

DAVID E. LOPEZ, MHRM.

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Driving strategic HR initiatives to realize bottom line results and enhance employee engagement in the pursuit of organizational objectives.

Performance-driven professional with 18 years of combined expertise in Human Resources and management. Strategy architect in the development of innovative Food Safety initiatives to streamline processes and capitalize on organizational growth opportunities. A creative thinker, problem solver and decision maker who effectively balances the needs of employees with the mission and vision of the organization.

CORE SKILLS & SPECIALTIES

- Talent Acquisition & Training
- Compensation & Benefits
- Employee Relations
- Process Improvement
- Organizational Development
- Employee Development
- Bilingual (English/Spanish)
- Project Management
- Program Development
- Staff Recruiting & Retention
- Labor Law Compliance
- Performance Management
- Conflict Resolution

EDUCATION

B.S., Agricultural Economics, University of Florida, Gainesville FL. 1982

Master Human Resources Management, Florida International University, Miami FL. 2013

EMPLOYMENT HISTORY

HR Manager, ForemostCo, Inc.

October 2017 to Present

- Supervised all Human Resources functions, including talent acquisition and talent management planning practices, engagement and retention, employee relations, training programs, organizational development labor law compliance, personnel policies, employee benefits administration, and coaching for 100 employees and a multi-jobsite company.
- Provided HR assistance to our facilities in Central America.
- Human Resources metrics and Budgeting
- Processed Payroll in the ADP HRIS software.
- Partnered with Senior Management in executing developmental assessments on all employees within the organization using organizational chart modifications, succession planning, and workforce planning.
- Became a Member of the General Manager team
- Trained employees to achieve excellent results in quality, leadership, team-work and people management.

HR Manager, Central Florida Equipment Rental, Inc.**2015 to 2017**

- Supervised all Human Resources functions, including recruitment, hiring practices, employee relations, training programs, and office management, labor law compliance, personnel policies, employee benefits administration, and coaching for 200 employees.
- Built an HR department from the ground up to implement HR standards and compliance, revamped employee handbook, policies and procedures, job descriptions and introduced a performance management system.
- Processed Payroll in the Spectrum HRIS software.
- Partnered with Senior Management in executing developmental assessments on all employees within the organization using organizational chart modifications, succession planning, and workforce planning
- Trained employees to achieve excellent results in quality, leadership, team-work and people management.

Human Resources Director, Charlee of Dade County, Inc.**2014 to 2015**

- Supervised all Human Resources functions, including talent acquisition and talent management planning practices, engagement and retention, employee relations, training programs, organizational development labor law compliance, personnel policies, employee benefits administration, and coaching for 120.
- Created job descriptions for all positions, and analyzed them to provide the correct compensation for each position.
- Audited all employee files and reorganized them to comply with DCF regulations.
- Responsible for planning the transition from a manual payroll system to a new automated payroll data system (Paylocity).
- Trained employees and supervisors in the new payroll system.
- Processed Payroll in the Paylocity HRIS software.

Research Station Farm Manager, Harris Moran Seed Company**2012 to 2014**

- Managing an agricultural seed research station in charge of planting, pest control, cultivation practices, harvesting, Worker protection standards (WPS), employee training, Safety, Hazard Communication.
- Station Safety Coordinator and safety trainer.
- Completed safety and environmental inspections, identifying issues and developing corrective action plans to insure compliance with applicable safety, health and environmental regulations including OSHA, EPA, HAZMAT, DOD, and state and local regulations
- Conducted safety training orientation sessions to ensure that (EHS) policies and procedures are followed.

HR Consultant**2010 to 2012**

- Conceptualized and developed HR policies and processes for a variety of customers in the Miami area.
- Initiated and executed plans to establish customers' HR infrastructure, including policies, processes and procedures, benefits, payroll, and other functions.
- Recruited, selected, and hired new employees for customers in the Miami area.
- Completed safety and environmental inspections, identifying issues and developing corrective action plans to insure compliance with applicable safety, health and environmental regulations including OSHA, EPA, HAZMAT, and state and local regulations
- Conducted safety training orientation sessions to ensure that (EHS) policies and procedures are followed.
- Supervised all Human Resources functions, including recruitment, hiring practices, employee relations, training programs, labor law compliance, safety, workers compensation, personnel policies, and employee benefits administration for 50 employees
- Created Employee Manuals, Employee Safety Manuals, and Drug Free Workplace Programs. Created job descriptions for all positions, and analyzed them to provide the correct compensation for each position.
- Audited all employee files and reorganized them.
- Processed Payroll in the ADP HRIS software.
- Was able to reduce insurance cost by 50% (including Workers Compensation).

- Customers: Florida Education Institute, Total Pack, Grilos, Bild Properties, Community Networker, Madhu Mehta, Rudy Express, Colonial Coffee

General Manager/Human Resources Manager, J & C Farms & Groves,LLC.

