

January 15, 2013

**COMMISSION AGENDA:**

1.15.13 #37

**APPOINTMENTS TO THE PINELLAS COUNTY ECONOMIC DEVELOPMENT COUNCIL**

On June 10, 2003, the Board of County Commissioners approved an ordinance providing for the repeal of Section 2-441 of the Pinellas County Code, which had previously created the St. Petersburg/Clearwater Area Economic Development Council. Section 2-441 of the Pinellas County Code was restated to create the Pinellas County Economic Development Council.

The ordinance states that the Council is to be made up of not more than 100 members who are to be appointed by the Board of County Commissioners. Members shall serve two-year terms, and are to be nominated by businesses, business organizations, business trade associations, and the Board of County Commissioners.

December 31, 2012 is the term expiration date for several of our current members. With the Board's approval, the name below is being submitted for re-appointment for another 2-year term, ending December 31, 2014. There is also a new appointment going before the Board for approval with term expirations set for January 2015.

**REAPPOINTMENT:**

Ed Peachey

WorkNet Pinellas

**NEW APPOINTMENTS:**

Angelica V. Alexander

CLARIFIRE



**PINELLAS COUNTY  
ECONOMIC DEVELOPMENT COUNCIL**

***CONTACT INFORMATION***

*(Correspondence will be primarily through emails, including some through mail delivery.)*

**Name** Angelica V. Alexander

**Title** Director, Human Resources

**Company** CLARIFIRE (formerly eMason)

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**ANGELICA VENAE ALEXANDER, SPHR**

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**CAREER OBJECTIVE:**

To advance my Human Resources Management career in role that allows growth, challenge and autonomy.

**CAREER PROFILE:**

**ACCOMPLISHED HUMAN RESOURCES MANAGER** offering a solid educational background, over 15 years experience and a strong record of performance in guiding and implementing HR strategy, organization effectiveness, increasing employee productivity and commitment, improving HR cost efficiency, and ensuring health, safety and security. Significant qualifications include:

- Providing Human Resources vision, leadership and clear capability on human capital initiatives for companies experiencing rapid growth as well as managing change or under-performing business.
- Working in Human Resources as HR Manager, HR Consultant, and as Site Human Resources Manager.
- Extensive experience guiding HR strategy and execution during corporate transitions, including start-up, change management initiatives, restructures/downsizing, mergers, and acquisitions.
- Demonstrating ongoing expertise and acumen in employment law, recruitment, compliance, training and employee development, compensation, benefits, succession planning, performance management, organizational design and organization effectiveness.
- Strong analytical, organizational, communication and interpersonal skills.
- Comfortable leading change management initiatives in roles requiring facilitation, mediation/negotiation, policy writing, gap analysis and continuous process improvement efforts.
- Demonstrating transferrable expertise across multiple industries, including financial services, technology, manufacturing, and transportation
- Continually achieving in key HR metrics including cost containment, productivity, reduced turnover, high performer retention and compliance.
- Providing total commitment to colleagues, clients and the organization as a whole.
- Collaborating and interacting well with people at all levels from diverse cultural, economic or social backgrounds.

**EXECUTIVE HR DIRECTOR**

EMason, Inc., August 2012

Woman-Owned Small Business among the nation's 500 fastest-growing private companies providing business process automation serving Fortune 500 clients in the financial services industry.

Provide strategic direction and coordination of human resources activities in a fast-paced dynamic technology environment. Partner with operational leaders in traditional HR areas as well as compliance, organizational development, performance management and the overall management of daily operations at eMason. Provide strategic HR leadership and direction in three locations. Partner with operational leaders to achieve business objectives, improve employee performance, and ensure compliance. Oversee HR teams in all functional areas and maintain external vendor and supplier relationships. Manage continuous improvement, motivational leadership, build client relationships and manage oversight of external HR vendors.

**CORPORATE HR MANAGER**

DSE, Inc., Mar 2011 – Dec 2011

Privately owned supplier of ammunition and military equipment to the U.S. Government with operations in Tampa, Florida and Gaffney, South Carolina.

