



**THE CITY OF MIRAMAR
BUSINESS INDUSTRY & DEVELOPMENT
CONSTRUCTION & PROFESSIONAL SERVICES
ADVISORY BOARD MEETING MINUTES**

JULY 8, 2025

1:00 P.M.

A meeting of the City of Miramar's Economic Development & Housing (EDH) Department's Business Industry Development (BID) Construction & Professional Services Advisory Board took place at 1:15 p.m. on Tuesday, July 8, 2025, 2nd floor, Engineering Conference Room W-201L, EDH Department, 2200 Civic Center Place, Miramar, FL 33023.

1 & 2 CALL TO ORDER/ATTENDANCE

The following board members were present:

Chairperson Dorothy Brown-Alfaro, Jador Intl. Corp. (Late 1:37 p.m.)
Vice Chairperson Vernon Williams, Brigcon Construction Svcs.
Mac Alabre, CEO, Lien Library Inc., FIU
Denise Brown, President, DPX Construction Management
Priscilla Diaz, Truist Bank
Amaury Genao, Turner Construction Company
Garrie Harris, CEO, Alpha 1 Staffing
Robert Washington, Jr., Instructor, Carpenters & Pile Drivers Union

A quorum was achieved.

Other persons present:

Jordan Gary, City Attorney
Dr. Karen Hollis, BID

3. APPROVAL OF MINUTES: Signing of Past Minutes:

- **Regular meeting minutes of June 10, 2025**

Deferred to the next meeting.

4. FOLLOW-UP BREAKFAST WITH VERDEX:

- DPX Construction
- Brigcon Construction
- JADOR

Dr. Hollis remarked this was an amazing city event, and it was a part of the BID Vendor Relationship Management (WRM) initiative to promote economic development. She asked the board members who attended if they had any follow-up meetings that facilitated any contracting opportunities. Their update could be an indicator as to whether this event should continue.

Ms. Brown responded that she had not actively engaged in a subsequent project, but she held follow-up conversations, but this was her own doing due to staffing issues. She did plan to actively engage them, as their response and support was fantastic, so she had nothing but a positive experience with them; she did prequalify, as she know the firms would be sending her contracts to bid on, but she made it clear to them that she would only bid on work for which she had staff to perform the tasks.

Vice Chairperson Williams remarked on having a similar positive experience as that of Ms. Brown; he, too, had not yet engaged in prequalification; as he presently had close to \$10 million in work taking place, so he lacked the staff to deal with any additional work. They had to be very selective in the projects they took on, and who they engaged to execute the work, as the current climate of the Immigration and Customers Enforcement (ICE) activities around the country made it challenging to find workers.

Ms. Brown clarified that it was not a matter of hiring illegal immigrants, but one of workers being afraid to show up for work due to their fear of ICE visiting the work site and getting caught up in the process without regard for their legal status. It was a very frightening time for workers in the construction industry.

Vice Chairperson Williams affirmed many workers were registered aliens, some of whom were immigrants, and he was presently preparing to lose half his staff.

Ms. Brown said many people legally allowed to work in the U.S. were in the construction, and service industries, but they were staying away from work due to fear of being caught in a system they cannot navigate or no resources to fight.

Mr. Washington asked if Mr. Williams or Ms. Brown contacted any training facilities, such as those doing internship training to find staffing.

Ms. Brown replied that she had not, because firms need to have experience, core staff in place; for example, installing underground utilities was a very specialized field. Apprentices could be incorporated into the more seasoned staff, so they could learn on the job, but they could not be the primary people on a job site.

Ms. Harris mentioned that, though she did not attend the event, all board members received the email. She informed that has a staffing firm that served numerous industries, so she wished to have a separate conversation with the board members if they were having difficulty finding qualified staff for their jobs. Her firm could get workers prequalified, including their immigration status, so they would encounter no issues on the job site.

5. CITYWIDE DATA COLLECTION UPDATES

Dr. Hollis updated the board on the citywide data collection as follows:

- The initiative began at the beginning of fiscal year (FY) 2025 to collect data to track the spending of all city departments that fell below the threshold, and did not go through the procurement process
- BID staff was engaging city departments, asking them to reveal all small purchases that included minority, certified, and local businesses
- Of the 17 city departments, data was gathered from ten; it was an ongoing process that would conclude at the end of the FY to be proactive, and to ensure BID staff did not overburden staff with the new initiative
- As an aside, interviews were being conducted for a BID Coordinator, Juan Carlos Brioso came into her office the same day she was doing interviews to inform her that he was offered a job he could not refuse; his presence would be missed.
- The first round of data collection was completed, and the information would be shared in the near future; the data was collected in quarters, so the first and second are now complete.