2006 to 2010

- Supervised all Human Resources functions, including talent acquisition and talent management planning practices, engagement and retention, employee relations, training programs, organizational development labor law compliance, personnel policies, employee benefits administration, and coaching for 100 employees and a multi-jobsite company.
- Built an HR department from the ground up to implement HR standards and compliance, revamped employee handbook, policies and procedures, job descriptions and introduced a performance management system.
- Processed Payroll in the Spectrum HRIS software.
- Partnered with Senior Management in executing developmental assessments on all employees within the organization using organizational chart modifications, succession planning, and workforce planning
- Trained employees to achieve excellent results in quality, leadership, team-work and people management.
- Responsible for building continuous quality improvement into processes and systems to manufacture and maintain products that meet and exceed Harvest Sensations customer's expectations
- Managed daily, weekly and monthly product evaluations, interfacing, as needed, with the customers, audit personnel, FDA and USDA on production, sampling, labeling, and inspections to assure compliance with company specifications and government regulations
- Trained employees to achieve excellent results in quality, safety and food safety.
- Managed all farming operations in the US and abroad.to maximize efficiency and cost savings.

Health and Safety Director for US Operations, Lippman Family Companies

2005 to 2006

- Supervised all Health and Safety functions including Workers Compensation and WPS training for 10,000 employees of a multi facility company.
- Identified and anticipated safety and health concerns and hazards by surveying environmental, operational and occupational conditions and render opinions on new procedures and recommend preventative programs
- Developed safety campaigns, safety systems, policies, and procedures, and trained management and employees on rules and regulations
- Maintained worker training schedules and complete all required regulatory documentation
- Completed safety and environmental inspections, identifying issues and developing corrective action plans to insure compliance with applicable safety, health and environmental regulations including OSHA, EPA, HAZMAT, and state and local regulations.
- WPS program administration and training
- Conducted safety training orientation sessions to ensure that (EHS) policies and procedures are followed.
- Supervised 2 Health and Safety Department employees.
- Was responsible for the reduction of accidents by 10% and a reduction of litigated claims by 30 %.

Human Resources Director, Cooperative Producers, Inc.

2001 to 2005

- Stepped in as the HR Director covering 4 companies and 800 employees with a group of 1 direct report employee.
- Supervised all Human Resources functions, including recruitment, hiring practices, employee relations, training programs, and office management for 4 Cooperatives in the South West Florida area.
- Directed and trained managers on employment law, performance management, and coaching.
- Significantly contributed in strategic planning and organizational development, offered effective recommendations on Human Resource programs to ensure achievement of company's objectives.
- Created the organization's employee handbook, policies and procedures, job descriptions and introduced the Implementation of performance measurement and feedback systems that improve the contribution of individuals and teams in regards to business performance.
- WPS program administration and training.

- By creating an effective and proactive Safety Program was responsible for lowering the number of accidents by 30% and a reduction of 60% in litigated claims.
- Presented quarterly HR reports to the Board of Directors
- Represented the company inside the boards of local and national industry organizations.

Human Resources Director East Coast Operations, Gargiulo, Inc.

1995 to 2000

- Supervised all Human Resources functions, including employee relations, HR Department budget, training, labor law compliance, payroll, health and safety, workers compensation, personnel policies, employee benefits, housing and immigration for 3,500 employees, and 3 facilities across the East Coast of the United States including Puerto Rico.
- Created an effective Safety Program that allowed the company to lower the number of accidents by 30%
- Acted as the company contact for the Labor Department and other regulatory organizations
- Lead team members, including Management, on employee relations issues related to job performance, compensation, employee development, safety, disciplinary actions, morale and legal issues.
- Guided the organization through conflict resolution, disciplinary actions and other sensitive employee relations issues ensuring immediate and appropriate action to violations or complaints.
- Complied with all statutes related to unemployment & workers' compensation insurance and government reports related to benefits, EEO compliance or other HR functions.
- WPS program administration and training.
- Provided direction and counsel regarding staffing methodology, strategy, processes and systems.
- Assisted in Recruiting efforts, including background checks as well as employee paperwork process.
- Organizational Development and Training: Planed, developed and executed training, including "train-the-trainer" instruction.

Memberships and Associations

- SHRM
- Rotary Club, Miami Airport, from 2011.
- Gulf Citrus Growers Association of Florida, **Labor Relations Committee Chair, from 2001 to 2006**
- National Council of Agricultural Employers, Board Member, Washington, from 2001 to 2006
- East Coast Migrant Head Start Project, Washington, from 1996 to 2000. (Vice-President from 1998 to 1999.

Relevant and specialized Training

- Hazard Communication training
- ADP Training
- First Aid and CPR Certified
- FFVA Labor Relations Forum
- FWCI Workers Comp Conference
- Worker Protection Standards/Train the trainer
- Monsanto's Operations Excellence Training
- Motivating People
- Training your best employees
- In Search of Excellence, The Demming Model
- WPS train the trainer

Reference: Available upon request.