

SADDLEBROOKE VILLAS UNITS 35/35A BOD CANDIDATE BIOGRAPHY

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Vision for Villas

The Villas will be an inclusive community offering residents an opportunity to continue independent living in an environment that is welcoming, peaceful and listens with respect to residents.

Professional Summary

Current Villas Board Member and Treasurer from 2017 to Present.

- Chaired the Finance Committee of the Villas Board – 2017
- In concert with the Finance Committee have established a more transparent and comprehensive budgeting process.
- In concert with the Finance Committee have worked to maximize returns on Reserve Fund Investments and laddering investments for future needs.

Early Retiree Human Resource Professional with demonstrated leadership and creativity in providing solutions to attract, develop and retain top talent that enhance the competitive position for an organization.

Professional Involvement

Arizona Total Rewards Association – Board Member 2015 to 2018.

Greater Tucson Leadership – Graduate of Class of 2013

HR Certification Institute Board of Directors – Board Chair 2008; Past Chair & Governance Chair 2009

Green Tree Ravine Condominium Association – Board of Directors 2008-2010.

Professional Experience

BANK OF THE WEST, ORO VALLEY, AZ

Universal Banker I – Part Time – February 2018 to Present

Benefits Analyst December 2010 to June 2011

Provide customer service and conduct product needs analysis, account needs analysis and opening of accounts to new and existing customers of the bank.

VANTAGE WEST CREDIT UNION, TUCSON, AZ

Assistant Vice President Total Compensation & Rewards June 2011 to March 2016

Benefits Analyst December 2010 to June 2011

Develop total compensation and rewards programs to enhance recruitment and retention of employees. Act as a resource for human resources team in employment, recruitment and employee relations initiatives.

Accomplishments include:

- Successful compliance with ACA including PCORI, Reinsurance and 1095 filings.
- Successfully lead four separate RFP for vendors (health and welfare benefits broker, investment advisor, non-qualified executive benefit record keeper, and timekeeping system). Upon selection lead the successful transition to new vendors.
- Designated to lead full re-evaluation of executive benefits program to analyze cost/benefit of current program as compared to alternatives.
- Designed variable compensation plan to reward based on organizational achievement of key results implemented in 2013.
- Key contributor on HRIS and payroll conversion, mentoring human resources and payroll staff recognizing a successful implementation five months after arrival.

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- Design and development of award-winning total rewards program achieving award for 2012 corporate award of *Principal Financial 10 Best Companies for Employee Financial Security*.

JEWELERS MUTUAL INSURANCE COMPANY, NEENAH, WI

Director – Compensation & Benefits September 2009 to June 2010

Vice President Human Resources 1999 to September 2009

Assistant Vice President Human Resources 1992 to 1999

Develop policy and direct and coordinate all human resources activities, including employment, compensation, employee relations, benefits, and employee development.

FOX VALLEY TECHNICAL COLLEGE, APPLETON, WI

Adjunct Instructor 2000 to 2010

Responsibilities:

Developed course for two-year Human Resources Program and periodically update course requirements as required by the State of Wisconsin. Taught course on an on-going basis based on program enrollment.

Education

Silver Lake College, Manitowoc, WI

MS Management & Organizational Behavior

Marian University, Fond Du Lac, WI

BBA Human Resources

International Foundation of Employee Benefit Plans

Certified Employee Benefit Specialist (CEBS)

Compensation Management Specialist (CMS)

HR Certification Institute – Affiliate of SHRM

Senior Professional in Human Resources (SPHR) – Lifetime Certification