- Executed HR Audit to evaluate internal capabilities and realign HR priorities in the areas of compliance, employee policies, internal cultural practices, recruiting, performance management, and employment development.
- Led project team to evaluate and integrate HRIS capabilities with internal practices supporting talent acquisition, employment development, and performance management.
- Organized strategy for company-wide job evaluation procedure towards realigning job families and the organization restructure.
- Conducted compensation analysis of entire organization to evaluate internal equity and external market competitiveness.
- Revised company policies for market competitiveness and to more closely reflect legislative changes regarding healthcare reform.
- Conducted analysis of employee development priorities and devised strategy to increase training for skills enhancement and for compliance areas supporting ISO 9000 requirements.
- Revamped strategies supporting recruiting procedures to expand sourcing opportunities and align more closely to AAP compliance.
- Successfully managed DOL response to desk audit conducted by the Office of Federal Contract Compliance Programs (OFCCP).
- Led organization through two separate reduction-in-force initiatives and the Orlando Plant closing.
- Modified performance management categories and evaluation form to improve differentiation in metric indicators and achieve consistency in evaluation results.

#### **SENIOR CONSULTANT / HR CONSULTANT**

HENRY CONSULTING, 2009-2010

Management Consulting firm providing strategic advisory services to small business clients throughout the South and Southeast. Headquarters in New Orleans, LA.

Provide advice and strategic counsel to firm Executive Team, clients and partners. Oversee human resources consulting strategies and deployment in the areas of recruiting, training, employee relations, compensation, benefits, performance management and succession planning.

- Executed executive search for Director-level leader on behalf of a medium hub aviation client.
- Generated nearly \$250k in new business via RFPs (requests for proposals) as a result of thorough and competitive HR strategies.
- Senior HR Consultant on statewide diversity initiative for Louisiana's Department of Transportation.
- Enhanced HR collateral through automation for the firm and various clients, including employee handbooks, policy and procedure manuals, training tools and various internal communications.
- Implemented HR scorecard for clients to track priorities, deliverables and results.
- Completed due diligence for implementing an enhanced benefits long-term savings program for the firm.
- Raised client satisfaction through ongoing benchmark studies and educational briefings to address emerging trends in the areas of employment law, compensation, benefits, and performance management.
- Expanded college and university program efforts by conducting interview and job readiness seminars for students. Efforts increased the applicant pool for intern and cooperative hires.
- Improved company effectiveness by being professional, reliable and trustworthy.

#### **SITE HUMAN RESOURCES MANAGER, AVP**

T. Rowe Price, 2006-2008

Financial asset firm offered a full range of investment strategies with offices in 12 countries, nearly 5000 employees and managing \$269 billion in assets. Headquarters in Baltimore, MD.

Provide HR leadership and strategic support to the Tampa operation experiencing underachieving performance, high turnover and a lack of cohesive management. Led and supervised HR Team providing functional support to the business, in addition to strategies supporting HR cost efficiency, business continuity, health and safety, and security.

- Boosted HR Team efficiency through ongoing coaching, team interventions, targeted development opportunities, stretch assignments and recognition. Improved morale and synergy.
- Accelerated leader development to address business growth through strategic stretch assignments, mentoring and expanded leader education initiatives.
- Enhanced tools and resources for performance coaching and succession planning to optimize leader capability and increase employee productivity.
- Increased corporate brand recognition by expanding community partnerships, college and university relations, volunteerism, philanthropy and diversity initiatives.
- Expanded recruiting and staffing methods, improved position fill time from 45 to 28 days, and reduced costs of hire.
- Implemented HR scorecard to align and measure HR results to business priorities, increasing client trust and perceived value of HR services to the organization.
- Collaborated with HR colleagues, business leaders, external partners and vendors to inspire common goals and achieve results on-time and within budget.

### **SENIOR HR BUSINESS PARTNER, AVP**

Washington Mutual, 2004-2006

National leader in consumer banking and small lending with 55,000 employees and assets over 340 billion. Headquarters in Seattle, WA.

