

CITY OF SAN ANTONIO

GOVERNANCE COUNCIL COMMITTEE TUESDAY, APRIL 23, 2024

**SA: READY TO WORK
BOARD OF DIRECTORS**

1 AT-LARGE SEAT



MAYOR RON NIRENBERG, CHAIR

COUNCILMEMBER ADRIANA ROCHA GARCIA, DISTRICT 4

COUNCILMEMBER MELISSA CABELLO HAVRDA, DISTRICT 6

COUNCILMEMBER MANNY PELAEZ, DISTRICT 8

COUNCILMEMBER JOHN COURAGE, DISTRICT 9

DEBBIE RACCA-SITTRE, CITY CLERK

SA: READY TO WORK BOARD OF DIRECTORS SLATE OF APPLICANTS

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Slate of Applicants by Category: 4 New Candidates	
Trade/Labor Organization (1 Seat):	
Marti Garza	10
Matthew Gonzales	13
Dale Hanson	19
Emilie Herrera	24

DEPARTMENT: Office of the City Clerk

DEPARTMENT HEAD: Debbie Racca-Sittre, City Clerk

COUNCIL DISTRICTS IMPACTED: Citywide

SUBJECT:

Consideration of (1) At-Large Appointment to the SA: Ready to Work Advisory Board [Debbie Racca-Sittre, City Clerk]

SUMMARY:

The Governance Council Committee will review and consider applicants for one (1) At-Large seat for the Trade and Labor Category on the SA: Ready to Work Advisory Board. Appointee will serve the remainder of term of office to begin upon approval by the City Council and to expire on May 31, 2025.

BACKGROUND INFORMATION:

On December 17, 2020, City Council approved the creation of the SA: Ready to Work Advisory Board. The SA: Ready to Work Advisory Board is charged with providing input to the Mayor and City Council on in-demand occupations, workforce training alignment and training targets, and wraparound support in connection with the SA: Ready to Work Program.

The SA: Ready to Work Board is comprised of 11 members, of which nine positions are At-Large appointments, and two positions are Councilmember Liaisons appointed by the Mayor. Councilmembers Manny Pelaez and Adriana Rocha Garcia currently serve as the two City Council liaisons appointed by the Mayor.

The SA: Ready to Work Advisory Board At-Large Representatives are comprised of the following categories:

- Four representatives of local employers offering in-demand occupations
- Two current or previous City workforce program participants
- One representative of a trade and labor organization
- One representative of a community organization
- One representative of a training provider or higher education institution

In order to prevent actual or perceived conflicts of interest, no SA: Ready to Work Advisory Board appointed members may have direct relationships with entities that contract with the City for implementation of the SA: Ready to Work program. The Advisory Board meets bi-monthly and provides feedback on:

- In-demand occupations eligible for tuition assistance;
- Qualitative input regarding necessary skill sets and alignment with training programs;
- Annual allotment of workforce certificate vs. college degrees slots;
- Balance between workforce training and degree program from year to year; and
- Levels and quality of wraparound support.

In addition, SA: Ready to Work Advisory Board members:

- Serve as community program ambassadors, promoting resident participation and employer hiring of participants;
- Provide recommendations semi-annually to City Council during the annual budget development for the program and during a subsequent mid-year report.

ISSUE:

The SA: Ready to Work Advisory Board appointments require full City Council approval.

Eligible Applicants for Trade/Labor Organization - 1 Seat Available:

- Marti Garza
- Matthew Gonzales
- Dale Hanson
- Emilie Herrera

ALTERNATIVES:

The Committee can reject applicant(s). If applicant(s) are rejected, additional applications may be sought.

FISCAL IMPACT:

There is no fiscal impact.

RECOMMENDATION:

The City Clerk recommends forwarding the Governance Council Committee's recommendations for approval by the full City Council at the next available A Session.

San Antonio Ready to Work

Term: 2 years

Term Limit:

Liaison: Mary Mills-Nguyen 210-207-3934

Name	Representing	Date Appointed	Date Reappointed	Date 2nd Reappointed	Date Expires
Priscilla Aguilar Training Provider/Higher Education Institution	At Large	Sep 14, 2023			May 31, 2025
Jennifer L. Cantu Local Employer - In Demand Occupations	At Large	Apr 14, 2022	Sep 14, 2023		May 31, 2025
Stefanie L. Gaines Local Employer - In Demand Occupations	At Large	Sep 14, 2023			May 31, 2025
Sonia Garza Local Employer - In Demand Occupations	At Large	Mar 4, 2021	Sep 14, 2023		May 31, 2025
Jerry Graeber Current/Previous City Workforce Development Program Participant	At Large	Mar 4, 2021	Sep 14, 2023		May 31, 2025
Benjamin Peavy Local Employer - In Demand Occupations	At Large	Mar 4, 2021	Sep 14, 2023		May 31, 2025
Manny Pelaez Mayoral Liaison /Rep	Mayoral	Dec 23, 2020			May 31, 2025
Alexandra A. Perez Community Organization	At Large	Sep 14, 2023			May 31, 2025
Adriana Rocha Garcia Mayoral Liaison/Rep	Mayoral	Dec 23, 2020			May 31, 2025
Vacancy Trade/Labor Organization	At Large				Mar 12, 2024
Amanda M. Wright Current/Previous City Workforce Development Program Participant	At Large	Apr 14, 2022	Sep 14, 2023		May 31, 2025

Ethnic/Gender Breakdown

Name	District	Ethnicity	Gender
Priscilla Aguilar	At Large	H	F
Jennifer L. Cantu	At Large	W	F
Stefanie L. Gaines	At Large	W	F
Sonia Garza	At Large	H	F
Jerry Graeber	At Large	A	M
Benjamin Peavy	At Large	B	M
Manny Pelaez	Mayoral		
Alexandra A. Perez	At Large	H	F
Adriana Rocha Garcia	Mayoral		
Vacancy	At Large		
Amanda M. Wright	At Large	W	F

