

Print**Advisory Board & Committee Interest Form - Submission #25113****Date Submitted: 4/18/2024****Last Name***

Diaz

First Name*

Alexander

District # You Live In.*

District 3

Home Address*

4000 GRANT ST.

City*

Hollywood

State*

FL

Zip Code*

33021-5337

Home Phone

786-597-7302

Cell Phone

786-597-7302

Email Address*

aldiaz@suffolk.com

Owner or Renter *

Owner

Number of years as city resident*

1

Are you registered to vote in Broward County? *

Yes

**Education (highest degree / level)**

Master's Degree – Master of Public Administration

Occupation*

Senior Manager, HR Business Partner of People & Culture

Work Phone

305-374-1107

Business Name*

Suffolk Construction

Business AddressOne Biscayne Tower, 2
South Biscayne Boulevard
Suite #2700**City**

Miami

State

FL

Zip Code

33131

Identify the board / committee(s) to which you request appointment (Please rank in order of preference)**Selection (1)***

Employees' Retirement Plan

**Selection (2)***

Firefighters' Pension Board

**Selection (3)***

Police Officers' Pension Board



Selection (4)*

None



Affordable Housing Advisory Committee - Questions*

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*

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*

1. I am familiar with the Sunshine Laws. I hold a master's degree in public administration from Florida International University and worked for Miami-Dade County. Through my education and professional experience, I am aware that these laws outline transparency, such as making meetings, records, votes, deliberations, and other official actions available for public observation.
2. I can attend
3. During my tenure at the American Welding Society, I oversaw the creation and served on the 403b investment committee.
4. A trustee has the responsibility of ensuring that the pension structure is run correctly and that the benefits of the members are secure. They must run the plan solely for the benefit of the participants and beneficiaries. The exclusive purpose of the plan is to provide benefits and pay for plan expenses."
5. Through my education and SPHR certification, I am aware that defined benefit plans provide a fixed, pre-established benefit for employees at retirement. I have not served on a municipal retirement board; however, I was responsible for developing and serving on 403b investment committee of the American Welding Society, reference: Loenard Beer, CPA, AIF, CPFA, Financial Partners, 954-575-5750, lcbeers@financialpartners.net; fiduciary partner during my tenure at American Welding Society.

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*

1. Through my education and SPHR certification, I know that defined benefit plans provide a fixed, pre-established benefit for employees at retirement. I have not served on a municipal retirement board; however, I was responsible for developing and serving on 403b investment committee of the American Welding Society, reference: Loenard Beer, CPA, AIF, CPFA, Financial Partners, 954-575-5750, lcbeers@financialpartners.net; fiduciary partner during my tenure at American Welding Society.
2. I do not have direct experience with firefighter pensions, but I served on a similar board at the American Welding Society.
3. I have served on various boards throughout the years and have been a department director. As such, I am familiar with allocating financial resources, tracking costs, and reading financial statements.
4. Less than a year, over 45 years in South Florida.
5. Through my work and educational background, I am familiar with the fact that local retirement systems usually defined benefits plans versus a defined contribution plan.

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*

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*

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*

1. A fiduciary is a person who manages assets for a constituent and is legally and ethically bound to act in their constituent's interests.
2. I am familiar with the Sunshine Laws. I hold a master's degree in public administration from Florida International University and worked for Miami-Dade County. Through my education and professional experience, I am aware that these laws outline transparency, such as making meetings, records, votes, deliberations, and other official actions available for public observation.
3. Asset allocation refers to the percentage of stocks, bonds, and cash in a portfolio, while diversification involves spreading your assets across asset classes within those three buckets.
4. Not familiar Chapter 99-1 or Chapter 185
5. Actuaries are statisticians that measure the future probability and risk. Auditors aim to provide reasonable assurance that the financial statements are free from material misstatements.

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?*

If so, how many?*

1



No



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?*

0

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.*

During my tenure at the American Welding Society, I oversaw the creation and served on the 403b investment committee.
Master's Degree – Master of Public Administration
Senior Professional in Human Resources (SPHR)

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

While at the American Welding Society, I oversaw the creation and served on the 403b investment committee. I hold a master's degree- a Master of Public and a SPHR certification. Additionally, I served as a board member of the Return Peace Corps.

Are you presently employed by the City of Hollywood?*

No



If so, in what capacity?*

N/A

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

Alex Diaz HR Resume 2024.pdf

ALEX L. DIAZ, SPHR, MPA

E Mail: AlexanderLDiaz@gmail.com

Mobile: (786) 597-7302

www.linkedin.com/in/alexldiaz

PROFESSIONAL SUMMARY

A well-rounded, certified Human Resources management professional with a strong understanding of how Human Resource practices can optimize business performance. Experience in business practices has resulted in the development of a trusted advisor status to senior leadership. Bi-lingual in Spanish and English, and intermediate in French.

CORE COMPETENCIES

• Recruitment and Retention Strategies	• Conflict Resolution	• Staff Development
• Compensation and Benefits • 403b Retirement/investment committee	• HR Records Management	• Policies and Procedures
• Legal Compliance • Training and Development	• Payroll • Succession Management	• Performance Management • Customer Relations Management
WORK EXPERIENCE		

Suffolk Construction, MIAMI, FLORIDA

September 2022 – Present

Senior Manager, HR Business Partner of People & Culture

Suffolk is one of the leading privately held general building contractors in the country. With \$6 billion in annual revenue, 3,000 employees, and main offices in Boston (headquarters), New York, Miami, West Palm Beach, Tampa, Estero, Dallas, Los Angeles, San Francisco, and San Diego. Suffolk is ranked #23 on the Engineering News Record list of "Top 400 Contractors," and Certified as a Great Place to Work. Serve as a strategic partner to the senior leadership team and build strong relationships.

