

## ETHICS COMMISSION

**One (1) vacancy with term ending 9-30-2028. (Members are appointed by two-thirds vote of the full Council - 6 votes).**

### **Duties**

The Ethics Commission, in addition to having jurisdiction over complaints involving any "city official", are to prepare and publish pamphlets and other materials explaining the duties of individuals subject to the code of ethics; review all statements and reports filed with the city; annually review the code of ethics and make appropriate recommendations to the City Council; review all public opinions related to the code of ethics that are issued by the city attorney; prepare and disseminate a report listing all campaign contributions and expenditures for each candidate within 30 days following the deadline for filing the last campaign finance reports for each City Council election. The Commission shall have such meetings as may be necessary to fulfill its responsibilities. The chairperson or any three (3) members may call a meeting provided that reasonable notice is given to each member. The Commission shall meet at least once a year. The date of the annual meeting shall be in September. The Commission shall comply with the Texas Open Meetings Act.

### **Composition**

Nine members appointed by a **two-thirds vote of the full Council**. Nominations are to be solicited from a wide variety of professional and community organizations in the City, but interested individuals may also submit their names for consideration. Members shall hold office for three-year terms commencing October 1. No holding over is permitted except as expressly provided in the Code of Ethics. The Commission shall elect a Chairperson and a Vice-Chairperson.

### **Creation/Authority**

Section 2-320, Code of Ordinances; Ordinance No. 20781, 9/19/89, Ord. 023460 , 10-13-98; Ord. No. 024614 - 10/9/01.

### **Meets**

3rd Thur. of the month, 5:30 p.m., City Hall,  
Fifth Floor - ACM Conference Room

### **Member size**

9

### **Term length / limit**

3 years / 6 years

### **Liaison**

Sherry Quesada

| Name                  | District   | Term    | Appt. date | End date  | Appointing Authority | Position | Status                    |
|-----------------------|------------|---------|------------|-----------|----------------------|----------|---------------------------|
| Dane F. Fuller        | District 5 | 1       | 9/13/2022  | 9/30/2025 | City Council         | Chair    | Not seeking reappointment |
| Rick Barrera          | District 5 | 1       | 9/5/2023   | 9/30/2026 | City Council         |          | Active                    |
| Kimberly K. Ballenger | District 5 | Partial | 2/13/2024  | 9/30/2026 | City Council         |          | Active                    |
| Robert M Simmons      | District 1 | 1       | 8/13/2024  | 9/30/2026 | City Council         |          | Active                    |
| Douglas C. Fick       | District 5 | 1       | 8/13/2024  | 9/30/2027 | City Council         |          | Active                    |
| Steven R. McClure Sr  | District 5 | Partial | 4/8/2025   | 9/30/2027 | City Council         |          | Active                    |
| Elena Martinez        | District 4 | Partial | 6/10/2025  | 9/30/2027 | City Council         |          | Active                    |
| Casey O'Donnell       | District 5 | Partial | 6/10/2025  | 9/30/2027 | City Council         |          | Active                    |
| Trevor H. Mauck       | District 2 | 2       | 9/13/2022  | 9/30/2028 | City Council         |          | Active                    |

## ETHICS COMMISSION

### Applicant List

| Name                | District   | Status  |
|---------------------|------------|---------|
| Nichelle N Guerrero | District 5 | Applied |
| Pamela Y Willingham | District 5 | Applied |

Profile

Nichelle

First Name

N

Middle Initial

Guerrero

Last Name

Email Address

Street Address

Corpus Christi

City

TX

State

78414

Postal Code

Primary Phone

Alternate Phone

What district do you live in? \*

☒ District 5

Current resident of the City of Corpus Christi?

☒ Yes ☐ No

If yes, how many years?

2

STERIS Corporation

Employer

HR Manager

Job Title

Human Resources

Occupation

Work Address - Street Address and Suite Number

7834 Hulk Drive

Work Address - City

Corpus Christi

Work Address - State

Texas

Work Address - Zip Code

78414

Work E-mail address

nichelle\_guerrero@steris.com

Nichelle N Guerrero

## Preferred Mailing Address

☒ Home/Primary Address

## Which Boards would you like to apply for?

ETHICS COMMISSION: Submitted

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## Interests & Experiences

### Are you a Nueces County registered voter?

☒ Yes ☐ No

### Do you currently serve on any other City board, commission or committee at this time? If so, please list:

No

### Education, Professional and/or Community Activity (Present)

Master's in Human Resource Management, Currently a Doctoral candidate at Capella University, Mentor Volunteer at Thrive Mentorship

### If you applied for multiple boards, which boards are you most interested in serving on, in order of preference? (Limit to top three)

Airport, Youth, Ethics

### Why are you interested in serving on a City board, commission or committee?

I want to be involved in decisions that impact the city I live in.

