

POMPANO BEACH POLICE & FIREFIGHTERS'
RETIREMENT SYSTEM

2335 East Atlantic Boulevard • Suite 400 • Pompano Beach, FL 33062 • PHONE (954) 782-4161 • FAX (954) 782-5784

M E M O R A N D U M
#2017-03

TO: Ascelela Hammond, City Clerk
FROM: Debra Tocarchick, Executive Director
DATE: June 2, 2017
SUBJECT: Reappointment of Richard Samolewicz

On September 12, 2017, Mr. Samolewicz's term on the Board of Trustees of the Police & Firefighters' Retirement System expires. He has indicated his willingness to serve another three-year term and has submitted an updated application. We are forwarding his application for consideration of reappointment by the City Commission.

Since his last appointment effective September 13, 2014, the Board of Trustees has convened 37 meetings. Mr. Samolewicz's meeting attendance record for the term is as follows:

Total Board meetings attended: 31
Total Board meetings absent on Pension Board business: 1

Should you have any questions, please contact me.

Debra Tocarchick

cc: Board of Trustees



**CITY OF POMPANO BEACH
ADVISORY BOARD / COMMITTEE
APPLICATION**

City Clerk's Office Phone: 954-786-4611 Fax: 954-786-4095
Post Office Drawer 1300, Pompano Beach, FL 33061
www.pompanobeachfl.gov

Mr. ☐ Mrs. ☐ Ms. ☐ Miss ☐ **Name:** Richard H. Samolewicz
(Optional)

Residence Information:

Home Address: 220 SE 3 Court
City/State/Zip: Pompano Beach, FL 33060
Home Phone: 954.782.3661 Cell Phone: 954.298.0552
Email: Rich916@comcast.net Fax: _____

Business Information:

Employer/Business Name: RHS Solutions & Resolutions
Current Position / Occupation: Florida Supreme Court Certified Circuit Civil and County Court Mediator
Business Address: 220 SE 3 Court
City/State/Zip: Pompano Beach, FL 33060
Business Phone: 954.298.0552 Fax: _____ Email: Rich.pompano@gmail.com

Are you a U.S. Citizen? Yes ☒ No ☐

Are you a resident of Pompano Beach? Yes ☒ No ☐ Reside in District: 1 ☐ 2 ☐ 3 ☒ 4 ☐ 5 ☐

Do you own real property in Pompano Beach? Yes ☒ No ☐

Are you a registered voter? Yes ☒ No ☐

Have you ever been convicted of a felony? Yes ☐ No ☒

Current or prior service on governmental boards and/or committees: Currently Vice-Chairman of the PBPFRS

Please make a check next to the Advisory Boards/Committees you would like to serve on:

<input type="checkbox"/> Affordable Housing	<input type="checkbox"/> Cultural Arts	<input type="checkbox"/> Parks and Recreation
<input type="checkbox"/> Air Park	<input type="checkbox"/> Education	<input type="checkbox"/> *Planning & Zoning/Local Planning Agency
<input type="checkbox"/> Architectural Appearance	<input type="checkbox"/> Emergency Medical Services	<input checked="" type="checkbox"/> *Police & Firefighter's Retirement System
<input type="checkbox"/> Nuisance Abatement Board	<input type="checkbox"/> *Employee's Board of Appeals	<input type="checkbox"/> Pompano Beach Economic Development Council
<input type="checkbox"/> Charter Amendment	<input type="checkbox"/> Employee's Health Insurance	<input type="checkbox"/> Public Art Committee
<input type="checkbox"/> Community Appearance	<input type="checkbox"/> *General Employee's Retirement System	<input type="checkbox"/> Recycling & Solid Waste
<input type="checkbox"/> *Community Development(CDAC)	<input type="checkbox"/> Golf	<input type="checkbox"/> Sand & Spurs Riding Stables
<input type="checkbox"/> CRA East	<input type="checkbox"/> Historic Preservation	<input type="checkbox"/> Marine
<input type="checkbox"/> CRA West	<input type="checkbox"/> *Housing Authority of Pompano Beach	<input type="checkbox"/> *Unsafe Structures
		<input type="checkbox"/> *Zoning Board of Appeals

***Financial Disclosure Form is required, if appointed to serve, upon appointment and upon resignation/retirement.**

In addition a Resume may be attached


Education: Please see attached Resume.