6. DEPARTMENT DIRECTOR ANNUAL TRAINING (July 17, 2025)

Dr. Hollis reminded the board that once a year the BID staff did an annual training with city department directors and assistant directors. For the 2025 event to be held on Thursday, July 17, 2025; there would be two sessions, one in the morning, and another in the afternoon. At each session, she would review the Commission report, the reporting she did for all city projects that went before the Commission for approval to ensure they had minority participation. She would share with them the work BID staff was doing, such as the Mentor Protégé, and workforce development initiatives, as well as review the findings from the data collected from the departments. In 2024, for the pilot program, data was collected from the six city departments but will collect data from all

departments in 2025. She shared the data results with the directors, including which departments had the most minority participation. Dr. Hollis restated that the meeting will be in the Police Headquarters first floor conference room. Currently, 35 individuals were registered to attend the morning session, and 15 for the afternoon session. She informed the board members they were welcome to attend. She informed that BID continues with its "Small Business Spotlight" initiative. Two small businesses will be allowed to showcase their goods and services at the Department Director training: Change Donuts and The People Institute. And that the management team, Tough Leaf, would virtually explain the firm availability research, and go over their reporting process.

7. NEW BUSINES

a. Entrepreneurial Small Business (ESB) Workforce Development

Dr. Hollis mentioned that in response to a request for the best accomplishment for the quarter; she submitted the Entrepreneurial Small Business Graduation Ceremony. She provided background that she got the idea to implement the project while attending the Black Public Administrators Conference in San Francisco in April 2025. Leadership was amazed that she was able to create and execute in less than a month. The event was a success and thanked the board for their help with the initiative. The high school students graduated two weeks later, and then the school closed for the holidays. Next year's student participants would be attending the City's BID Contractor Fair and other BID events. She mentioned that Assistant City Manager Shawn Gayle informed her that the City had a new education platform, and she believes ESB would be a fantastic addition to that platform, so she would be meeting to discuss.

Ms. Harris mentioned that as board members had small businesses, there should be some mention of those businesses in the writeup.

Dr. Hollis concurred, but she needed to speak to the board members first, noting that having the Board Members serve as mentors was presented as the most valuable aspect of the event. However, she will be sure to highlight the names of the Board firms in the future.

Ms. Brown thought it was an exceptional start for the initiative, and she believed the excitement would build in the coming year; there was a lot to be gained, and a lot to be proud of.

Mr. Genao thought thanked Dr. Hollis for the having the City launch the initiative, as for any programmer or initiative the toughest part was getting it off the ground, so tweaking it later to make it better and more accessible was easier. What would be great for next year's event, in coordination with the high school, was if

each month a member of the board visited the school to do a type of career day presentation with a Q&A to culminate the end of year celebration.

Dr. Hollis thought this an excellent idea, which she would work on forthwith, noting she was asked if the initiative would be expanded to the other two Miramar high schools, Somerset Academy and Everglades High School, to which she said she would explore the possibility. The Entrepreneurial Small Business Program was one run by Miramar High School, so she would speak with the contact at that high school to get their outline, and permission to share with the other two high schools to see if they were interested. She added that ASM Shaun Gayle mentioned that they are working with the Project Management Institute (PMI) at Miramar High, and they award the students scholarships. Dr. Hollis is exploring to see if any funding is available for the ESB graduates. Dr. Hollis seeks to use the scholarships to encourage the students and improve the ESB exam rate. She was pleased to inform the that it was the BID Advisory Board BID to focus on workforce development and Mentor Protégé this year. This was the reason for the theme, and along with the knowledge and guidance board members brought to the process.

8. OLD BUSINES

b. 4th Annual Contractor Fair Sponsorships

Dr. Hollis referred to the handout showing the thresholds that detailed the sponsorships BID staff and she sought to do, and they did a pitch to Turner Construction to be the premier sponsor for the subject event for this year. She informed that a small business, City Permit, is the \$1,500 giveaway bags sponsor. Miami-Dade College is the \$2,500 (value) facility sponsor which is where the event will be held. Amaury advised that Turner is awaiting one final approval to be the \$7,500 skill training sponsor. All sponsorship funds collected will be used to secure the services of small businesses for the event and to host technical training sessions. Dr. Hollis said the sponsorships and the extremely large Miami-Dade College venue will allow BID to take the contractor fair to the next level. Firms will enjoy event decorators, a dj, photographer, and training vouchers and professional headshots at no cost, as this is a free event. As a premier sponsor, Turner will provide certificates to their Construction Project Management graduates and speak about their partnership with BID for Project Mentoring initiative. Technical training will include credit repair services, bonding, insurance, and other skill training to help them grow. Dr. Hollis is considering other local business like Agile Planners'16-steps to help business improve their finances. At the June BID Advisory Board meeting, Brigcon Construction agreed to be the breakfast sponsor, Turner would request to be the training sponsor, and Truist was asked to be the lunch sponsor. Ms. Diaz asked to be sent a sponsorship package, and Dr. Hollis agreed to prepare and send.

9. ANNOUNCEMENTS & OPEN DISCUSSION

Adjusting Meeting Date for August (19th instead of 12th)

Dr. Hollis explained the need to move the August 2025 regular board meeting to Tuesday, August 19, 2025, for which she received a unanimous board consensus of approval.

10. ADJOURNMENT:

Next meeting: Tuesday, August 19, 2025, @ 1:00 p.m.

The meeting was adjourned at 2:14 p.m.



Dorothy Brown-Alfaro, Chairperson
DB/cp