

<b>Municipal Civil Service Commission At Large Commissioner</b>	<b>Application No: No: 20230422143914_13791</b>
ELIGIBILITY	
PROFILE	
Prefix	Dr.
Last Name	Guardia
First Name	Adrian
Middle Name	Bernard
Suffix	
Preferred Name	Adrian
Title	Professor
Are you a City of San Antonio resident?	Yes
San Antonio Resident Length - Years	30
In which City Council District do you reside?	09
How many years have you lived in the City Council District where you reside?	30
Address Type?	Residence
Address	
City	San Antonio
State	TX
Zip	78232-4217
Phone Type?	Cell
Phone number	

Phone 2 Type?	Business
Phone 2 number	
Address 2 Type?	Business
Address 2	
City 2	San Antonio
State 2	TX
Zip 2	
eMail	
Employer	Texas A and M University, San Antonio
Job Title	Professor
Occupation	Professor
Date of Birth	
Board/Commission/Committee Name	Municipal Civil Service Commission~At Large~Commissioner~08
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:	65 to 74

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
Will you or any of your immediate family members of any businesses that you or they own seek or take part, either directly or indirectly, in any sale	No

of land, materials, supplies, or service to the City in the foreseeable future?	
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
Have you had any convictions of criminal offenses other than parking or traffic tickets?	No
Describe your Educational history.	PhD Leadership Studies, Our Lady of the Lake University, San Antonio, TX MBA Management, Our Lady of the Lake University,

	San Antonio, TX BBA Human Resource Management, St. Marys University, San Antonio, TX
Describe your Professional History & Certification designations (Current and historical).	PHR Professional in Human Resources, Society for Human Resource Management SPHR Senior Professional in Human Resource, Human Resource Certification Institute (Lifetime Accreditation) SHRM-SCP Senior Professional in Human Resources, Society for Human Resource Management
Describe your Volunteer Experience & Community Service	09/2008 Present Texas A and M University, San Antonio Executive Director of Masters Programs, College of Business Instructional Associate Professor 10/2007 09/2008 Accenture San Antonio, TX Contract Senior Recruiter Senior Recruiter assigned to client (Unilever) for sourcing and recruiting candidates for Supply Chain and Manufacturing positions for U.S. manufacturing plants in northeast and Midwest. 4/2001 7/2007 JPMORGAN CHASE San Antonio, TX HR Business Partner Human Resource management professional supporting a new 2,200 seat Call Center for Credit Card Customer Service, Collections and Support Operations. Key areas of focus: • Change management operational culture change from

service to sales. • Talent management development of leadership talent pipeline. • Performance management culture change from rules based to principle based management. • Employee retention -- reducing 0 - 12 months new employee attrition 8/2000 12/2000 JPMORGAN CHASE San Antonio, TX Contract Recruiter Project Recruiter for Call Center start-up. Managed recruiting and staffing for Recovery (Collections, Litigation and Bankruptcy), and Customer Service management and Support teams. Directly supported business unit with over 1,000 employees. 1988 2000 HARRIS CORPORATION San Antonio, TX Microwave Communications Division Manager, Human Resources Directed HRM operations for 500 high-tech telecommunications equipment manufacturing employees. Provided leadership in directing culture change to total quality management through self-managed teams. Provided plant leadership resulting in site recognition: • North American Manufacturers Associations Shingo Prize for Manufacturing Excellence. • Clemson Universitys Award for Operational Excellence • Industry Week Magazines Top 25

Plants in North America (2 successive years) • Texas Business of the Year Award 1984 1988 BIG RED BOTTLING COMPANY -- San Antonio, TX Business Manager Directed Human Resources operations for 300 employees for regional soft drink bottling and distribution operations in south Texas. Provided leadership in start-up operations, and multi-plant acquisitions. Areas of focus: • Loss control of company property and casualty coverage • Management of workers" compensation and employee healthcare programs • Procurement management of company consumables 1980 1984 DR PEPPER BOTTLING COMPANY -- San Antonio, TX HR Manager Managed HR functions for 150 employees for soft drink bottling and distribution center. Assisted in plant closing. Employment Representative -- Irving, Texas Managed employment function for 1,500 employees for regional soft drink bottling and distribution system operating in north Texas. 1973 1980 SANGER-HARRIS -- Dallas, TX Division of Federated Department Stores • Employment Manager, Central Warehouse Operations • HR Branch Manager • Merchant manager for Housewares,

	<p>appliances, electronics • Presidents Commission on Equity, A and M-SA, 2017-19 • San Antonio Human Resource Management Association (SAHRMA) member and past president College Relations Director • Society for Human Resource Management, (SHRM) member 2023 Graduate of Masters Leadership Program of San Antonio (MLP Class XIX)</p>
<p>Please provide a brief narrative outlining your reasons for seeking appointment to this board or commission:</p>	<p>I have served as a Municipal Civil Services Commissioner in 2022-23. I seek to reapply for continued service in this capacity.</p>
<p><b>APPLICATION SIGN-OFF</b></p>	
<p>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.</p>	
<p>I understand that if any member of the public makes a request for</p>	<p>Acknowledged</p>

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.

I recognize that I am an applicant for Municipal Civil Service Commission~At Large~Commissioner~08, as a City of San Antonio board or commission that is more than advisory in nature. As a city officer, I understand that I, my immediate family members, and any business in which I and/or they hold a 10% or greater ownership interest will be prohibited from seeking or

Acknowledged

<p>accepting contracts with the city for the duration of my service on this board. I further understand that this restriction will extend with regard to many types of discretionary contracts for a period of one year after leaving city service.</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>	<p>Acknowledged</p>
<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>	<p>Acknowledged</p>
<p>Enter Your Name</p>	<p>Adrian B. Guardia</p>
<p>Date of submission.</p>	<p>4/22/2023</p>
<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</p>	

<p>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
<p>I want the public to have access to my Emergency Contact Information.</p>	No
<p>I want the public to have access to my Family Information.</p>	No
<p>Please attach any additional information, such as a current resume, using the Attachments panel at the bottom of this page.</p>	