Total Members: 11

GENDER		%
FEMALES	6	54.5%
MALES:	2	18.2%

ETHNICITY		%
B=African American:	1	9.1%
H=Hispanic:	3	27.3%
I=American Indian/Alaska Native:	0	0.0%
O=Other:	0	0.0%
P=Asian or Pacific Islander:	0	0.0%
U=Unknown:	0	0.0%
W=Non-Minority:	3	27.3%

Gender: M=Male; F=Female

Ethnicity: B=African American; H=Hispanic; I=American Indian/Alaska Native; O=Other, P= Asian/Pacific Islander; U=Unknown; W=Non-Minority

NAME OF BOARD/COMMISSION: SA: Ready to Work

REPORTING PERIOD: January 1, 2023 to May 31, 2023

Submitted by: Mary Mills-Nguyen

Organization/Department: Workforce Development Office

Telephone: (210)207-3934

MEMBER'S NAME	Appointed Date (refer to Board Roster)	Date Term Expires (refer to Board Roster)	Board Position	Total # of Meetings held (1/1/23-5/31/23)	Total # of Meetings Attended	% of Meetings Attended [# Meetings attended ÷ # Meetings Held x 100]	Missing 3 consecutive meetings or more? Yes or No	Reason for missing?	Missed Meeting Dates MM/DD/YY
Amanda Wright	4/14/2022	5/31/2023	At-Large	2	2	100.0%	No		
Ben Peavy	3/4/2021	5/31/2023	At-Large	2	2	100.0%	No		
Doug McMurry	3/4/2021	5/31/2023	At-Large	2	1	50%	No	Prior Commitment	3/28/2023
Jennifer Cantu	4/14/2022	5/31/2023	At-Large	2	2	100%	No		
Jerry Graeber	3/4/2021	5/31/2023	At-Large	2	2	100%	No		
Peter John Holt	3/4/2021	5/31/2023	At-Large	2	0	0%	No	Unknown	2/21/2023, 3/28/2023
Sonia Garza	3/4/2021	5/31/2023	At-Large	2	1	50%	No	Prior Commitment	2/21/2023
Councilmember Adriana Rocha Garcia	12/23/2020	5/31/2023	Mayoral	2	0	0%	No	Prior Commitment	2/21/2023, 3/28/2023
Councilmember Manny Pelaez	12/23/2020	5/31/2023	Mayoral	2	1	50%	No	Prior Commitment	3/28/2023

NAME OF BOARD/COMMISSION: SA: Ready to Work

REPORTING PERIOD: June 1, 2023 to December 31, 2023

Submitted by: Mary Mills-Nguyen
Organization/Department: Workforce Development
Telephone: 207-3934

Member's Name	Board Position	Appt. Category	Ethnicity	Gender	Appointed Date (refer to Board Roster)	Date Term Expires (refer to Board Roster)	Total # of Meetings held (6/1/23-12/31/23)	Total # of Meetings Attended	% of Meetings Attended [# Meetings attended ÷ # Meetings Held x 100]	Missing 3 consecutive meetings or more? Yes or No	Reason for missing?	Missed Meeting Dates MM/DD/YY	Current Status
Priscilla Aguilar	At-Large	Training Provider/Higher Education Representative	Hispanic/Latino/a	Female	9/14/2023	5/31/2025	2	2	100%	No			Appointed/Active
Jennifer Cantu	At-Large	Local In-Demand Employer Representative	White/Non-Hispanic	Female	4/14/2022	5/31/2025	3	3	100%	No			Appointed/Active
Stefanie Gaines	At-Large	Local In-Demand Employer Representative	White/Non-Hispanic	Female	9/14/2023	5/31/2025	2	2	100%	No			Appointed/Active
Sonia Garza	At-Large	Local In-Demand Employer Representative	Hispanic/Latino/a	Female	3/4/2021	5/31/2025	3	2	67%	No	Prior Commitment	9/27/2023	Holdover
Jerry Graeber	At-Large	Current/Former Workforce Development Program Participant	Asian	Male	3/4/2021	5/31/2025	3	3	100%	No			Appointed/Active
Geronimo Guerra	At-Large	Trade/Labor Representative	Hispanic/Latino/a	Male	9/14/2023	5/31/2025	2	1	50%	No	Prior Commitment	11/28/2023	Appointed/Active
Ben Peavy	At-Large	Local In-Demand Employer Representative	Black or African American	Male	3/4/2021	5/31/2025	3	3	100%	No			Appointed/Active
Alexandra Perez	At-Large	Community Representative	Hispanic/Latino/a	Female	9/14/2023	5/31/2025	2	2	100%	No			Appointed/Active
Amanda Wright	At-Large	Current/Former Workforce Development Program Participant	White/Non-Hispanic	Female	4/14/2021	5/31/2025	3	2	67%	No	Personal (ill out of town etc.)	11/28/2023	Appointed/Active

SA Ready to Work
Applicant Demographics

Prefix	First Name	Middle Name	Last Name	Preferred Name	Gender	Ethnicity	Applicant Status	ELIGIBILITY	Employer	Job Title	Occupation	Board Position Title	Residential District	City	Zip	Date Application Submitted
Mr	Dale		Hanson		Male	White/Non-Hispanic	New Applicant	Yes. Representative for local International Brotherhood of Electrical Workers	IBEW Local Union 60	Assistant Business Manager	Electrician	Trade/Labor Organization	Nonresident	Schertz	78154	6/27/2023
Mr.	Matthew	R.	Gonzales	Matt	Male	Hispanic/Latino	New Applicant	Yes. Business Manager of Laborers" Local 1095	Laborers" Local 1095	Business Manager	Labor Union	Trade/Labor Organization	Nonresident	San Antonio	78217	9/13/2023
Mr.	Marti		Garza		Male	Hispanic/Latino	New Applicant	Yes. Director of Central South Carpenters Regional Council	Central South Carpenters Regional Council	Organizing Director	Director	Trade/Labor Organization	District 1	San Antonio	78210	3/20/2024
Mrs.	Emilie	Renee	Herrera	Emilie	Female	Hispanic/Latina	New Applicant	Yes. Director of Membership for Hispanic Women Network of Texas.	SafeRide Health	Sr. Manager, People Operations	Human Resources	Trade/Labor Organization	District 2	San Antonio	78202	3/22/2024

