

CIVIL SERVICE COMMISSION

One (1) vacancy with term ending 6-15-2028. *The City Manager appoints to the Civil Service Commission with Council confirmation. The City Council appoints to the Civil Service Board. Traditionally the same members serve on the Civil Service Board and Commission. City Manager Peter Zaroni is recommending the reappointment of Deborah Sibila.*

Duties

FOR FIREFIGHTERS AND POLICE OFFICERS ONLY - The Civil Service Commission adopts, amends, and enforces a code of rules and regulations providing for appointment, employment, or suspension in all positions in the classified service based upon citizenship, character, merit, efficiency, and industry, which shall have the force and effect of law; and also, rules regulating promotions, demotions, reduction in force of employees in the classified service and in what order they shall be dismissed and reinstated. With additional duties as outlined under Chapter 143, Texas Local Government Code.

Composition

Three (3) members shall be appointed by the City Manager of the City and confirmed by a majority of the City Council. Members must (1) be of good moral character, (2) be a U. S. Citizen, (3) be a resident of the City and have lived in the City for three years preceding appointment, (4) be over 25 years of age, and (5) not have held a public office within the preceding three years.

Creation / Authority

Chapter 143, Texas Local
Government Code.

Meets

Meets third Thursday monthly, 9:00 a.m.,
Human Resources Conf. Room, 2nd Floor, City

Member size

3

Term Length / Limit

3 years / 6 years

Staff Liaison

Monica Saenz

Name	District	Term	Appt. date	End date	Appointing Authority	Position	Status	Attendance
Deborah A. Sibila	District 4	1	6/9/2021	6/15/2025	City Manager with Council Confirmation	Chair	Active	8/8 Meetings - 100%
Raul E. Ramirez	District 5	1	6/13/2023	6/15/2026	City Manager with Council Confirmation		Active	
Silvia A. Martinez Pacheco	District 5	Partial	4/15/2025	6/15/2027	City Manager with Council Confirmation		Active	

CIVIL SERVICE COMMISSION

Applicant List

Name	District	Status
Joel S. Mumphord	District 4	Applied
Deborah A Sibila	District 4	Seeking reappointment
Israel Talamantez	District 5	Applied

Application for a City Board, Commission, Committee or Corporation

Profile

MrJoelS

PrefixFirst NameMiddle InitialLast Name

Email Address

Street Address

Corpus Christi

City

TX

State

78412

Postal Code

Primary Phone

Alternate Phone

What district do you live in? *

☒ District 4

Current resident of the City of Corpus Christi?

☒ Yes ☐ No

If yes, how many years?

56 Year

Retired

Employer

N/A

Job Title

n/a

Occupation

Work Address - Street Address and Suite Number

N/A

Work Address - City

None

Work Address - State

None

Work Address - Zip Code

None

Work Phone

None

Mr Joel S Mumphord

Work E-mail address

None

Preferred Mailing Address

☒ Home/Primary Address

Which Boards would you like to apply for?

CIVIL SERVICE COMMISSION: Submitted

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:

N/A

Education, Professional and/or Community Activity (Present)

Former deputy, former election clerk

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

Housing

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

To learn more of city government and it functions

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

Demographics

Gender

☒ Male

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

Board-specific questions (if applicable)

Question applies to CIVIL SERVICE COMMISSION,CIVIL SERVICE BOARD

Have you resided in the City for at least 3 years?

☒ Yes ☐ No

Question applies to CIVIL SERVICE COMMISSION,CIVIL SERVICE BOARD

Have you held public office during the past 3 years?

☐ Yes ☒ No

Question applies to CIVIL SERVICE COMMISSION,CIVIL SERVICE BOARD

Are you over 25 years of age?

☒ Yes ☐ No

Question applies to CIVIL SERVICE COMMISSION,CIVIL SERVICE BOARD

Are you a U.S. Citizen

☒ Yes ☐ No

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 HOUSING AUTHORITY

Are you a Housing Authority Resident?

☐ Yes ☒ No

The Reinvestment Zone No. 6 members must own real property in the zone or be an employee or agent of a person that owns real property in the zone. Do you qualify?

☐ Yes ☒ No

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

City Code Requirement - Attendance

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.

☒ I Agree

Consent for Release of Information

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.