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Upload a Resume

### Are you an ex-Officio member of a City Board, commission or committee?

☐ Yes ☒ No

**No person shall be appointed by the Mayor or Council Members to serve on more than one board, commission, committee or corporation at the same time. If you currently serve as a voting member for a board, commission, committee or corporation are you willing to resign your current seat to serve on another board, commission, committee or corporation?**

☐ Yes ☒ No

### Are you a current candidate in an election for a non-city public office?

☐ Yes ☒ No

**Do you currently serve as an elected official for a non-city public office?**

☐ Yes ☒ No

**Will you seek re-election to the non-city public office? If not in a non-city public office, please enter N/A**

N/a

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## **Demographics**

### **Gender**

☒ Female

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## **Code of Ethics - Rules of Conduct/Conflicts of Interest**

**Do you represent any person or organization in any claim or lawsuit or proceeding involving the City?**

☐ Yes ☒ No

**Do you, your spouse, your business or your spouse's business have a City contract?**

☐ Yes ☒ No

**Does your employer or your spouse's employer have a City contract?**

☐ Yes ☒ No

**Are you involved with any activities or employment that would conflict with the official duties on the City boards for which you are applying?**

☐ Yes ☒ No

**Are you, your spouse, your business or your spouse's business involved in any pending bid, proposal or negotiation in connection with a contract with the City?**

☐ Yes ☒ No

**Do you or your spouse have a pending claim, lawsuit or proceeding against the City?**

☐ Yes ☒ No

**If you answer "Yes" to any of the questions above, please explain or ask to speak with the City's Legal Department. If you answer "NO" to all questions above, please enter N/A.**

N/A

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**Board-specific questions (if applicable)**

Question applies to multiple boards

**Are you willing to provide an Annual Report of Financial Information as required by the Code of Ethics?**

☒ Yes ☐ No

Question applies to CORPUS CHRISTI BUSINESS AND JOB DEVELOPMENT CORPORATION,CORPUS CHRISTI B CORPORATION,PLANNING COMMISSION

**Are you a Nueces County registered voter?**

☒ Yes ☐ No

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**Verification**

**City Code Requirement - Residency**

**As a board, commission, or committee member, you will be asked to adhere to City Code of Ordinances, Section 2-65, which states that all members of City boards and commissions, including ad hoc committees, appointed by the City, must be residents of the city. A move outside the city limits of the city by any member shall constitute automatic resignation from the particular board or commission on which such member served.**

☒ I Agree

Nichelle N Guerrero

## City Code Requirement - Attendance

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**As a board, commission, or committee member, you will be asked to adhere to City Code of Ordinances, Section 2-61, which provides that absences from more than 25% of regularly scheduled meetings during a term year on the part of any board, commission, or committee member shall result in an automatic termination. An absence shall be deemed unexcused unless excused by the board, commission or committee for good cause no later than its next meeting after the absence.**

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☒ I Agree

## Consent for Release of Information

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**I understand that if any member of the public makes a request for information included in this application or in any attachment (e.g. resume or supporting documentation) for appointment it is subject to and must be disclosed under the Texas Public Information Act. I understand that under the Texas Public Information Act, my home address and home telephone number is subject to public disclosure unless I am elected or appointed to the position which I seek. I hereby consent to the release of my home address and home telephone number should it be requested under the Texas Public Information Act prior to my possible appointment or election. I hereby release the City of Corpus Christi, and its agents, employees and officers, from any and all liability whatsoever if the information must be released pursuant to the Texas Public Information Act.**

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☒ I Agree

## Oath

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**I swear that all of the statements included in my application and attached documents, if any, are true and correct.**

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☒ I Agree

# NICHELLE GUERRERO

## Human Resources Manager

Highly experienced Human Resources Manager with a proven track record of incorporating creative leadership skills to achieve business objectives. Exceptional at prioritizing and executing multiple projects and deadlines simultaneously.

### Contact Info

 Corpus Christi, TX 78414

 2164033585

 

### Skills

Talent Management & Succession

Employee Engagement

Coaching

Hiring & Retention

Training and Development

Employee Relations

Mentor

### Employment History

#### Human Resources Manager

Apr 2020 - Present

STERIS Corporation • Mentor, OH

- Lead organization design for assigned business lines to optimize structure, roles, and objectives for current and future challenges
- Coach managers on employee performance and relations, and implemented people management programs
- Implement performance management and engagement initiatives, including training leadership team members
- Manage Talent Assessment function, driving action plans and ensuring performance alignment and feedback discussions
- Promote positive company culture to enhance employee engagement and satisfaction
- Oversee full employee lifecycle and provided HR leadership support to team and direct report

#### Volunteer, Mentor

Jan 2023 - Present

Thrive Scholars • Remote

- Provide one-on-one mentorship to first year college students accepted into the program.
- Facilitate relationship building, networking, and professional development opportunities for students.
- Guide and support students in building successful careers in leadership.