San Antonio Ready to Work At Large Trade/Labor Organization	Application No: No: 20240320174811_15199
ELIGIBILITY	
PROFILE	
Prefix	Mr.
Last Name	Garza
First Name	Marti
Middle Name	
Suffix	
Preferred Name	
Title	
Are you a City of San Antonio resident?	Yes
San Antonio Resident Length - Years	17
In which City Council District do you reside?	01
How many years have you lived in the City Council District where you reside?	17
Address Type?	Residence
Address	
City	San Antonio
State	TX
Zip	78210
Phone Type?	Cell
Phone number	
Phone 2 Type?	
Phone 2 number	
Address 2 Type?	Business
Address 2	
City 2	
State 2	TX
Zip 2	
eMail	
Employer	Central South Carpenters Regional Council
Job Title	Organizing Director
Occupation	Director
Date of Birth	07/24/1975
Board/Commission/Committee Name	San Antonio Ready to Work~At Large~Trade/Labor

	Organization~05
DEMOGRAPHIC INFORMATION	
The City of San Antonio strives for boards and commissions to be representative of our diverse community. Providing the following demographic information is voluntary, and will only be used for statistical and reporting purposes.	
Race/Ethnicity (Please select all that apply):	Hispanic/Latino/a
Gender:	Male
Age:	45 to 54
Do you identify as a sexual minority (such as lesbian, gay, bisexual, queer, etc.)?	No
QUESTIONS	
If this board position requires residency within Bexar County, the City of San Antonio city limits or within a particular council district, do you meet those residency requirements?	Yes
Do you or any of your immediate family members or any businesses that you or they own currently have any direct or indirect financial interest in any contract(s) with the City, including subcontracts?	No
Will you or any of your immediate family members or any businesses that you or they own seek a contract(s) with the City in the foreseeable future?	No
Do you or any of your immediate family members or any businesses that you or they own have any financial interest, direct or indirect, in any sale to the City of any land, materials, supplies, or service?	No
Does your employer or an employer of your immediate family members have a contract with the City?	No
Do you or any of your family members currently serve or in the past year served as an administrative aide to a Councilmember?	No
Do you currently serve in any elected or appointed public government office?	No
Are you a member and/or officer and/or employee of any boards, commissions, corporations, non-profit entities, agencies, or other entities?	No
Do you intend to seek election or appointment to any public office or board or commission in the foreseeable future?	No
Have you ever been hired for a position with the City of San Antonio?	No
Describe your Educational history.	Los Fresnos High School, College of the Atlantic (Human Ecology and Education), University of California at Santa Barbara (Chicano Studies), Cornell University Industrial and Labor Relations School (Strategic Corporate Research)
Describe your Professional History & Certification designations (Current and historical).	Over two decades of professional experience in the labor movement as an organizer, representative, and director in labor unions representing

	education, healthcare, industrial and construction and building trades workers
Describe your Volunteer Experience & Community Service	
Please provide a brief narrative outlining your reasons for seeking appointment to this board or commission:	I wish to serve the city of San Antonio in helping provide it's residents with opportunities to secure good jobs in growing industries
Do you have any relatives who are employed with the San Antonio Police Department?	No
APPLICATION SIGN-OFF	
As a board, commission, or committee member, you will be asked to adhere to: Code of Ordinances, City of San Antonio, Part II, Chapter 2, Article IX, Sec.2-534. All board and commission members must file a Financial Disclosure Report with the Office of the City Clerk upon appointment, and annually thereafter, throughout the member's term. Failure to file a Financial Disclosure Report within the time required by the City's Ethics Code will be considered an automatic removal.	
I understand that if any member of the public makes a request for information included in this Application for Appointment, most of the information must be disclosed under the Public Information Act. I understand that the City of San Antonio will attempt to maintain the confidentiality of highly private matters by seeking an Attorney General's opinion in accordance with the Public Information Act. I understand that it may not be legally possible to maintain the confidentiality of such information, and I hereby release the City of San Antonio, and its agents, employees and officers, from any and all liability whatsoever if the information must be released pursuant to the Public Information Act or any other law requiring its release.	Acknowledged
OATH: I have read and understand the guidelines set out in this application. The foregoing statements are true, accurate, and complete. I agree that any misrepresentation or omission of facts may result in my disqualification for appointment.	Acknowledged
I further request, as a part of my application, that all law enforcement officials and criminal justice agencies release any criminal history records concerning me to the Office of the City Clerk of the City of San Antonio in order that qualifications may be checked.	Acknowledged
Enter Your Name	Marti Garza
Date of submission.	3/20/2024
The Texas Public Information Act provides that each government official may choose whether to allow the public access to the information in the custody of the City that contains your home address, home telephone number, or reveals whether you have family members. Please note that this does not apply to business addresses, which are subject to public disclosure. If an open records request is filed requesting to view or obtain records that contain your personal information, the City will take steps to protect your personal	

SA: Ready to Work At Large Trade/Labor Organization	Application No: No: 20230913113403_14729
ELIGIBILITY	
PROFILE	
Prefix	Mr.
Last Name	Gonzales
First Name	Matthew
Middle Name	R.
Suffix	
Preferred Name	Matt
Title	Business Manager
Are you a City of San Antonio resident?	No
Address Type?	Residence
Address	
City	San Antonio
State	TX
Zip	78217
Phone Type?	Cell
Phone number	
Phone 2 Type?	Business
Phone 2 number	
Address 2 Type?	Business
Address 2	
City 2	Elgin
State 2	TX
Zip 2	78621
eMail	
Employer	Laborers" Local 1095
Job Title	Business Manager
Occupation	Labor Union
Date of Birth	
Board/Commission/Committee Name	SA: Ready to Work~At Large~Trade/Labor Organization~05
DEMOGRAPHIC INFORMATION	

