions*

Please answer these five questions above. 1. Why do you want to join the committee? 2. Have you attended any committee meetings? If so, how many? 3. What knowledge, skills, and abilities would you bring to the committee if appointed? 4. What other organizations, clubs, or associations are you involved in? 5. Are you available to attend regular committee and subcommittee meetings? Regular meetings are held monthly with subcommittee meetings held as needed. 6. What types of projects would you like to see the committee work on?

Young Circle ArtsPark Advisory Board - Questions*

Please answer these five questions above. 1. What are your primary interest in City Government and City Services? 2. How many ArtsPark events have you attended within the past year? 3. What other relevant organizations, clubs, or associations were you previously, and/or currently are involved in? 4. Are you available to attend regular committee board meetings scheduled for the Second Tuesday each month at 5:30 pm? 5. What is your one area of highest interest related to the ArtsPark at Young Circle?

Are you interested in serving on more than one board/committee?*

Yes

If so, how many?*

2



Applicant must attend at least one board/committee meeting prior to consideration of application for every board applied. Please list board/committee meetings you attended in the last year?*

3

Are you currently on a County or City Board?*

No

If yes, please describe

If you are applying for a board / committee, which has specific requirements / categories, please detail how your background and/or experience meets the required criteria.*

Community member, masters in real estate, leadership executive.

Please describe your professional and/or volunteer experience or background, which best qualifies you for selection to the board / committee.*

I have a masters in real estate, have served on the Seminole County Industrial Development Board, and have been a corporate executive for over 10 years.

Are you presently employed by the City of Hollywood?*

No

If so, in what capacity?*

N/A

Attach Resume (only .doc and .pdf files)*

Profile (3).pdf

Contact

juliehowe123@gmail.com

www.linkedin.com/in/julieannhowe
(LinkedIn)

Top Skills

Talent Strategy

Financial Education

People Processes

Certifications

SPHR

MS International Real Estate

Julie Howe

Vice President of Human Resources

Miami, Florida, United States

Summary

Results-driven and visionary Human Resources executive offering a wealth of global experience and a proven track record of leading strategic initiatives. A dynamic leader known for crafting innovative people operations strategies that drive organizational success. Demonstrated ability to navigate complex international HR landscapes, global mobility, and cultural continuity while fostering a environment of collaboration and employee engagement. Adept at developing and executing initiatives that align with business objectives, promote diversity and inclusion, and enhance the overall employee experience.

Experience

Groot Hospitality

Vice President Human Resources

June 2022 - Present (2 years 2 months)

Miami, Florida, United States

Responsible for leading and coordinating all HR functions within our diverse hospitality organization, spanning multiple states and countries. My primary responsibility is to develop and implement strategic HR initiatives that align with our company's overarching goals and values. This includes overseeing talent acquisition efforts across various regions, ensuring compliance with complex employment laws and regulations, and fostering a positive work environment that promotes employee engagement and growth. Spearheading, diversity, equity, and inclusion initiatives to cultivate a culture of belonging and respect within our organization. Design and deliver training programs to enhance employee skills and capabilities, as well as manage HR-related change initiatives such as mergers, acquisitions, and technology implementations. Collaboration with cross-functional teams and effective communication with employees at all levels are essential in driving our HR strategies forward. Actively contribute to our company's growth and expansion by developing scalable HR systems and processes that support our expansion into new markets and locations, ensuring that our workforce remains agile

and adaptable in the face of change. Overall, this role demands a strategic leader with extensive HR expertise and the ability to navigate the complexities of a multi-State, multi-country, multi-location hospitality environment while promoting a culture of excellence, inclusivity, and sustainable growth

Timbers Company

Corporate Director Of Human Resources

January 2018 - June 2022 (4 years 6 months)

Winter Park Florida

As the Corporate Director of Human Resources for a growing multi-unit hotel company, my role was to strategically oversee HR functions across all locations, ensuring alignment with corporate objectives. Responsibilities included talent acquisition, employee relations, and compliance with employment laws. I played a key role in integrating acquisitions, fostering a cohesive culture, and implementing scalable HR systems to support company expansion.

dosa by DOSA

Corporate Director of Human Resources

July 2016 - February 2018 (1 year 8 months)

San Francisco Bay Area

As the Corporate Director of Human Resources for a multi-unit restaurant company with retail and a commissary, my primary focus was on overseeing HR operations across all units. I managed talent acquisition, employee relations, and compliance efforts, ensuring alignment with company standards and legal requirements. With several restaurant openings I lead recruitment efforts, facilitated onboarding processes, and implemented training programs to support new locations. Additionally, I oversaw HR functions for our retail outlets and commissary operations, ensuring consistency and compliance throughout the organization's diverse operations.

Treasury Wine Estates

HR Shared Services & Benefits Manager

August 2014 - July 2016 (2 years)

Rancho Cielo Youth Campus & Culinary Academy

Director of Finance/HR

July 2013 - December 2014 (1 year 6 months)

Four Seasons Hotels & Resorts

Assistant Director Of Finance

2006 - 2012 (6 years)

Various

Federated Department Stores

Operations Manager - Shortage Control

2001 - January 2006 (5 years)

Various

Education

Florida International University - College of Business

Master of Science - MS, Business - International Real Estate

California State University-Chico

Bachelor of Arts (B.A.), Psychology