



**HUMAN RESOURCES DEPARTMENT**

**TO:** Erik Walsh, City Manager

**FROM:** Renee Frieda, Human Resources Director *RF*

**COPY:** Ben Gorzell, Chief Financial Officer  
Debbie Racca-Sittre, City Clerk

**SUBJECT:** Municipal Civil Service Commission Reappointments

**DATE:** April 24, 2023

**SUMMARY:**

The Human Resources Department is recommending reappointment of five current Commissioners. As such, we request the Clerk’s Office include the reappointments and appointment on the next available City Council agenda for consideration and action.

**BACKGROUND:**

The City Charter provides for the establishment of the Municipal Civil Service Commission to hear classified civilian employee disciplinary appeals for suspensions, demotions, and terminations, and to make recommendations to the City Manager regarding each appeal. The Commission receives approximately 10 – 15 appeals per year and meet as needed. Hearings may last up to eight hours. The Commission consists of three regular members and three alternate members appointed by City Council for two-year terms. New commissioners are appointed through an application, vetting, and interview process.

**ISSUE:**

The commission consists of three regular members and three alternate members appointed at large by the City Council for two-year terms. There are five members currently serving and requesting reappointment as regular and alternate commissioners. There continues to be one alternate member vacancy.

Commissioner	Original Appt Date	Current Status	Recommendation
Mr. Joseph S. Tartell	3/13/2005	Regular Commissioner	Reappoint as Commissioner
Mrs. Brenda Wingert	9/3/2020	Regular Commissioner	Reappoint as Commissioner
Mr. Adrian Guardia	8/4/2022*	Regular Commissioner	Reappoint as Commissioner
Mrs. Valerie Sprague	9/3/2020	Alternate Commissioner	Reappoint as Alternate Commissioner
Mr. Celso Guzman	12/2/2021*	Alternate Commissioner	Reappoint as Alternate Commissioner
Vacant Alternate Commissioner	NA	Vacant	Continue advertising for applicants

\*Filled a term that is set to expire on 5/31/2023

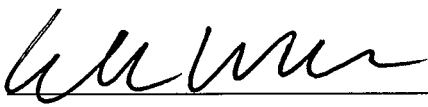
**RECOMMENDATION:**

Staff recommends that the City Clerk’s Office include the reappointments and appointment on the next available City Council agenda for consideration and action confirming the appointments.



# HUMAN RESOURCES DEPARTMENT

Name	Experience	Position/Notes
<b>Joseph Tartell</b>	<ul style="list-style-type: none"> <li>• MCSC Status: Commissioner, Chair</li> <li>• Retired—30 years of experience in personnel management, public administration &amp; human resources</li> <li>• Retired Military – Correctional Administration, International Military Testing.</li> <li>• Master’s—Public Administration, Manhattan College</li> <li>• Bachelor’s— Public Administration and Management, Oklahoma University</li> <li>• Resides: District 10</li> </ul>	Commission Chair
<b>Brenda Wingert</b>	<ul style="list-style-type: none"> <li>• Adjunct Faculty, Texas A&amp;M University, San Antonio</li> <li>• President/Owner of Acosta-Wingert, LLC, a human resource consulting firm</li> <li>• MBA, Our Lady of the Lake University</li> <li>• San Antonio Human Resources Management Association – Member of the Executive Panel</li> <li>• Society of Human Resources Management</li> <li>• National Society of Hispanic MBAs</li> <li>• Resides: District 9</li> </ul>	Commissioner
<b>Adrian B. Guardia</b>	<ul style="list-style-type: none"> <li>• PhD Leadership Studies, Our Lady of the Lake University; MBA Management, Our Lady of the Lake University; BBA Human Resource Management, St. Mary’s University</li> <li>• PHR, SPHR, SHRM-SCP</li> <li>• Volunteers with Presidents Commission on Equity, A and M-SA, 2017-19 A &amp; M System Benefits Advisory Committee, 2021 – 2023; SAHRMA member and past president College Relations Director; SHRM member</li> <li>• Instructional Associate Professor, Texas A&amp;M University-San Antonio</li> <li>• Contract Senior Recruiter, Accenture; HR Business Partner, Contract Recruiter JPMorgan Chase; HR Manager, Harris Corporation; Business Manager, Big Red Bottling Company; HR Manager, Dr Pepper Bottling Company</li> <li>• Resides in District 9</li> </ul>	Commissioner
<b>Valerie Sprague</b>	<ul style="list-style-type: none"> <li>• Human Resources Manager for Bexar County Juvenile Probation Department</li> <li>• BA, Texas State University</li> <li>• Resides: District 9</li> </ul>	Alternate Commissioner
<b>Celso Guzman</b>	<ul style="list-style-type: none"> <li>• Retired Alamo Community College District: Associate Vice Chancellor of HR, District Director of HR; District Director of Diversity and Minority Recruitment, Director of Employee Giving and Community Outreach, Retired HR Director for SAWS, Methodist Healthcare Ministries, Sea World, and Federated Department Stores-Foleys</li> <li>• Previous Board Member of: SAPL Foundation and sub-committee Latino Leadership; Guadalupe Cultural Arts Center</li> <li>• BA St. Mary’s University; Trinity University, graduate studies, and adjunct faculty member; MA: UTSA</li> <li>• Resides: District 9</li> </ul>	Alternate Commissioner

Signature:  Date: 4/24/23 Approved  Denied