The City of San Antonio strives for boards and commissions to be representative of our diverse community. Providing the following demographic information is voluntary, and will only be used for statistical and reporting purposes.	
Race/Ethnicity (Please select all that apply):	Hispanic/Latino/a
Gender:	Male
Age:	35 to 44
Do you identify as a sexual minority (such as lesbian, gay, bisexual, queer, etc.)?	No
QUESTIONS	
If this board position requires residency within Bexar County, the City of San Antonio city limits or within a particular council district, do you meet those residency requirements?	No
Do you or any of your immediate family members or any businesses that you or they own currently have any direct or indirect financial interest in any contract(s) with the City, including subcontracts?	No
Will you or any of your immediate family members or any businesses that you or they own seek a contract(s) with the City in the foreseeable future?	No
Do you or any of your immediate family members or any businesses that you or they own have any financial interest, direct or indirect, in any sale to the City of any land, materials, supplies, or service?	No
Does your employer or an employer of your immediate family members have a contract with the City?	No
Do you or any of your family members currently serve or in the past year served as an administrative aide to a Councilmember?	No
Do you currently serve in any elected or appointed public government office?	No

Are you a member and/or officer and/or employee of any boards, commissions, corporations, non-profit entities, agencies, or other entities?	No
Do you intend to seek election or appointment to any public office or board or commission in the foreseeable future?	No
Have you ever been hired for a position with the City of San Antonio?	No
Describe your Educational history.	High School - Grace Christian ("97-"00) OSHA 10 OSHA 30 Various other construction related trainings and certifications
Describe your Professional History & Certification designations (Current and historical).	I have 27 years experience in different aspects of construction (underground utilities, building construction, and concrete). While in the field, I was a working foreman in charge up to 40 men/women overseeing production and safety. I've been a union member for twelve years. For the last six (6) years I have been the Business Manager of Laborers" Local 1095, an affiliate of the Laborers" International Union of North America. In this role I have been tasked with negotiating and administering contracts, conflict resolution, community engagement, and other duties. It is our aim to be a community partner while working on behalf of the working men and women in San Antonio. I also serve as a trustee to the SW Laborers" Training and Apprenticeship JATC Board where we recruit, train, and employ members of the community preparing them for work on union projects. I currently serve as: Vice President of the South Texas Building Trades and Construction Council Executive Board - San Antonio AFL-CIO Joint Apprenticeship Training Center Trustee - SW Laborers" Training and Apprenticeship Fund
Describe your Volunteer Experience & Community Service	Previous Service: Building and Standards Commission - City of Austin (2 years) Vice Chair Construction Advisory Committee - City of Austin (3 years) Construction Bond Oversight Committee - Austin ISD (3 years)
Please provide a brief narrative outlining your reasons for seeking appointment to this board or commission:	It is my desire to fill the vacancy of a Union position on this board to work collaboratively towards a more robust workforce development goal for COSA. This effort will lead to opportunities for all San Antonians, minority groups, and underserved communities. I look forward to getting to work if given the opportunity.
Do you have any relatives who are employed with the San Antonio Police Department?	No
APPLICATION SIGN-OFF	

As a board, commission, or committee member, you will be asked to adhere to: Code of Ordinances, City of San Antonio, Part II, Chapter 2, Article IX, Sec.2-534. All board and commission members must file a Financial Disclosure Report with the Office of the City Clerk upon appointment, and annually thereafter, throughout the member's term. Failure to file a Financial Disclosure Report within the time required by the City's Ethics Code will be considered an automatic removal.	
I understand that if any member of the public makes a request for information included in this Application for Appointment, most of the information must be disclosed under the Public Information Act. I understand that the City of San Antonio will attempt to maintain the confidentiality of highly private matters by seeking an Attorney General's opinion in accordance with the Public Information Act. I understand that it may not be legally possible to maintain the confidentiality of such information, and I hereby release the City of San Antonio, and its agents, employees and officers, from any and all liability whatsoever if the information must be released pursuant to the Public Information Act or any other law requiring its release.	Acknowledged
OATH: I have read and understand the guidelines set out in this application. The foregoing statements are true, accurate, and complete. I agree that any misrepresentation or omission of facts may result in my disqualification for appointment.	Acknowledged
I further request, as a part of my application, that all law enforcement officials and criminal justice agencies release any criminal history records concerning me to the Office of the City Clerk of the City of San Antonio in order that qualifications may be checked.	Acknowledged
Enter Your Name	Matthew R. Gonzales
Date of submission.	9/13/2023

Experience:

- 2017- Present **Laborers' Int. Union of North America Local 1095 – Business Manager**
- Oversee administration and compliance of office policies and procedures
 - Ensure compliance and reporting to International and government agencies
 - Contract negotiation, administration, member representation, and dispute resolution
 - Oversee growth in market share and organizing efforts
 - Oversee community and political engagement to improve policy
- 2014 – 2017 **Midwest Region Organizing – Organizer**
- Marketing and organizing to grow market share
 - Construction worker engagement and dispute resolution
 - Participate in community and political engagement to improve policy
- 2011- 2014 **Laborer's Int. Union of North America Local 107 - Field Laborer Foreman**
- Bi-Lingual Safety Advisor and Field Laborer Foreman for commercial construction projects
 - Perform all tasks per request of Superintendent
 - Oversee safety and production of 40-man crew
 - Volunteer in local political campaigns
- 2009 - 2011 **Courtyard by Marriott - Banquet Captain**
- Direct crew in daily assignments, safety, and production
 - Maintain records for department
 - Oversee client services ensuring acceptable service
 - Oversee data entry and processing for department
 - Create/build accounts on FOSSI
- 2008 - 2009 **Traditions Spirits-Riverwind Casino - Lead Bartender**
- Oversee all transactions/money during shift
 - Oversee training of all new bar staff
 - Clean, set-up/tear down of bar
 - Customer service
- 2004 - 2010 **Skky Bar Ultra Lounge - Lead Bar Back/Bartender**
- Oversee inventory and assist management with weekly orders
 - Responsible for stocking alcohol for multiple bars
 - Customer service