#### Human Resources Business Partner

Sep 2016 - Apr 2020

Swagelok Company • Solon, OH

- Partnered with the senior HR manager and operations director to implement and manage HR strategies and services to support the workforce.
- Advised leaders on organizational policy matters and made recommendations when needed.
- Coached and developed leaders and HR team on performance management, employee movement, and engagement.
- Worked closely with the Human Resource Site Manager to handle disputes, termination of associates, and administering disciplinary procedures.
- Managed the full recruiting life cycle process which included opening job requisitions, interviewing, extending and negotiating offers, and onboarding.



## Lead Operations Administrator

Feb 2010 - Mar 2016

BAKER HUGHES INCORPORATED • Louisiana/Texas

- Administered human resources and financial support for East Texas and Permian locations, including maintaining and updating employee files and overseeing daily operations
- Served as onsite HR liaison to operational leaders on matters such as: workforce planning, employee relation issues, bonus compensation, benefits, policy interpretation, performance management, and EEO compliance and training.
- Supervised all Administrators entries in the job ticketing and revenue processing system. Lead Super-user for the electronic system.
- Mentored team members to succeed and advance within department and company by providing action plans for achieving results and enabling moves to higher positions.
- Analyzed department location training needs and developed a new hire training program, resulting in new hires becoming productive on first day of work.

## Education

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### Doctorate Business Administration, Human Resource Management

Jun 2020 - Present

Capella University

### Masters Human Resources Management

Jun 2017 - Feb 2019

Indiana Wesleyan University

### Bachelors Sociology

Sep 2003 - May 2008

University of Cincinnati

Profile

Pamela

First Name

Y

Middle Initial

Willingham

Last Name

Email Address

Street Address

Corpus Christi

City

TX

State

78414

Postal Code

Primary Phone

Alternate Phone

What district do you live in? \*

☒ District 5

Current resident of the City of Corpus Christi?

☒ Yes ☐ No

If yes, how many years?

2

NAS Kingsville

Employer

Command Master Chief

Job Title

Retired

Occupation

Work Address - Street Address and Suite Number

554 McCain St #214

Work Address - City

Kingsville

Work Address - State

Texas

Work Address - Zip Code

78363

## Which Boards would you like to apply for?

ETHICS COMMISSION: Submitted

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## Interests & Experiences

### Are you a Nueces County registered voter?

☐ Yes ☒ No

### Do you currently serve on any other City board, commission or committee at this time? If so, please list:

None.

### Education, Professional and/or Community Activity (Present)

MBA -concentration in Organizational Leadership Currently enrolled in Pre-Nursing program at TAMU-CC and Del Mar College

### If you applied for multiple boards, which boards are you most interested in serving on, in order of preference? (Limit to top three)

1. Ethics Committee 2. Citizens Health Advisory Board

### Why are you interested in serving on a City board, commission or committee?

As a new member of the community, I would like to give back to the community that has opened its arms to me and will allow me to show my appreciation by serving this wonderful community.

[Upload a Resume](#)

### Are you an ex-Officio member of a City Board, commission or committee?

☐ Yes ☒ No

### Are you a current candidate in an election for a non-city public office?

☐ Yes ☒ No

### Do you currently serve as an elected official for a non-city public office?

☐ Yes ☒ No

### Will you seek re-election to the non-city public office? If not in a non- city public office, please enter N/A

N/A

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## Demographics

Pamela Y Willingham

**Gender**

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☒ Female

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**Code of Ethics - Rules of Conduct/Conflicts of Interest**

**Do you represent any person or organization in any claim or lawsuit or proceeding involving the City?**

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☐ Yes ☒ No

**Do you, your spouse, your business or your spouse's business have a City contract?**

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☐ Yes ☒ No

**Does your employer or your spouse's employer have a City contract?**

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☐ Yes ☒ No

**Are you involved with any activities or employment that would conflict with the official duties on the City boards for which you are applying?**

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☐ Yes ☒ No

**If you answer "Yes" to any of the questions above, please explain or ask to speak with the City's Legal Department. If you answer "NO" to all questions above, please enter N/A.**

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N/A

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**Board-specific questions (if applicable)**

