

ATTACHMENT 6

Rivera, Elianne

From: noreply@civicplus.com
Sent: Tuesday, May 14, 2024 12:10 PM
To: Rivera, Elianne; Bui, Madelyn
Subject: Online Form Submittal: City of Oviedo - Citizen Board/Committee Interest Form

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City of Oviedo - Citizen Board/Committee Interest Form

(In order to serve on these Boards, you must be a resident of the City.)

Date	5/14/2024
First Name	Molly
Last Name	Gibson
Email Address	mollygibs10@gmail.com
Address	2650 REGAL PINE TRL
City	Oviedo
State	FL
Zip Code	32766
Phone Number	4079237004
Briefly describe your education and experience	Former HR Director in clinical research, now working to start a non-profit focused on Altruism
Attach Resume, or Additional Information (Optional)	Copy of MOLLY GIBSON Resume 2024.docx
Are you a registered voter?	Yes
Are you a resident of the City of Oviedo?	Yes

Do you own property in the City?	Yes
Do you own a business in the City?	No
Are you employed by the City?	No
Are you currently serving on a City Board?	No
If so which one?	<i>Field not completed.</i>
Have you previously served on a City Board?	No
If so which one(s)?	<i>Field not completed.</i>
Please Select the Board(s)/Committee(s) you are interested in serving on:	Any Board or Committee
If you chose Recreation and Parks Advisory Board, please select your experience	Youth Programs, Adults Programs
What Qualifications Would you Bring to this Board or Committee if Appointed?	A calm demeanor who has experience dealing with all kinds of situations and a desire to continue to see Oviedo grow. I have a family background in dealing with adults/children with disabilities and moved our senior parents in to live with us, so feel that I can bring many different perspectives to whatever Oviedo has planned. Additionally, I am familiar with board and committee meeting procedures in my previous work experience in Human Resources

City of Oviedo Boards and Committees

Local Planning Agency

The Local Planning Agency was established by Ordinance 1626 and is seated for a two-year term. Meetings occur on the 1st and 3rd Tuesday of the Month at 6:30 pm. The Function of the Local Planning Agency is to Consider Comprehensive Plan amendments, Land Development Code amendments, Zoning Map amendments, deviations to Land Development Code standards, special exception use orders, preliminary subdivision plans, planned unit developments, development agreements, and appeals about building permits.

Police Officers Pension Board

The Police Officers Pension Board was established by Ordinance 1680 and members are seated for a 4 year term. The Police Officers Pension Board administers the system and serves as the trustee of the fund. The Board meets as called.

The Firefighters Pension Board

The Firefighters Pension Board was established in 1681 and members are seated for a 4 year term. The function of the board is to administer the system and serve as trustee of the fund. The Board meets as called.

Public Arts Board

The Public Arts Board members are seated for 3-year terms. Meetings occur Wednesdays as called. The function of the Public Arts Board is to make recommendations to the City Council regarding works of art for display at City facilities and regarding programs and facilities which further promote the development of arts within the City. Board members are not required to file a Form 1.

Recreation and Parks Advisory Board

The Recreation and Parks Advisory Board was established by Ordinance 1742 and members are seated for a 3 year term. Members of the Board shall offer a well-versed background in youth, adult, and senior programming.

Members of these boards are required to complete FORM 1 - LIMITED FINANCIAL DISCLOSURE within 30 days of appointment with the Seminole County Supervisor of Elections. Thereafter, you are required to file by July 1st following each calendar year in which you hold your position. FORM 1 requirements are set forth fully on the form. In general, this includes the reporting person's sources and types of financial interests, such as the names of employers and addresses of property holdings. NO DOLLAR VALUES ARE REQUIRED TO BE LISTED. In addition, the form requires the disclosure of certain relationships with, and ownership interest in, specified types of businesses such as banks, savings and loans, insurance companies, and utility companies. Upon leaving the position, you must file FORM 1F-FINAL DISCLOSURE STATEMENT with the Seminole County Supervisor of Elections within 60 days of leaving the position.

Electronic Signature	Molly y Gibson
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Electronic Signature Agreement	I agree.
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MOLLY GIBSON

2650 Regal Pine Trl. Oviedo, FL 32766 | 407-923-7004 | mollygibs10@gmail.com

Professional Summary

Human Resources professional with a Master's Degree in Human Resource Development and over 25 years of experience who effectively combines expertise in Human Resources, Training and Operations. Demonstrates excellent supervisory skills and ability to communicate effectively with all levels of management and personnel. Committed to a leadership style which is built on employee development and trust, which collaborates and results in team success.