2002 - 2004 **Self Employed - Landscaper & Pond Installation**

- Small pond and water feature installation
- Maintenance and cleaning of properties
- Debris removal
- Responsible for 30+ clients citywide

1990 - 2002 **M&M Underground Construction – Construction Laborer**

- Place underground utilities for Southwestern Bell Telephone
- Execute daily tasks to completion
- Heavy equipment operator

Education:

1997 - 2000 Grace Christian Academy (Oklahoma City, Oklahoma)

Community Service:

- ❖ City of Austin - Building and Standards Commission (2015-2016)
- ❖ Austin ISD - Community Bond Oversight Committee - HUB subcommittee Vice Chair (2015-2018)
- ❖ City of Austin - Construction Advisory Committee Vice Chair (2016-2018)
- ❖ Elgin Peewee Flag Football - Coach (2021-2022)

References available upon request

SA: Ready to Work At Large Trade/Labor Organization	Application No: No: 20230627081514_14149
ELIGIBILITY	
PROFILE	
Prefix	Mr
Last Name	Hanson
First Name	Dale
Middle Name	
Suffix	III
Preferred Name	
Title	
Are you a City of San Antonio resident?	No
Address Type?	Residence
Address	
City	Schertz
State	TX
Zip	78154
Phone Type?	Business
Phone number	
Phone 2 Type?	
Phone 2 number	
Address 2 Type?	Business
Address 2	
City 2	San Antonio
State 2	TX
Zip 2	78247
eMail	
Employer	IBEW Local Union 60
Job Title	Assistant Business Manager
Occupation	Electrician
Date of Birth	
Board/Commission/Committee Name	SA: Ready to Work~At Large~Trade/Labor Organization~05
DEMOGRAPHIC INFORMATION	

The City of San Antonio strives for boards and commissions to be representative of our diverse community. Providing the following demographic information is voluntary, and will only be used for statistical and reporting purposes.	
Race/Ethnicity (Please select all that apply):	White/Non-Hispanic
Gender:	Male
Age:	35 to 44
Do you identify as a sexual minority (such as lesbian, gay, bisexual, queer, etc.)?	No
QUESTIONS	
If this board position requires residency within Bexar County, the City of San Antonio city limits or within a particular council district, do you meet those residency requirements?	No
Do you or any of your immediate family members or any businesses that you or they own currently have any direct or indirect financial interest in any contract(s) with the City, including subcontracts?	No
Will you or any of your immediate family members or any businesses that you or they own seek a contract(s) with the City in the foreseeable future?	No
Do you or any of your immediate family members or any businesses that you or they own have any financial interest, direct or indirect, in any sale to the City of any land, materials, supplies, or service?	No
Does your employer or an employer of your immediate family members have a contract with the City?	No
Do you or any of your family members currently serve or in the past year served as an administrative aide to a Councilmember?	No
Do you currently serve in any elected or appointed public government office?	No
Are you a member and/or officer and/or employee of any boards, commissions, corporations, non-profit entities, agencies, or other entities?	No
Do you intend to seek election or appointment to any public office or board or commission in the foreseeable future?	No
Have you ever been hired for a position with the City of San Antonio?	No

Describe your Educational history.	2020-Graduated from the South Texas Electrical Joint Apprenticeship and Training Committee's 5 year electrical apprenticeship program. 2012-Graduated from the University of Texas at Austin with a Bachelor's degree in Government.
Describe your Professional History & Certification designations (Current and historical).	Professional History: 1)May 2023- Present. Serving as Government Affairs liaison for IBEW Local Union 60. 2)November 2021-April 2023. Worked as a Journeyman Electrician for Texas Chiller Systems LLC. 3)July 2015-July 2021. Worked as an Apprentice Electrician with Alterman Group. 4)August 2013-January 2015. Worked as an English Teacher at Gloria English School, Taoyuan, Taiwan (R.O.C.). 5)July 2009-July 2011. Worked as a Lifeguard at the YMCA of Greater San Antonio. Certifications: State of Texas Journeyman Electrician License OSHA 30 Hour Construction Safety and Health
Describe your Volunteer Experience & Community Service	2022- Present. Volunteer quarterly at the San Antonio Food Bank via the IBEW Local 60 RENEW Committee processing meat, weed abatement in fields, readying packets for distribution. 2017-2018- Volunteered with IBEW Local 60 RENEW Committee installing electrical systems in houses built by Habitat for Humanity in Guadalupe County.
Please provide a brief narrative outlining your reasons for seeking appointment to this board or commission:	I am seeking appointment to the board because I believe I can help serve the citizens of San Antonio by guiding both traditional and non-traditional students towards a fulfilling and dignified career path.
Do you have any relatives who are employed with the San Antonio Police Department?	No
APPLICATION SIGN-OFF	
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I understand that if any member of the public makes a request for information included in this Application for Appointment, most of the	Acknowledged