☒ I Agree

Oath

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

☒ I Agree

Profile

Dr. Deborah A Sibila

Prefix First Name Middle Initial Last Name

Email Address

Street Address

Corpus Christi

City

TX

State

78412

Postal Code

Primary Phone

Alternate Phone

What district do you live in? *

☒ District 4

Current resident of the City of Corpus Christi?

☒ Yes ☐ No

If yes, how many years?

7

Texas A&M University -
Corpus Christi

Employer

Professor

Job Title

Professor of Criminal
Justice

Occupation

Work Address - Street Address and Suite Number

6300 Ocean Dr., Unit 5826

Work Address - City

Corpus Christi

Work Address - State

TX

Work Address - Zip Code

78412

Work Phone

3618254132

Work E-mail address

deborah.sibila@tamucc.edu

Preferred Mailing Address

☒ Home/Primary Address

Which Boards would you like to apply for?

CIVIL SERVICE COMMISSION: Submitted

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)

Texas A&M University - Corpus Christi (faculty advisor for the Student Veterans Organization)
Volunteer/Trainer for The Purple Door (sexual assault/domestic violence non-profit organization) in Corpus Christi

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

N/A

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

Serving on the city's civil service board will provide me with the opportunity to become an active member of the community and allow me to have a small but lasting impact on our society at large. I am also interested in meeting new people and developing professional contacts within the community. I believe that my professional background and education make me an ideal candidate for a position on the civil service board. I have approximately 26 years of military and federal law enforcement experience with 10 years of supervisory experience. My education includes a MPA and a Ph.D in criminal justice. Additionally, I have some familiarity with civil service policy and regulations.

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

Demographics

Gender

☒ Female

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?

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

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

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N/A

Board-specific questions (if applicable)

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☒ Yes ☐ No

Question applies to CIVIL SERVICE COMMISSION,CIVIL SERVICE BOARD

Have you held public office during the past 3 years?

☐ Yes ☒ No

Question applies to CIVIL SERVICE COMMISSION,CIVIL SERVICE BOARD

Are you over 25 years of age?

☒ Yes ☐ No

Question applies to CIVIL SERVICE COMMISSION,CIVIL SERVICE BOARD

Are you a U.S. Citizen

☒ Yes ☐ No

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

Verification

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☒ I Agree

Oath

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

☒ I Agree

Curriculum Vitae

Deborah Ann Sibila

Department of Social Sciences
Texas A&M University – Corpus Christi
Corpus Christi, Texas 78412
Email: deborah.sibila@tamucc.edu
Phone: 361 825-4132

Education:

- 2016 Ph.D., Criminal Justice, Sam Houston State University
- 1984 Master of Public Administration, Jacksonville State University
- 1980 Bachelor of Arts, Law Enforcement/Police Science, Sam Houston State University

Professional Experience:

- | | |
|-------------------------|---|
| Fall 2024 – Present | Associate Professor of Criminal Justice
Department of Social Sciences (DOSC)
Texas A&M University – Corpus Christi (TAMUCC) |
| Fall 2020 – Summer 2024 | Assistant Professor of Criminal Justice
DOSC – TAMUCC |
| Fall 2018 – Summer 2020 | Professional Assistant Professor of Criminal Justice
DOSC – TAMUCC |
| Fall 2016 – Spring 2018 | Assistant Professor of Criminal Justice
Department of Government
Stephen F. Austin State University (SFASU) |
| Fall 2015 – Spring 2016 | Visiting Lecturer
Department of Government - SFASU |
| Fall 2013 – Spring 2015 | Adjunct Lecturer
College of Criminal Justice (CCJ)
Sam Houston State University (SHSU) |
| Fall 2012 – Summer 2013 | Investigator
Federal Emergency Management Agency
Department of Homeland Security |
| Fall 2009 – Spring 2012 | Teaching Assistant/Doctoral Teaching Fellow
CJC – SHSU |
| Fall 1991 – Summer 2009 | Special Agent/Supervisory Special Agent
Drug Enforcement Administration |
| Fall 1987 – Summer 1991 | Special Agent
Bureau of Alcohol, Tobacco, and Firearms |

Fall 1985 – Summer 1986 Investigator
Defense Investigative Service

Summer 1980 – Summer 1984 Captain
Military Police Corps – United States Army

Publications:

Peer Reviewed Articles

Sibila, D., Tapia, N. & Rauhaus, B. (2024, Forthcoming). Women in the Police Force: Enhancing Equity and Empathy through the Lens of Representative Bureaucracy. *Public Voices*. 18(1)