Experience

Altruism Research Institute

Director of Global Consulting

Lincolnton, ME

2023 - present

- Consultancy services focusing on altruism in the workplace
- Cultural Efficacy Diagnostics Assessments (CEDA) of leadership and peer groups within an organization.
- Training and development for all levels of staff on improving the culture of their workplace
- Use a proprietary human resource diagnostics tool to demonstrate to management and employees the power of injecting a little bit of altruism/humanism into the organization's cultural dynamics and the resultant exponentially positive impact on productivity within that organization

PPD/ThermoFisher Scientific

Bioclinica, Orlando, Florida

Compass Research, LLC

2016 - 2023

Human Resources Director for Global Clinical Research

Human Resource Business Partner

Associate Director - HR Advisory

- Navigated through the sale of the company(s) and system changes in 2016 and again in 2019
- Worked to align HR practices across different countries with an eye towards better operational understanding. Coached and mentored other employees and managers to improved performance and career growth
- Served on the company's leadership team and worked to align the strategy for business growth with the people strategy in a fast-paced entrepreneurial culture
- Managed the company's human resources and training teams to effectively handle all aspects of human resources initiatives and day to day duties
- Worked to design and incorporate new positions and job profiles in a growing company while initiating new talent attraction, retention programs and changes
- Helped lead Operations and HR through an acquisition and coordinated and handled conversion of key HRIS systems during merger, which included transfer to new payroll/HRIS system from

previous Paycom system, liquidation and transfer of employee 401k, change in benefits providers, implementation of applicant tracking software and all employee communications regarding rollout of programs, new policies, procedures and organizational changes

- Managed training programs company wide and launched new training tracking software Syberworks
- Managed compliance aspects regarding applicable employment laws and successfully handled all claims brought forward to leadership
- Managed an HR advisory team which handled all aspects of employee relations from leaves, accommodations, performance management, separations and compliance
- Participate in several work streams on organizational change and development, IMO synergy activities and separations and other HR related projects

Easter Seals, Winter Park, Florida

2011 - 2015

Human Resources Coordinator/Compliance

Training Coordinator

- Conducted extensive HR investigations involving a myriad of complex employee issues
- Participated in recruiting, interviewing, testing and hiring of new employees
- Worked with the Corporate Compliance officer to conduct compliance investigations, as well as Diversity Discussion groups
- Created New Employee Orientation Programs and conducted sessions for new hires
- Created and launched new performance evaluations focusing on quantifiable employee performance metrics which promoted consistency throughout the organization and improved employee morale
- Experienced in managing payroll, 401K and health benefits, HRIS Software and FMLA requests
- Coached others regarding complex employee issues, disciplinary actions, terminations, effective communication and other HR related situations
- Designed, implemented and maintained customized training programs tailored to specific needs with specific goals in mind
- Created and conducted e-learning courses and successfully launched a formal training program throughout the state of Florida called Easter Seals University

Simply Self Storage, Orlando, FL

2009 - 2011

Corporate Training Coordinator

Regional Training and Marketing Specialist

- Coordinated and implemented successful software initiatives for the organization
- Identified the needs of the company and implemented programs to successfully increase revenue, decrease turnover and delinquency, improve employee morale and positively impact other operational and support areas
- Coordinated and conducted the training and development of up to 350 internal employees in over 20 states and Puerto Rico
- Produced monthly training presentations and materials for District Managers to effectively coach and train their employees

Insight Financial Credit Union, Orlando, FL

2000 - 2008

Director of Training and HR Development

- Coordinated annual budget and various projects in excess of \$750K

- Launched an internal service campaign that improved workplace issues among co-workers improving morale and increasing productivity and efficiency
- Supervised Management Trainee Program resulting in 7 trainees obtaining management positions
- Created, implemented and maintained successful goal strategies and incentive programs
- Launched a companywide Intranet for employees that improved communication and increased efficiency and productivity in the field
- Created and conducted e-learning courses and successfully converted organization from a module/book-based educational program to an “Online University”
- Managed Business Development staff and prepared all state documentation for membership expansion.
- Handled reporting and coaching on operational metrics such as goals, service surveys, insurance and retail products

Education

Masters of Science, Human Resource Development Villanova University, Villanova, Pennsylvania	2015
Bachelors of Science, Communications Ball State University, Muncie, Indiana	1999

Additional information

- Currently maintain SPHR Certification
- Member, Society of Human Resource Management and Greater Orlando SHRM Chapter
- Extremely proficient in Microsoft Office, Word, Excel, PowerPoint, PageMaker, Illustrator, Adobe Photoshop, Workday, Paycom, PeopleSoft, ADP and other HRIS systems