<p>information must be disclosed under the Public Information Act. I understand that the City of San Antonio will attempt to maintain the confidentiality of highly private matters by seeking an Attorney General's opinion in accordance with the Public Information Act. I understand that it may not be legally possible to maintain the confidentiality of such information, and I hereby release the City of San Antonio, and its agents, employees and officers, from any and all liability whatsoever if the information must be released pursuant to the Public Information Act or any other law requiring its release.</p>	
<p>OATH: I have read and understand the guidelines set out in this application. The foregoing statements are true, accurate, and complete. I agree that any misrepresentation or omission of facts may result in my disqualification for appointment.</p>	Acknowledged
<p>I further request, as a part of my application, that all law enforcement officials and criminal justice agencies release any criminal history records concerning me to the Office of the City Clerk of the City of San Antonio in order that qualifications may be checked.</p>	Acknowledged
<p>Enter Your Name</p>	Dale Hanson III
<p>Date of submission.</p>	6/27/2023
<p>The Texas Public Information Act provides that each government official may choose whether to allow the public access to the information in the custody of the City that contains your home address, home telephone number, or reveals whether you have family members. Please note that this does not apply to business addresses, which are subject to public disclosure. If an open records request is filed requesting to view or obtain records that contain your personal information, the City will take steps to protect your personal information as authorized by the Texas Public Information Act, but only if you have elected to protect personal information.</p>	
<p>I want the public to have access to my Home Address.</p>	No
<p>I want the public to have access to my Home Telephone Number.</p>	No
<p>I want the public to have access to my Social Security Number.</p>	No

Dale Hanson III

Experience

Texas Chiller Systems

San Antonio, TX

Journeyman Electrician

November 2021-April 2023

- Interpret Blueprints. Compose RFI's, Material lists, and Purchase Orders.
- Install Service, Feeders, and Branch circuits along with all mandatory devices and materials
- Install and wire-in: Motors, Condensers, Variable Frequency Drives, and Chillers.
- Ensure all installations are in full compliance with Municipal, State, and Federal codes.

Alterman Inc.

San Antonio, TX

Apprentice Electrician

July 2015- June 2021

- Troubleshoot problem circuits using test instruments.
- Maintained tools, organized lay down areas and gang-boxes.
- Constructed controllers, panels, trapezes for electrical wiring.
- Assisted Journeyman and Forman in every capacity needed to keep the job running efficiently.

Education

South Texas Electrical JATC

San Antonio, TX

Electrical Apprenticeship Approved by U.S. Dept of Labor

2015-2020

- **Relevant Coursework:** DC Theory, AC Theory, Conduit Bending, Grounding and Bonding, National Electrical Code, Photovoltaic Systems, Building Automation, Instrumentation, Fire Alarm Systems, Transformers, Motors, Motor Control, Lighting Design, Healthcare Facility Electrical Systems.
- **Awards and Honors:** 1st Year Perfect Attendance, 2nd Year Perfect Attendance, 3rd Year Perfect Attendance, 4th year Perfect Attendance.
- **Extracurricular Activities:** Founding Member and 4th President of IBEW Local Union 60 RENEW Committee.

University of Texas at Austin

Austin, TX

Bachelor of Arts (B.A.) in Government. GPA:3.42

December 2012

Certifications and Skills

- California Certified General Electrician License # 171941 August 2021
- Washington State Journey Level Electrician License: HANSOID802OA November 2020
- Texas Journeyman Electrical License #493256 December 2019
- City of San Antonio, Texas MC Cable Certification License #332309 April 2016
- Proficiency at Microsoft Word, Excel,
- Fluency in Spanish.

San Antonio Ready to Work At Large Trade/Labor Organization	Application No: No: 20240322133546_15201
ELIGIBILITY	
PROFILE	
Prefix	MRS.
Last Name	Herrera
First Name	Emilie
Middle Name	Renee
Suffix	
Preferred Name	Emilie
Title	NA
Are you a City of San Antonio resident?	Yes
San Antonio Resident Length - Years	40
In which City Council District do you reside?	02
How many years have you lived in the City Council District where you reside?	03
Address Type?	Residence
Address	
City	San Antonio
State	TX
Zip	78202
Phone Type?	Cell
Phone number	
Phone 2 Type?	
Phone 2 number	
Address 2 Type?	Business
Address 2	
City 2	San Antonio
State 2	TX
Zip 2	78208
eMail	
Employer	SafeRide Health
Job Title	Sr. Manager, People Operations
Occupation	Human Resources
Date of Birth	
Board/Commission/Committee Name	San Antonio Ready to Work~At Large~Trade/Labor Organization~05
DEMOGRAPHIC INFORMATION	

The City of San Antonio strives for boards and commissions to be representative of our diverse community. Providing the following demographic information is voluntary, and will only be used for statistical and reporting purposes.	
Race/Ethnicity (Please select all that apply):	Hispanic/Latino/a
Gender:	Female
Age:	45 to 54
Do you identify as a sexual minority (such as lesbian, gay, bisexual, queer, etc.)?	No
QUESTIONS	
If this board position requires residency within Bexar County, the City of San Antonio city limits or within a particular council district, do you meet those residency requirements?	Yes
Do you or any of your immediate family members or any businesses that you or they own currently have any direct or indirect financial interest in any contract(s) with the City, including subcontracts?	No
Will you or any of your immediate family members or any businesses that you or they own seek a contract(s) with the City in the foreseeable future?	No
Do you or any of your immediate family members or any businesses that you or they own have any financial interest, direct or indirect, in any sale to the City of any land, materials, supplies, or service?	No
Does your employer or an employer of your immediate family members have a contract with the City?	No
Do you or any of your family members currently serve or in the past year served as an administrative aide to a Councilmember?	No
Do you currently serve in any elected or appointed public government office?	No
Are you a member and/or officer and/or employee of any boards, commissions, corporations, non-profit entities, agencies, or other entities?	Yes
Give the title and dates of any position which you have held in such organization:	Director of Fundraising - Poderosa Rising and Director of Membership Hispanic Women Network of Texas.
Do you receive any compensation for service on this entity(ies)?	No