- Be a trusted advisor, coaching business leadership on leadership effectiveness and performance.
- Drive the annual performance management process.
- Effectively use influence and negotiation strategies to secure support from stakeholders for support of key initiatives.
- In line with Suffolk's vision and strategic priorities, drive employee engagement and ensure a collaborative workforce based on shared goals and accountability.
- Lead employee relations resolutions, minimizing risk to the organization by actively responding to and addressing employee concerns in a timely, cost-efficient manner.
- Conduct complete investigations and make recommendations based on findings/facts, partnering with HR leadership and legal counsel.
- Support the business with organizational design practices and solutions as the business grows.
- Lead and manage change across client group to influence organizational culture. Implement change programs as business needs dictate.
- Serve as regional D&I champion to partner with national D&I team.

AMERICAN WELDING SOCIETY, MIAMI, FLORIDA**January 2011 – June 2021**

Headquartered in Miami, Florida, The American Welding Society was founded in 1919 as a non-profit organization to advance the science, technology, and application of welding and allied joining and cutting processes, including brazing, soldering, and thermal spraying. The American Welding Society provides services both nationally and across the World.

Director of Human Resources – June 2017 – June 2021

Report directly to the CEO, responsible for managing a team of two human resource individuals. As the most senior human resource leader, act as an internal consultant to the leadership team to assess the organizational direction and identify business and human resources initiatives to achieve short and long-term objectives.

- Made sure our 401K was in accordance with ERISA laws, brought in fiduciaries to conduct biannual evaluations of our investment options, and implemented an investment committee. Additionally, implemented a loan program, a Roth option, auto investment into the program, and auto increase
- Served on the Comp Committee, which is a Board committee
- Effectively led the organization through changes following 3 major business restructuring events.
- Drive key human resource initiatives, including, but not limited to, staffing, performance management, compensation strategies, succession planning, training and development, and recruitment.
- Oversaw the selection and implementation of a new talent management system for performance, training, and recruiting which allows managers to create a strategy and track and executive goals for their teams.
- Work closely with subject matter experts to provide guidance and make recommendations around training and development, employment law, compensation, and benefits.
- Conduct thorough investigations around all employee issues, ensuring 100% resolution with corporate and legal guidelines.
- Oversee the payroll process and benefits design for the entire organization.
- Implemented a 403 (b) plan for all employees.
- Created a new and fully updated Employee Handbook, (the previous one was last updated in the 1990s).
- Created an employee anniversary recognition badge, "show your years of service" to recognize employee service as a way to show how the organization values longevity and loyalty.
- Launched an affordable HMO option for all staff members.
- Partnered with an independent financial advisory group to provide financial advice to employees.
- Moved all human resource files into the cloud for optimal storage.
- Created a part-time employee pool to help with capacity needs and bring down the cost of hiring temporary associates.
- Developed an internship program.
- Launched an online welding fundamental course, where 100% of staff completed the course within 2 weeks.
- Developed AWS Learning Academy, which was launched in 2021. AWS Learning Academy is an educational framework of structured learning and professional development experiences aimed at enhancing the competencies and behaviors of AWS employees and leaders.
- Developed a "buddy system" for new employees to help with the onboarding process.
- Re-launched LinkedIn Learning, 12 minutes per day per employee.

COVID 19 RESPONSE INITIATIVES

- Developed an alternative work policy that allowed staff to better balance their work/life after COVID.
- Created safety standards and protocols to ensure a safe workplace during COVID.
- Ensured all COVID time-off policies were in line with Federal requirements.
- Partnered with the IT Department to develop a daily employee self-assessment (DESA) to ensure a safe workplace. Via Microsoft Teams staff report their temperature, symptoms, etc. Reminders for those who have not completed their self-reporting automatically occur at 11 AM.
- Organized a digital "watercooler" intended to help keep our staff connected during remote work.

- Launched a food drive campaign, in only 4 days AWS employees exceeded their goal of providing 5,760 meals to our neighbors in need. AWS raised enough to provide 6,723 meals.

Associate Director, Executive Office – May 2014 – March 2017

- Designed, developed, and implemented a Customer Service Department by defining roles, recruiting all staff members, and creating policies and success metrics so that optimal customer relations were achieved.
- Continually monitored Call Center performance and identify areas for improvement so that a high level of customer service would be maintained.
- Improved the customer experience by reducing transfer rates.
- Increased the Call Center's operational efficiency by reducing call volumes, synchronizing sales and marketing to provide customers with a holistic solution to their needs.
- Selected to represent the Department with the Board of Directors.
- Conceptualized and rolled out an organizational-wide training called AWS 101; its purpose was to provide all staff with training on all the product offerings AWS provides. Part of the design included getting a team together from each division. The training was developed by these teams, and not only did everyone in the organization take the training, everyone received job aids to assist them in directing any inquiry to the right person.

Other positions held at American Welding Society:

Associate Director, Standards Development – April 2013 – May 2014

Program Manager, Standards Development – January 2011- April 2013

EDUCATION AND CERTIFICATIONS

Master's Degree – Master of Public Administration, Florida International University, Miami, Florida

Bachelor's Degree Business Administration, Florida International University, Miami, Florida

Senior Professional in Human Resources (SPHR), HR Certification Institute – September 2018

Professional in Human Resources (PHR), HR Certification Institute – August 2018

Graduate Certificate in Human Resource Policy and Management, Florida International University

	SOFTWARE	
Expert in Word, Excel, PowerPoint, Teams, Outlook		
	Reference	

Loenard Beer, CPA, AIF, CPFA, Financial Partners, 954-575-5750, lcbeers@financialpartners.net; fiduciary partner during my tenure at American Welding Society