Pollock, W., Sibila, D., Frantzen, D., Luo, F. & Del Carmen, A. (2022). A Systematic Examination of the Influence of Mental Illness on Deaths in the Texas Criminal Justice System. *Criminal Justice Review*. DOI: 10.1177/07340168221124459

Rauhaus, B., Sibila, D. & Mahan, M. (2022). Collaboration in Crisis: Utilizing the SOS Program, an At-Home COVID-19 Vaccine Administration Initiative, to Demonstrate Best Practices in Emergency Management Collaboration. *Public Administration Review*, 83(5), 1404-1408. DOI: 10.1111/puar.13573

Pollock, W., Tapia, N. & Sibila, D. (2021). Cultivation Theory: The Impact of Crime Media's Portrayal of Race on the Desire to Become a U.S. Police Officer. *International Journal of Police Science and Management*, 24(1), 42-52 DOI: 10.1177/14613557211036555

Rauhaus, B., Sibila, D. & Johnson, A. (2020). Addressing the Increase of Domestic Violence and Abuse During the COVID-19 Pandemic: A Need for Empathy, Care, and Social Equity in Collaborative Planning and Responses. *The American Review of Public Administration*, 50(6-7), 668-674

Schuchs-Carr, I., Sibila, D. & Rauhaus, B. (2020). Trump's Twitter Tales: Policy Implications of Stories of Crime and Crisis Along the Southwest Border. *Public Voices*, 17(1), 82-98

Sibila, D., Pollock, W. & Menard, S. (2017). Citizenship Status and Arrest Patterns for Violent and Narcotic-Related Offenses in Federal Judicial Districts along the U.S.-Mexico Border. *American Journal of Criminal Justice*, 42(3), 469-488

Peer Reviewed Articles Under Review

Shay, L., Rauhaus, B. & Sibila, D. (under review). Do Veterans Manage Workload Stress Better? An Analysis of Local Law Enforcement Officers and Workload Stress? (*International Journal of Public Administration*).

Peer Reviewed Articles in Progress

Sibila, D., Pollock, W., & Tapia, N. (in progress). "Reliable Heroes": Implicit Biases that Potential Incoming U.S. Police Officers Face from the Consumption of Crime Related Media

Sibila, D. & Shaw, C. (in progress). Domestic Violence and Sexual Assault Services Response to the Covid-19 Pandemic: Examining Best Practices, Lessons Learned, and Lasting Consequences

Encyclopedia Entries

Sibila, D. & Yatsco, A. (2019). "The War on Drugs and Impact on Women." In F. Bernat & K. Frailing (Eds.), *The Encyclopedia of Women and Crime*. San Francisco, CA: John Wiley & Sons, Inc.

Sibila, D. & Weiss, A. (2013). "Narco Culture." In J.M. Miller (Ed.), *The Encyclopedia of Theoretical Criminology*. San Francisco, CA: John Wiley & Sons, Inc.

Sibila, D. (2012). "Bureau of Alcohol, Tobacco and Firearms." In W.R. Miller (Ed.), *The Social History of Crime and Punishment in America: An Encyclopedia*. Thousand Oaks, CA: Sage.

Sibila, D. (2012). "Military Police." In W.R. Miller (Ed.), *The Social History of Crime and Punishment in America: An Encyclopedia*. Thousand Oaks, CA: Sage.

Technical Reports

Del Carmen, A., Bowling, B., Luo, F., Pollock, W., Gibson, C., Sibila, & Chism, K. (2022). *2021 Racial Profiling Data Analysis of the State of Texas*. Institute for Predictive Analytics in Criminal Justice (IPAC).
<https://web.tarleton.edu/ipac/wp-content/uploads/sites/12/2022/04/IPAC2021AnnualReport.pdf>

Del Carmen, A., Luo, F., Pollock, W., Chism, K., Gibson, C., Sibila, D., Frantzen, D., Steward, D., Petrowski, T., & Copes, B. (2021). *2020 Racial Profiling Data Analysis for the State of Texas*. Institute for Predictive Analytics in Criminal Justice (IPAC). <https://web.tarleton.edu/ipac/wp-content/uploads/sites/12/2021/05/IPAC-Racial-Profiling-Texas-compressed.pdf>

Book Reviews

Sibila, D. (2022) "Terrorism, Gender, and Women: Toward an Integrated Research Agenda. Edited by Alexandra Phelan. *Journal of Strategic Security*, 15(2), 94-101. <https://doi.org/10.5038/1944-0472.15.2.2031>