Do you intend to seek election or appointment to any public office or board or commission in the foreseeable future?	No
Have you ever been hired for a position with the City of San Antonio?	No
Describe your Educational history.	Bachelor's Degree in Human Resources - University of Texas at Arlington
Describe your Professional History & Certification designations (Current and historical).	With a robust professional history spanning 18 years in Human Resources, I have gained extensive experience working across various levels and sectors. I began my career in multi-unit and statewide roles, managing HR functions internally within organizations. I've had the privilege of working for industry giants like Home Depot and Lowes, where I honed my skills in managing large-scale HR operations and addressing diverse workforce needs. Transitioning to blue-collar careers with Republic Services was a pivotal experience that holds a special place in my heart, allowing me to connect deeply with employees across different roles and backgrounds. In my current role with a startup company over the past three years, I've been instrumental in its growth journey. Starting as number 30, we have expanded to over 400 employees nationwide. One of my significant contributions has been building and developing the complete People Operations department from the ground up, implementing best practices, and fostering a positive and inclusive work culture. This journey has enriched my HR strategy and operations expertise and highlighted my ability to thrive in dynamic and evolving environments, driving organizational success through influential people management and development initiatives.
Describe your Volunteer Experience & Community Service	My volunteer experience and community service efforts have been diverse and impactful. I have served on two nonprofit boards, contributing to strategic decision-making and community outreach initiatives. During the COVID-19 pandemic, I organized a comprehensive food, delivery, and basic needs drive that benefitted 90,000 San Antonians. Not only did I coordinate the collection of donations, but I also managed the logistics of routing deliveries to ensure efficient distribution during such a critical time. One of my most significant volunteer efforts was organizing hurricane relief during Hurricane Harvey. This involved coordinating over 1,500 employees to serve as first responders alongside FEMA in Houston. I secured drivers, technicians, housing accommodations, and equipment supplies, dedicating eight weeks to this mission even amidst planning for my wedding, a testament to my commitment to community service. I partnered with organizations like Holiday Inn, Target, HEB, and Home Depot to ensure we had the necessary resources for relief efforts. I am also actively organizing free educational housing classes, group therapy sessions, and small business classes at my coffee shop,

	<p>creating opportunities for community members to learn and grow. I've also collaborated with big-box organizations as an HR representative, contributing to initiatives with the food bank and Meals on Wheels. As a trusted point person in my community, people often contact me for resources and support due to my close working relationships with various organizations, highlighting my dedication to positively impacting and serving those in need.</p>
<p>Please provide a brief narrative outlining your reasons for seeking appointment to this board or commission:</p>	<p>I am seeking an appointment to this board or commission because I genuinely desire to help in any way possible. My experience serving on boards and commissions aligns with the roles I am applying for. Still, more importantly, my commitment drives me to push forward our low-income areas continually. I do not want to see another grandmother crying in her kitchen because she does not know how she is going to feed her family. I do not wish children like myself to sleep on dirt floors in makeshift houses without proper heating or cooling. These experiences from my upbringing fuel my passion for advocacy and community service. I see my grandmother's resilience and determination mirrored in everyone I help, and it drives me to make a positive impact, ensuring that barriers to success are minimized for individuals and families in need.</p>
<p>Do you have any relatives who are employed with the San Antonio Police Department?</p>	<p>No</p>
<p>APPLICATION SIGN-OFF</p>	
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and all liability whatsoever if the information must be released pursuant to the Public Information Act or any other law requiring its release.	
OATH: I have read and understand the guidelines set out in this application. The foregoing statements are true, accurate, and complete. I agree that any misrepresentation or omission of facts may result in my disqualification for appointment.	Acknowledged
I further request, as a part of my application, that all law enforcement officials and criminal justice agencies release any criminal history records concerning me to the Office of the City Clerk of the City of San Antonio in order that qualifications may be checked.	Acknowledged
Enter Your Name	Emilie Herrera
Date of submission.	3/22/2024
The Texas Public Information Act provides that each government official may choose whether to allow the public access to the information in the custody of the City that contains your home address, home telephone number, or reveals whether you have family members. Please note that this does not apply to business addresses, which are subject to public disclosure. If an open records request is filed requesting to view or obtain records that contain your personal information, the City will take steps to protect your personal information as authorized by the Texas Public Information Act, but only if you have elected to protect personal information.	
I want the public to have access to my Home Address.	No
I want the public to have access to my Home Telephone Number.	No
I want the public to have access to my Social Security Number.	No
I want the public to have access to my Emergency Contact Information.	No
I want the public to have access to my Family Information.	No
Please attach any additional information, such as a current resume, using the Attachments panel at the bottom of this page.	

Emilie R. Herrera

A dynamic unique Human Resources leader with extensive people business acumen and 19 years of progressive experience building mutually beneficial business partnerships, leading highly effective teams, and delivering innovative strategies to promotes accountability and awareness around diversity and inclusion, drive employee engagement, skillfully created real solution to organizational employee anthropology obstacles, and lead organizational change all while having fun!!!! Let's work together.

SELECTED ACHIEVEMENTS

People Operations Department Development: Transitioned organization from PEO dependence and stood up first comprehensive People Operations department servicing exempt and non-exempt employees in 22 states.

Engagement/Morale: Developed and implemented several initiatives that increased culture engagement scores by 38% and placed organization on Austin's Best Places to Work List.

Mergers and Acquisitions: Directed pre-deal and post-deal Human Capital/Resources initiatives in addition to directing employee integration for a total of 2.5-billion-dollar in acquisitions.

Diversity, Equity, & Inclusion: Produced first DE&I succession plan program for a 250+ employee action plan as it relates to the actions taken to establish awareness and transform mindset, behaviors, and practices to create and sustain a diverse, equitable and inclusive environment.

Training: Created and implemented new leader training course, providing new leaders with guidance on how to real business relationships with our staff, manage performance and promote leadership within their teams.

Personal Development "Growth Mindset": Currently enrolled in the ONLY approved Latina Leadership Institute in the United States to increase the number and influence of Hispanic Women in elected and appointed office position in the United States. This will create an impact change the current political landscape.

New Process Implementation: Launched two successful succession plan programs that reduced the fill rate for hard to fill roles and created an internal pipeline of diverse background. The two programs "Stive to Drive" and "Women in Leadership" provide guidance for career growth and created inclusion of the reflected workforce.

