

Municipal Civil Service Commission At Large Commissioner	Application No: No: 20230329122425_13700
ELIGIBILITY	
PROFILE	
Prefix	Mr.
Last Name	Guzman
First Name	Celso
Middle Name	
Suffix	
Preferred Name	
Title	
Are you a City of San Antonio resident?	Yes
San Antonio Resident Length - Years	48
In which City Council District do you reside?	09
How many years have you lived in the City Council District where you reside?	18
Address Type?	Residence
Address	
City	San Antonio
State	TX
Zip	78248
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	
eMail	
Employer	Retired
Job Title	
Occupation	
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:	75 years or older
Do you identify as a sexual minority (such as lesbian, gay,	No

bisexual, queer, etc.)?	
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 or any businesses that you or they own seek or take part, either directly or indirectly, in any sale of land, materials, supplies, or service to the City in the foreseeable future?	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:	- Municipal Civil Service Commission - SOMOS
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?	Yes
Please list the office, board, or commission and status of your application to that position.	- Municipal Civil Service Commission
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.	- St. Marys University: BA - Trinity Univ.: Graduate Studies - University of Texas at San Antonio: MA
Describe your Professional History & Certification designations (Current and historical).	- Alamo Community College District: Associate Vice Chancellor of Human Resources (HR), - - District Director of HR, District Director of Diversity and Minority Recruitment, Director of Employee Giving and Community Outreach. - San Antonio Water System: Director of HR. - Methodist Healthcare Ministries: Director of HR. - Sea World of Texas: Director of HR. - Federated Department Stores: Manager of Hr - Valero Energy Corporation: Employment Representative and Community Relations.
Describe your Volunteer Experience & Community Service	Previously served as Board Member of: San Antonio Public Library Foundation and sub-committee Latino Leadership for the Library Guadalupe Cultural Arts Center Community Guidance Center Avance. Currently, SOMOS.
Please provide a brief narrative outlining your reasons for seeking appointment to this board or commission:	I would like to support and give back to my City, Community. My professional career has been primarily in Human Resources

(HR), to which I had been committed to and received much personal and professional satisfaction for its critical role in an organization. I feel that serving again in the Municipal Civil Service Commission would provide me the opportunity to put that experience in service to the City and its employees. This experience has included the direction and oversight of the Employee Relations function, which supports employee interactions, performance, communication and discipline. My experience has also involved the assessment of meetings with employees regarding discipline or treatment issues, developing policy and procedures, and then ensuring consistency in applying these. Also, responsibilities have included approving and recommending appropriate levels of discipline, up to and including terminations. Additionally, responsibilities have included the training of executives, managers and supervisors regarding disciplinary policies and procedures, and reviewing disciplinary actions for legal compliance with General Counsel and Outside Counsel. These responsibilities called for

	<p>interacting with the Ethics Officer. At SAWS, as Director of HR, I provided the organizations rationale for the disciplinary action being reviewed by a citizens appeal committee.</p>
<p>APPLICATION SIGN-OFF</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 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</p>	<p>Acknowledged</p>

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 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.

OATH: I have read and understand the guidelines set out

Acknowledged

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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.

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

Celso Guzman

Date of submission.

3/29/2023

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.	