Experience: I have been a Board Member of the Retirement System for the past 12 years.

Past Positions: Board Member of the Pompano Beach Police and Firefighters' Retirement System (2005 - Present).
Vice-Chairman (Past 3 years) for the PBPFRS.

Hobbies: Reading, Fishing, Restoring Classic Cars, most of all spending time with my Grandchildren.

Making any false statements herein may be cause for revocation by the City Commission of any appointment to a Board/Committee.

Signature: 

Date: June 2, 2017

Initials of Clerk or Deputy: _____

Date received or confirmed: _____

Please check one: ☐ New Application ☐ Currently Serving on Board ☐ Updated Information

Note: Application is effective for one year from date of completion. If you have any questions on the above, please call the City Clerk's Office at: 954-786-4611, or send via fax to: 954-786-4095.

RICHARD H. SAMOLEWICZ, PHR, CPPT, CFLRP

220 S.E. 3 Court, Pompano Beach, Florida 33060

Cellular: 954.298.0552 * Rich916@comcast.net * www.linkedin.com/in/richsamolewicz

Senior **Human Resource/Operations Professional** with more than 20 years' experience possessing strong leadership and proven management skills leading both Human Resource and Operational functions from small to mid-size agencies and large global organizations. Excels in difficult work environments where clear focus, productive interpersonal relationships, critical thinking and strategy development are essential to achieving organizational objectives. Possess excellent communication and presentation skills that are well received by diverse work groups with core competencies in the following areas:

- Mediation
- Dispute Resolution
- Leadership Development & Training
- Compensation & Benefits
- Contract Negotiations
- Workers' Compensation
- Succession Planning
- Governance, Compliance & Ethics

PROFESSIONAL EXPERIENCE

RHS SOLUTIONS & RESOLUTIONS

May 2014 - Present

Florida Certified Circuit Civil and County Court Mediator

RHS SOLUTIONS & RESOLUTIONS specializes in Mediation/Negotiation and Dispute Resolution Services. RHS has resolved numerous issues including Contract Disputes, EEOC, ADA, Workers' Compensation Complaints, Disciplinary Proceedings and other employee related issues. RHS has provided both mediation and alternate dispute resolution conferences achieving a 95% success rate. Recently, RHS has launched it's newest program which is **"Putting A Cap On Conflict"** where organizational leadership from the Director and Management Supervisors are trained in the area of identifying issues between co-workers, employees and supervisors working with them to resolve issues that are creating disruption in the work place. This is an important program especially designed for both new and seasoned managers dealing with PTSD, problems in the home, and drug and alcohol abuse which can be affecting job performance in the work place.

CITY OF WEST PALM BEACH, West Palm Beach, Florida

April 2005 – May 2014

The City of West Palm Beach employs 1500 FTE's represented by six (6) Labor Unions: International Association of Fire Fighters (IAFF Local 727/ 2 - Units), Police Benevolent Association (PBA 2 - Units), Service Employees International Association (SEIU) and the Professional Managers and Supervisors Association (PMSA).

Employee Relations Manager (Chief Negotiator) - A direct report to the Director of Human Resources responsible for the planning, strategizing, negotiating and implementation of six (6) collective bargaining agreements while serving as lead liaison to senior management for the interpretation of Policy and Procedures and Labor Contracts. Provided mediation/dispute resolution conferences, mentoring, direction regarding employee discipline and discharge, grievance avoidance and grievance responses, pre-arbitration options, including preparation, presentation and settlements.

- Developed and delivered the third part of a three part training seminar on **"Making Performance Matter"** which provided hands-on training for management and supervisory personnel regarding the administration of disciplinary procedures
- Negotiated new three year collective bargaining agreements with both the PBA and IAFF (4 units) that reduced retirement multipliers to their defined benefit plans and gained use of their 185 and 175 Chapter monies for 2 years
- Negotiated a new two year agreement with the Professional Managers and Supervisors Association (PMSA) that changed benefits for new employees hired after October 1, 2012
- Prepared and administered Settlement and Release (Severance) Agreements with departing rank and file and managerial employees
- Negotiated and settled grievances and pre-arbitrations during tenure of employment
- Researched, designed and delivered with the assistance of the Training Division a new training program, **"Promote Yourself"** that assisted internal employees to be more competitive when applying for internal promotions in the areas of resume development, networking, and interviewing skills