Sibila, D. (2021). "Insurgent Women: Female Combatants in Civil Wars by J. Darden, A. Henshaw & O. Szekey. *Journal of Strategic Security*, 14(3), 162-164. <https://doi.org/10.5038/1944-0472.14.3.1977>

Conference Presentations:

Sibila, D. & Shaw, C. (2023, October). *Domestic Violence and Sexual Assault Services Response to the Covid-19 Pandemic: Examining Best Practices, Lessons Learned, and Lasting Consequences*. Southwestern Association of Criminal Justice (SWAJC) 2023 Annual Meeting, Little Rock, AR.

- Shaw, C. & Sibila, D. (2023, October). *Beyond Good Intentions: An In-Depth Examination of Noble Cause Perception and its Consequences in Law Enforcement Officers Assigned to Specialized Units*. SWAJC 2023 Annual Meeting, Little Rock, AR.
- Pollock, W. & Sibila, D. & Tapia, N. (2022, March). *“Reliable Heroes”: Implicit Biases that Potential Incoming U.S. Police Officers Face from the Consumption of Crime Related Media*. Academy of Criminal Justice (ACJS) 59th Annual Meeting, Las Vegas, NV.
- Atkins, B., Sibila, D., and Day, G. (2017, October). *U.S. Immigration Powers through the 21st Century*. 2017 SWAJC Annual Conference, Ft. Worth, TX
- Sibila, D. (2015, April). *Citizenship Status and Arrest Patterns for Violent and Narcotic-Related Offenses in Federal Judicial Districts*. ACJS 53rd Annual Meeting, Denver, CO.
- Sibila, D. & Pollock, W. (2011, November). *Educating the Ethical Officer: Are Universities Doing Their Part?* Paper presented at the American Society of Criminology (ASC) 67th Annual Meeting, Washington D.C.

Grants and Funded Research

- 2021 Principal Investigator. Texas A&M University Corpus Christi. Funding from a Faculty Teaching & Scholarship/Creative Activities (FTSCA) grant. Funds were used to complete a qualitative research project that examined emergency and disaster preparedness of Texas domestic violence shelters during the COVID-19 pandemic and other disasters. (\$1000)
- 2020 Co-Principal Investigator. Texas A&M University Corpus Christi. Funding from a Faculty Teaching & Scholarship/Creative Activities (FTSCA) grant and from a research fund of Dr. Phil Rhoades. All funds were given and used to complete a survey to investigate the diverse reasons why people from different gender, racial, sexual orientation, and income groupings do, or do not, wish to become an employee of the American criminal justice system. Policing, legal or courtroom, and correctional job questions were asked, and subsequently examined, separately. (\$1200 total, \$800 from FTSCA and \$400 from Dr. Rhoades).

Teaching Experience:

Criminal Justice Courses

Undergraduate Courses (Residential)

Introduction to Criminal Justice	Research Methods
Criminal Investigation	Community-Based
Corrections	
Gender and Crime	Criminology
Drugs, the Drug War and Criminal Justice	Sex Crimes
Criminal Justice and Social Diversity	Crime in the Media
Administration of Criminal Justice Agencies	Organized Crime

Intimate Relationship Violence

Victimology

Undergraduate Courses (Online)

Dynamics of Family Violence
Corrections
Child Abuse and Neglect
Violence
Criminal Investigation

Community-Based

Intimate Relationship

Non-Criminal Justice Courses

Undergraduate (Residential)

American Government Structure and Function

Graduate Courses (Online)

Leadership and Organizational Change in Public Administration

DEA Justice Training Academy

Evidence Custodian Training Course

Service:

Service to University

Fall 2024 - Present	Member - Promotion and Tenure Committee Department of Social Science (DOSCC) - TAMUCC
Spring 2024 - Present	Faculty Ombuds - TAMUCC
Spring 2023 - Present	Member - CLA Faculty Teaching & Scholarly/Creative Activities (FTSCA) Committee - TAMUCC
Fall 2023 - Present	Member - Veterans Success Committee - TAMUCC
Fall 2023 - Present TAMUCC	Member - CLA Undergraduate Scholarship Committee -
Fall 2023 - Fall 2024	Co-Faculty Advisor Alpha Phi Sigma The Criminal Justice Honor Society - TAMUCC
Fall 2020 - Fall 2023	Title IX Advisor - TAMUCC
Fall 2020 - Spring 2022	Member - Veterans Affairs Committee - TAMUCC
Fall 2019 - Present	Criminal Justice Program Library Liaison - TAMUCC
Fall 2019 - Present	Co-Coordinator for the Islander Green Zone Training Program - TAMUCC
Fall 2019 - Spring 2021 TAMUCC	Faculty Advisor - Student Veterans Organization -

