

Affirmative Action Advisory Committee District 7	Application No: No: 20230907214305_14714
ELIGIBILITY	
PROFILE	
Prefix	Mrs
Last Name	Martinez
First Name	Rebecca
Middle Name	
Suffix	
Preferred Name	Becky
Title	
Are you a City of San Antonio resident?	Yes
San Antonio Resident Length - Years	23
In which City Council District do you reside?	07
How many years have you lived in the City Council District where you reside?	07
Address Type?	Residence
Address	
City	San Antonio
State	TX
Zip	78228
Phone Type?	Cell
Phone number	
Phone 2 Type?	Cell
Phone 2 number	
Address 2 Type?	Business
Address 2	n/a
City 2	San Antonio
State 2	TX
Zip 2	
eMail	
Employer	USAA
Job Title	Executive Director Employee Relations
Occupation	Human Resources Management
Board/Commission/Committee Name	Affirmative Action Advisory Committee--District 7--01
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:	55 to 64
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	I received my Bachelor of Business Administration degree in Human Resource Management and Masters of Business Administration degree from Our Lady of the Lake University-San Antonio. I have earned the SHRM- CP and PHR certification in 2019 and Senior Professional Human Resources (SPHR) in 2020.
Describe your Professional History & Certification designations (Current and historical)	I have been employed with USAA since July 1999. The following provides my current and former roles within USAA: Executive Director Apr 2022 - Present Employee Relations and Human Resources Executive responsible for directing the business strategy, organization, direction, operational performance, service-delivery, and workload completion of all activities related to Employee Relations, Payroll, and Quality Assurance. Skills: Severance Claims Administrator Collective Bargaining ADP Payroll Operations Management Team Effectiveness HR Consulting Driving Results Communication HR Policies Conflict Resolution Capacity Planning Business Analysis Employee Relations Director Oct 2014 - Apr 2022. Leads a team of Employee Relations Advisors who are responsible for leveraging USAA's corporate culture and values to ensure equitable resolutions to employee and leader issues and/or

	<p>questions The Employee Relations team works closely with employees at all levels of the organization to successfully manage USAA's Dialogue program, investigate sensitive issues, consult with stakeholders on complex issues, and proactively train employees on appropriate employment and leadership practices to maintain a productive, effective, and engaged workforce Responsible for coordinating and directing team of Employee Relations Advisors on case work, development of management, reorganizations, policy interpretation, employee relations programs, projects and/or processes Consults with ER leadership on the development of strategic initiatives and policies, keeps abreast of any changes in government regulations and advises appropriate organization leadership about such changes I have successfully formulated and developed program goals and objectives in all areas of employee relations I excels at providing exceptional coaching and development to members of the Employee Relations team Skills: Team Effectiveness HR Consulting Driving Results Communication HR Policies Conflict Resolution Capacity Planning Skills: Team Effectiveness HR Consulting Driving Results Communication HR Policies Conflict Resolution Capacity Planning Employee Relations Advisor Sep 2013 - Oct 2014 Consults with employees at all levels on sensitive issues and assist them in developing solutions as issues arise Employee Relations strives to leverage and preserve USAAs culture by providing objective perspectives that help to mitigate employment risk, protect USAAs brand, and promote a positive employee experience Skills: Team Effectiveness HR Consulting Driving Results Communication Conflict Resolution Director Financial Foundations Sep 2008 - Sep 2013 Serves as a team leader, coach, counselor, mentor and teacher to a team of Policy Service customer contact personnel and staff providing support and leadership to the team Provides coordination with internal and external service providers in the delivery of USAA Service to its customers Accountable for implementation of regional strategic and operational plans to achieve success within Key Result Areas Accountable for operational response to staff audit process and implementation of resultant action plans Evaluated team success concerning member satisfaction and focus on strengthening member relationships Fostered a collaborative environment to address expectations and goals Coach to sales and service strategies</p>
Describe your Volunteer Experience & Community Service	<p>My community involvement begins with recognizing the basic needs of many San Antonians" I volunteer at many SA Food Bank drives to help distribute grocery and vegetable bags I work with Junior Achievement to tutor and teach students financial literacy in elementary schools We become Teachers for a Day I work with my employer, USAA, through Diversity Business groups to include Adelante,BOLD, DUNAMIS, Peak and impact These groups focus on different aspects of corporate responsibility and strengthen employee engagement</p>
Please provide a brief narrative outlining your reasons for seeking appointment to this board or commission:	<p>I am seeking appointment to the Affirmative Action Committee because I think I can contribute to making San Antonio a better city My experience and knowledge working in employee relations gives me the background and perspective to make sure a fair and equitable processes are followed I understand the value of having and maintaining a diverse workforce and the opportunities it provides to underrepresented groups I look forward to working with my councilperson on issues that helps San Antonio become a thriving and prosperous community</p>
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
Enter Your Name	Rebecca Martinez
Date of submission	9/7/2023
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	