Question applies to ISLAND STRATEGIC ACTION COMMITTEE

**ISAC preferred representatives from certain categories. Do you qualify for any of the following categories? \***

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☒ None of the above

Question applies to multiple boards

**Are you willing to provide an Annual Report of Financial Information as required by the Code of Ethics?**

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☒ Yes ☐ No

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## Verification

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☒ I Agree

## Oath

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**I swear that all of the statements included in my application and attached documents, if any, are true and correct.**

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☒ I Agree

**Pamela Yvetta Willingham**  
**7754 Lariat Toss Drive**  
**Corpus Christi, TX**  
**(727) 900-4720**

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## **OBJECTIVE**

To bring the depth of my military leadership experience as a former Command Master Chief and Aviation Maintenance Master Chief to the City Council Ethics Committee promoting ethical governance, accountability, and transparency. With a strong background in executive advising, personnel development and strategic leadership, I am committed to upholding the highest standards of integrity and fostering public trust through fair and principled service.

## **PROFESSIONAL SUMMARY**

Seasoned executive leader with over 31 years of honorable military service known for upholding the highest ethical standards in leadership, personnel management, and organizational oversight who demonstrates a deep commitment to fairness, accountability and transparent decision-making in environments demanding discretion, trust, and integrity. Skilled in cultivating ethical cultures, resolving conflict, and guiding teams through complex challenges while bringing a well-established reputation for sound judgment, respectful communication, and a values-based approach to governance. Traits that are ideally suited for supporting the mission and integrity of Corpus Christi City Council Ethics Committee.

## **PROFESSIONAL EXPERIENCE**

### **United States Navy** **(1994-August 2025)**

- Served as an Aviation Electrician performing scheduled and unscheduled maintenance for P-3C and P-3B/A aircraft in Patrol Squadron TWO-SIX (VP-26), Brunswick, Maine and Patrol Squadron THREE-ZERO (VP-30) Jacksonville, Florida from 1994-2001.
- Served as a Gate Guard, Patrolman and Guard Supervisor, 2001-2003. Performed physical security of Naval Magazine-Guam, Apra Harbor and Polaris Point in direct support of events associated with September 11, 2001.
- Served as an Aviation Electrician, Quality Assurance Representative, Leading Chief Petty Officer and Maintenance Control Chief performing scheduled and unscheduled maintenance; performing quality assurance functions for EP-3C and P-3C aircraft; leading/mentoring 23 Sailors performing maintenance on aircraft; and performing safe-for-flight/aircraft release duties in Fleet Reconnaissance Squadron ONE (VQ-1), Whidbey Island, Washington from 2003-2007.
- Served as a Recruit Division Commander training incoming recruits on naval history, heritage and tradition at Recruit Training Command, Great Lakes, Illinois from 2007-2010.

- Served as Division Leading Chief Petty Officer leading a division of 40 Sailors onboard the USS CARL VINSON (CVN-70), San Diego, California from 2010 -2013.
- Served as Quality Assurance Supervisor performing maintenance analytics and quality assurance functions for MH-60R helicopters while leading a team of 15 Quality Assurance Representatives in Helicopter Maritime Strike Squadron SEVEN-SEVEN (HSM-77), San Diego, California and Atsugi, Japan from 2013-2015.
- Served as Maintenance Master Chief leading a maintenance department of 250 Sailors and Officers in Patrol Squadron THREE-ZERO (VP-30), Jacksonville, Florida from 2015-2017.
- Served as Command Master Chief Petty Officer and principal advisor to the Commanding Officer across four commands between 2017 and 2025, including VAW-117, CPRW-57, VFA-86, and NAS Kingsville, Texas. Provided senior-level counsel on Sailor quality of life, discipline, professional development, and mission execution. Played a critical role in policy development, enforcement of Navy standards, and upholding ethical conduct while strengthening accountability and leadership throughout the chain of command.

#### **EDUCATION/CERTIFICATIONS**

|                               |  |           |
|-------------------------------|--|-----------|
| MBA-Organizational Leadership | American Intercontinental University<br>Chandler, AZ         | GPA: 3.7  |
| BA-Organizational Leadership  | American Intercontinental University<br>Chandler, AZ         | GPA: 3.63 |
| Practical Nursing Program     | Florida Community College<br>Jacksonville, FL                |           |
| Senior Enlisted Academy       | Certification<br>Naval War College<br>Newport, RI            |           |
| Master Training Specialist    | Certification<br>Recruit Training Command<br>Great Lakes, IL |           |
| Recruit Division Commander    | Certification<br>Recruit Training Command<br>Great Lakes, IL |           |

References supplied upon request.