Fall 2019 – Spring 2020	Chairman – College of Liberal Arts Curriculum Committee – TAMUCC
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Fall 2019 – Spring 2020	Member – CLA Scholarship Committee – TAMUCC
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Fall 2018 – Present TAMUCC	Co-Faculty Advisor – Criminal Justice Student Society –
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Service to Community

Summer 2024 – Present	Member of the Coastal Bend Coordinated Response Coalition (CBCRC) – Corpus Christi, TX
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Summer 2023 – Present	Chairperson of the Corpus Christi Civil Service Board and Commission
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Fall 2021 – Spring 2023 and Commission	Member of the Corpus Christi Civil Service Board
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Fall 2018 – Present	Sexual Assault Response Team (SART) Volunteer/Trainer at The Purple Door – Corpus Christi, TX
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Service to Profession

Fall 2024 – Present	Journal Article Reviewer for <i>Journal of Strategic Security</i>
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Fall 2020 – Present	Research Team Member – Institute for Predictive Analytics in Criminal Justice (IPAC) (organization website: https://web.tarleton.edu/ipac/)
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Professional Development/Certifications:

Oct 2024	Victim Offender Mediation Dialogue - Working with Victims of Sexual Assault and Family Violence TDCJ Texas Crime Victim Clearinghouse
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Mar 2024	Working with LGBTQ Victims of Intimate Partner Violence: Prevalence, Dynamics, and Barriers Texas Council on Family Violence (TCFV) & American Bar Association Commission on Domestic & Sexual Violence (ABA CDSV)
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Mar 2024	Foundations of Organizational Ombuds Training International Ombuds Association
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Nov 2023	QPR Suicide Prevention Gatekeeper Program TAMUCC – University Counseling Center & I-SPEAK
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Oct 2023	The Challenges of Domestic Violence: Legal Complications and the Resulting Trauma – TDCJ Victim Services Division
Feb 2023	Stalking 2.0: The Use of Technology to Stalk TDCJ Victim Services Division
Jan 2023	Social & Behavioral Research – Basic/Refresher Collaborative Institutional Training Initiative (CITI Program)
June 2022	REMOTE: The Connected Faculty Summit Arizona State University
Dec 2021	Applied Suicide Intervention Skills Training (ASIST) TAMUCC – University Counseling Center & Texas National
Guard	
Oct 2021	Green Zone Training/Certification – TAMUCC
Jun 2021 (ACUE) and	The Association of College and University Educators The American Council on Education – Certificate in Effective College Instruction
Aug 2020	Title IX Advisor Training – TAMUS Title IX Office
Apr 2017 University	Online Instructor Certification – Stephen F. Austin State

Honors and Awards

Phi Kappa Phi Honor Society (Faculty Inductee, 2024)

Professional Memberships:

International Ombuds Association
Academy of Criminal Justice Sciences (ACJS)
Southwestern Association of Criminal Justice (SWACJ)

Research Interests:

Social Diversity and the Criminal Justice System • Immigrant and Gender-Related Offending/Victimization • Intimate Relationship Violence • Policing

Profile

Israel

First Name

Talamantez

Last Name

Email Address

Street Address

Corpus Christi

City

TX

State

78413

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?

12

US Army Corpus Christi Army Depot

Employer

Chief-Future Operations

Job Title

Analyst

Occupation

Work Address - Street Address and Suite Number

308 Crecy

Work Address - City

Corpus Christi

Work Address - State

TX

Work Address - Zip Code

78419

Work Phone

361-779-7839

Work E-mail address

israel.talamantez.civ@army.mil

Preferred Mailing Address

☒ Home/Primary Address

Which Boards would you like to apply for?

CIVIL SERVICE COMMISSION: Submitted

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)

Del Rio High School US Army Sergeants Major Academy Leadership Corpus Christi Board of Governors

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

N/A

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

I want to leverage my skills and government experience to drive growth, create opportunities, and improve the quality of life for our community, fostering a vibrant and sustainable local economy that benefits all residents. As decisions are made, I can provide the CCAD perspective and how they affect our proud 3000 workforce and mission.