PROFESSIONAL EXPERIENCE

Senior Business Partner, People Operation: SafeRide Health, United States

June 2022 – Present

Retained to rebuild and rebrand People and Culture Department to a Strategic People Operation and Inclusion Department. As a member of the Executive Leadership Team, I am responsible for overall People Ops strategy, creation and facilitation including Employee Relations and Development, Performance Management, Talent Acquisition, Compensation, Benefits, Compliance, Culture and Engagement, Training, Succession Planning, and Leadership Development.

- **Reduced organizational expenditures by \$850k** by implementing new payroll, performance management, and learning management systems, in addition to implementation of better insurance plans at a lower price.
- **Grew organization from 32 to 260 employees** in twelve months maintaining an average of 45 days or less to fill non-exempt and technical exempt positions.
- **Revised handbook and drafted policies** ensuring compliance with Federal and State (to include California) guidelines.

Sr. People and Culture Partner: SafeRide Health SEO

January 2021- June 2022

Transitioned technology startup away from a PEO and built the first internal People and Culture Department. Directed all People and Culture efforts following first round of funding including the stand up of 220 employees though out the Untied States.

- **Improved operational efficiencies**, by selecting and implementing Organization's first single sign-on HRIS, payroll, timekeeping, and learning management system (LMS).
- **Created growth opportunities for exempt and non-exempt staff**, by implementing Individual Development Plans, and trainings (Leader and line staff) how to properly develop and use them.
- **Overhauled recruiting and candidate selection process**, reducing overall vacancy time.
- **Employee Relations:** Created the first investigation took kit to ensure all member of the leadership team are educated to respond and not react to any employee complaint and to recognized signs of disengagement.

Regional Human Development Coordinator: Metalsa Light Truck Mexico/US

Oct 2018 – March 2020

Regional Human Resources POC for three major Automobile companies that span across the United States. Project Human Resources manager of the expansion into San Antonio from Mexico and formalized the transition of Mexican Employment Law and US Employment law.

- **Training and Development:** Drove the global performance training process with employee members in the US, Mexico, Germany, and Japan. Generated and delivered modern programs and projects for entry level Robotic Coordinators to help with the US expansion from Mexico and hard to fill roles.

- **Organization Growth from 20 to 350 employees** in twelve months maintaining an average of 30 days to fill classroom Robotic training rate.
- **Coaching/Mentoring** provided high-level coaching to senior leaders across the organization to develop leadership skills and improve teams' performance and reduce employee relations.

Division Human Resources Manager: Republic Services South Texas

April 2014 –Oct 2018

HR lead responsible for proactively partnering with business units across South Texas. Primary duties included implementing HR initiatives and new processes, employee relations, hiring new staff, procedures, and strategies, maintain, monitor leave statuses (FMLA, STD, LTD, etc.), and directing merger/acquisition human capital activities.

- **Created and implemented “Stive to Drive”** 12-week internal CDL program where non-CDL internal position that aspire to be CDL drivers for Republic Services.
- **Hurricane Response POC for South Texas** partnered with the State of Texas and FEMA during Hurricane season to ensure we comply with all federal hurricanes clean up procedures. Coordinated over 1500 drivers, 174 laborers, C-suite staff to ensure proper travel, funding, lodging and food accommodation under natural disasters conditions.
- **Employee Relations Champion** designated Pro-Employee Champion for Republic Services and served as a mediator to gather employee moral information and create attainable action plans to improve working conditions, proper leadership training, and promote health work/life balance.
- **Directed pre-deal and post-deal Merger and Acquisition guidance** for all areas within HR/People Operations when acquiring additional waste management and recycle facilities.
- **Developed and implemented** mentoring process, stive to drive program and trash talk open door process for my Landfills, recycle centers, and trash collection hubs.

Regional Director of Retail Operations HR: SAS US/Mexico (Contract Work).

Nov 2013 – April 2014

Created and managed all Human Resources aspects for US and Mexico facilities. Provided high level coaching to senior leaders across the organizing and developed staffing and resources plan. Administers and monitors compliance with such policies or legal requirements as fair labor standards, EEOC guidelines, grievances procedures and applicable local, state, and federal policies across the US and Mexico.

- **Created the agency's first HR forecasting model**, predicting employee separations, and enabling the agency to calculate hiring needs before they occur.
- **Delivered SAS's first succession plan** for anticipated and unanticipated departures of key management staff containing roles, responsibilities, key functions, and required knowledge, skills, and abilities to reduce operational risk.
- **Focused limited resources on addressing factors contributing to organizational turnover** by delivering a company- wide employee retention program using HR analytics and industry best-practices.

Consultant, Human Resources, CVS Caremark San Antonio, Texas

January 2013 – Nov 2013

Supported 3000+ employees across the US/call center facilities, lead all HR initiatives, provided high level competent counsel in a rapid changing environment, and execute best practices across the organization.

- **Provided guidance and aided in the development of** recruiting strategies, applicant screening tool, interview questions, and interview scoring/evaluation methodology.
- **Employee Relations** conducted all internal investigations, EEOC charges, and arbitrations for the organization.
- **Provided legal guidance and recommendations** on issues such as FMLA, overtime, and termination protocol.

Additional Experience

Human Resources, HEB San Antonio, Texas

Oct 2011 – Sept 2012

Employee Relations District Manager, Home Depot Dallas/Fort Worth

June 2017 – June 2010

Human Resources Manager, Lowes Home Improvement Dallas

Oct 2001 – June 2007

EDUCATION

- **Bachelor of Arts, Human Resources for low-income business and society** University of Texas at Arlington

Community Involvement/Achievements

Proclamation of Texas Recipient
Women in Leadership President

Meals on Wheels
TEXAS Fame Program

Natural Disaster POC.
Strive to Drive Program

Employee Relations Certification
Hispanic Initiatives Leader

References upon request