Hired to establish and direct sustainable HR support for nearly 3000 employees in national Commercial Group Operations as a result of management restructuring. Consultant to senior business leaders supporting business goals, improved organization effectiveness, increased operational efficiency and strengthened educational integrity. Direct HR team via "shared service model" for execution in HR functional areas and regulatory compliance.

- Implemented lean manufacturing methodologies (processes and documentation) to support improved performance. Increased consistency and speed for repeatable processes and reduced errors.
- Facilitated leader and team interventions (including 360 feedback and coaching) to increase positive organizational and climate dynamics. Increased integration of talent management, succession planning, executive selection and development, and performance management.
- Revitalized incentives and implemented an employee recognition and rewards program, improving employee performance and compensation alignment to market and geographic competitiveness.
- Implemented monthly leader education forum on HR topics to increase consistency regarding policy/practices and to accelerate new leader capability.

### **SENIOR HUMAN RESOURCES REPRESENTATIVE**

EDS, 2001-2004

Global IT Services Company providing applications and business process services to worldwide clients with more than \$20 billion in annual revenue and presence in 60 countries with more than 90,000 employees.

Joined EDS as a transitioned HR Partner to support the acquisition of roughly 2500 employees from Sabre, Inc. in an accelerated growth climate. Strategic Liaison to employees on all acclimation initiatives regarding EDS policies, company culture, benefits, compensation and performance management. Collaborated with global HR colleagues to devise assimilation strategies for international legal compliance, organization effectiveness and employee development. Assumed post transition Senior HR role supporting global performance management reaching employees in 54 countries and translated in six languages. Global Program Manager for Performance Management communications, including the corporate business case, leader tools and employee education collateral. Reported to Senior HR Manager at headquarters in Plano, Texas.

- Achieved 95% first year participation in global implementation of automated performance management tools
- Implemented automated 360 feedback tools as system supplement to ongoing performance management, increasing quality and frequency of employee coaching.

- Improved workforce planning and talent management capability through enhanced data integrity and automated integration of employee data.

## **HUMAN RESOURCE CONSULTANT**

SABRE, 1998-2001

Spun off from American Airlines, Sabre, Inc. is the world's largest electronic network servicing travel agencies, travel suppliers, corporations, and government agencies in 45 countries and over \$2 billion in annual revenue.

Hired to steer and support organizational change and culture initiatives for a newly established Sales and Marketing business unit. Strategic Partner to Business Unit Leaders and field representatives for nearly 3500 employees on strategies supporting updated employment and compensation practices, internal mobility and retention, team integration, and leader development. Accountable for employee relations practices aligned to organization priorities. Reported to Human Resources Manager at headquarters in Fort Worth, Texas.

- Compensation Subject Matter Expert (SME) for conversion to FLSA pay practices from former Railway Act governance, pay practices carried over from American Airlines.
- Implemented new compensation practices, including internal salary equity and incentive guidelines. Improved competitive base pay and employee retention.
- Led project team for two company-wide reductions in force, including decision criteria, legal review, leader and employee communications and meetings, transitional pay and benefits, and outplacement services.
- Deployed HR SAP implementation resulting in decreased pay administration errors and improved records accuracy.

**EARLY CAREER:** Recruiting, Training, and Employee Relations in specialist roles.

## **EDUCATION AND CERTIFICATIONS:**

### **Master of Business Administration, Human Resources**

Amberton University

### **Bachelor of Arts, English and Mass Communication**

Dillard University

### **Senior Professional in Human Resources, SPHR**

Human Resources Certification Institute

## **SPECIAL SKILLS & TRAINING:**

**SPECIAL SKILLS:** Gap Analysis, Mediation/Negotiation, Policy Development, Organization Restructure, New Process Implementation, Leader Development & Effectiveness, Succession Planning, Project Management

### **SPECIAL TRAINING:**

- **Lominger Competency Model** Tools designed to assist in the identification of opportunity areas and strategic remedies for leadership and competency development.
- **Flawless Consulting** strategies designed to maximize effectiveness in managing the client relationship.
- **Facilitative Leadership** approaches designed to improve the power of participation with behaviors supporting high proficiency and performance.
- **Proposal writing**