RICHARD H. SAMOLEWICZ, PHR, CPPT, CFLRP

Professional Experience Continued

CITY OF MIAMI POLICE DEPARTMENT, Miami, FL

1974 - 1995

Sergeant, Traffic Homicide Division (1984 -1995)

- Supervised a staff of fourteen sworn Police Officers and twenty-two civilian employees responsible for traffic homicide and accident investigations serving a population of 350,000
- Lead commander for vehicular homicide investigations numbering in excess of seventy (70) traffic fatalities per year over an eleven year period totaling in excess of eight hundred (800) traffic homicide investigations
- Increased levels of education, certification and advanced training of employees over an eleven-year period
- Retired as a Lieutenant of Police

Simultaneously

FRATERNAL ORDER OF POLICE LODGE #20, Miami, FL

1987 - 1995

Vice President/Executive Board Member (1400 Member Local)

- Chairman/Lead Negotiator of negotiation team for three consecutive contracts over an eight-year period
- Represented employees at internal review board hearings involving discipline and internal affairs investigations
- Served as mediator/facilitator during supervisor and employee counseling sessions
- Provided interpretation and explanation of labor contracts to management and bargaining unit members

FLORIDA PUBLIC EMPLOYER LABOR RELATIONS ASSOCIATION (FPELRA)

1999 - 2012

A Non-profit organization providing the highest standard of excellence in assisting, training, and representing Management and Public Sector Jurisdictions required to collectively bargain under Chapter 447, F. S.

As a **Volunteer** held the following offices of this organization: Executive Director (2011 -2012), Training Coordinator (2000 – 2012) Immediate Past President (2005), President (2004 - 2005), Board Member (1999 – 2012), Honorary Life Member (2012 to Present)

- Established with the assistance of (2) Executive Board Members and in conjunction with the University of Central Florida (UCF) the requirements for the first “Florida Public Sector Labor Relations Professional Certification Program” (FCLRP) on August 8, 2000, which continues to date

EDUCATION

Master of Science - Human Resource Management, St. Thomas University - f/k/a Biscayne College, Miami, Florida

Bachelor of Arts - Public Administration, St. Thomas University - f/k/a Biscayne College, Miami, Florida

Associate of Applied Science - Accounting, New York City Community College, New York

PROFESSIONAL DEVELOPMENT/CERTIFICATIONS

Florida Supreme Court Certified – Circuit Civil & County Court Mediator (2006 – Present)

Certified Professional in Human Resources (PHR) - Society for Human Resource Management (SHRM)

Certified Florida Public Sector Labor Relations Professional - Florida Public Employer Labor Relations Association

Master Certification in Negotiations - National Public Employer Labor Relations Association

Certified Public Pension Trustee (CPPT) – Florida Public Pension Trustees Association

Certificate of Achievement in Public Plan Policy (CAPPP) – International Foundation of Employee Benefit Plans

RICHARD H. SAMOLEWICZ, PHR, CPPT, CFLRP

Professional Experience Continued

PUBLICATIONS / PRESENTATIONS (Representative List)

(NPELRA Web page, Professional Development, November 2000) "Mending Fences" Re-establishing Trust in Labor-Management Negotiations.

PROFESSIONAL AFFILIATIONS (Representative List)

- City of Pompano Beach Police and Fire Retirement System (Appointed Trustee by City Commission, 2005 - Present)
- Florida Public Pension Trustee Association (FPPTA) (2005 – Present)
- Florida Public Employer Labor Relations Association (FPELRA) (1998 – Present)
- Society for Human Resource Management (SHRM) (1999 – Present)
- International Foundation of Employee Benefit Plans (IFEBP) (2005 – Present)

AWARDS / RECOGNITION

- 2010 G. M. "Bud Schmitt Award for Excellence in Labor Relations" - Florida Public Employer Labor Relations Association
- 2005 FPELRA "Presidents Award"
- 2004 HR Florida "Presidents Award"
- 2003 Right Management Consultants "Legendary Performance Award"
- 2000 HR Florida State Council, Inc. (SHRM Affiliate) "Chapter President of the Year Award"

VOLUNTEER ACTIVITIES

- Vice-Chairmen, City of Pompano Beach Police and Fire Retirement System
- CERT Member – Pompano Beach Fire & Rescue Department