



## HUMAN RESOURCES DEPARTMENT

**TO:** Debbie Racca-Sittre, City Clerk

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

**COPY:** Ben Gorzell, Chief Financial Officer  
Erik Walsh, City Manager

**SUBJECT:** **Municipal Civil Service Commission Appointment**

**DATE:** June 21, 2022

In accordance with the provisions of the City Charter, the City Manager has made the recommendation to (re)appoint the following members of the Municipal Civil Service Commission:

- Mr. Adrian Guardia, Commissioner, is newly appointed to complete a term which will end on May 31, 2023.

Please include the item above on the next available City Council Agenda for Council action to confirm the appointment.



## HUMAN RESOURCES DEPARTMENT

**TO:** Erik Walsh, City Manager

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

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

**SUBJECT:** **Municipal Civil Service Commission Appointment**

**DATE:** June 8, 2022

### **SUMMARY:**

The Human Resources Department is recommending appointment of one new Commissioner. As such, we request the Clerk's Office include the 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 generally meets on Tuesdays and Thursdays. 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 extensive application, vetting, and interview process.

### **ISSUE:**


There is one new appointee that has been interviewed and selected by HR Director Renee Frieda and Deputy City Attorney Elizabeth Provencio. There continues to be one alternate member vacancy.

Commissioner	Original Appt Date	Current Status	Recommendation
Mr. Adrian Guardia	N/A	Commissioner	Appoint
Vacant Alternate Commissioner	N/A	Vacant	Continue advertising for applicants

### **RECOMMENDATION:**

Staff recommends that the City Clerk's Office include the appointment on the next available City Council agenda for consideration and action confirming the appointment. Staff will continue working to identify additional candidates for the vacant alternate Commissioner position.

Current Municipal Civil Service Commission Members		
Name	Experience	Recommendation
<b>Adrian B. Guardia</b>	<ul style="list-style-type: none"> <li>• PhD Leadership Studies, Our Lady of the Lake University</li> <li>• MBA Management, Our Lady of the Lake University</li> <li>• 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>	Appoint as Commissioner
<b>Joseph Tartell</b>	<ul style="list-style-type: none"> <li>• MCSC Status: Commissioner, Chair</li> <li>• Original Appointment: 03/13/2005</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>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> </ul>	Commissioner

Signature:  Date: 6/19/22 Approved ☒ Denied ☐