[Upload a Resume](#)

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

☐ Yes ☒ No

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☒ 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

Demographics

Gender

☒ Male

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

Board-specific questions (if applicable)

Question applies to CIVIL SERVICE COMMISSION,CIVIL SERVICE BOARD

Have you resided in the City for at least 3 years?

☒ Yes ☐ No

Question applies to CIVIL SERVICE COMMISSION,CIVIL SERVICE BOARD

Have you held public office during the past 3 years?

☐ Yes ☒ No

Question applies to CIVIL SERVICE COMMISSION,CIVIL SERVICE BOARD

Are you over 25 years of age?

☒ Yes ☐ No

Question applies to CIVIL SERVICE COMMISSION,CIVIL SERVICE BOARD

Are you a U.S. Citizen

☒ Yes ☐ No

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

The Reinvestment Zone No. 6 members must own real property in the zone or be an employee or agent of a person that owns real property in the zone. Do you qualify?

☐ Yes ☒ No

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

City Code Requirement - Attendance

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.

☒ I Agree

Consent for Release of Information

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.

☒ I Agree

Oath

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

☒ I Agree

Israel Talamantez
4602 Oso Pkwy
Corpus Christi, Texas 78413 United States
Mobile: 210-818-9663
Email: israel.talamantez.civ@mail.mil

Work Experience:

Chief - Future Operations

Corpus Christi Army Depot (This is a federal job)

3/2020 - Present

Duties, Accomplishments and Related Skills:

I serve as Chief of Corpus Christi Army Depot Future Operations Office, leading and supervising an office of 9 Personnel. I am an expert advisor on production performance issues and future workload and programs to include Direct Sales Partnering Agreements and Public to Public Partnerships. I direct the centralized program and management analysis and planning functions for future Depot workload to include new weapon systems and workload derived from Public Private Partnerships.

I advise, coordinate, lead, monitor, and track command level planning activities, information processing and reporting actions related to future and on-going missions, modernization and workload. My assignments consist of projects and studies that require analysis of interrelated issues of capability and capacity of substantive organic and commercial workload.

In support of the Commander's priorities, I developed strategic organizational policies and directives that drive the Depot's Public Private Partnership Strategy and the temporary offloading of work. This improved the effectiveness and efficiency of the Public Private Partnership execution at the Depot level.

In the search for future workload, I explain and resolve business problems using analytical techniques and defend the Depot's Policies at the Executive Level with Original Equipment Manufacturers Business Representatives, Program Managers, Program Executive Offices, Foreign Governments, Other Services and the Army Materiel Command Maintenance Inter-Service Support Management Officer. Positive and significant example includes the Depot's selection as the Depot Source of Repair for the Improved Turbine Engine Program. The Business case that I lead ensured the selection of CCAD as the Depot Source of repair and reflects an augmented example of negotiation with Higher Headquarters, Management and Other Services. I assumed this mission from another directorate at the request of the Deputy and without an increase to personnel as result of his confidence in my ability for continuous process improvement and to plan, develop and execute complex business case analysis.

As the Chief of Future Operations, using oral communication, I constantly issue calls to action to influence and motivate Individual Centers of Influence and Groups so they may understand and act on complex issues in support of the Depot. This included my interactions with the Texas legislature in Austin by helping them to understand and act upon the challenges that face the Depot.

As a key member of the Depot Modernization Team, I advise of the mid and long-range modernization plans and any forthcoming changes to policy and strategy. This enables the Depot to continue to provide the necessary details to maintain its modernization priority among other Depots.

With great expertise and confidence, I represented the Command and Commander at conferences with Senior Military and Senior officials such as the Advanced Planning Brief to Industry, Army Aviation Association of America National and Regional Conferences, the Department of Defense Maintenance Symposium and Coastal Bend Day at the Texas State Capital. I attended meetings and presented briefings with and for Commanders.

I lead the only office at the Depot that can formally provide information to agencies and individuals on how to partner with the Depot. In this capacity my duties reflect those of an Ombudsman. I established Public Private

Partnerships with major Original Equipment Manufacturers. In this capacity I also assist in resolving any problems or complaints that arise. To improve the efficiency and effectiveness of Depot Process, I vet organizations with products or services that will enhance Depot Operations.

Strategic Business Analyst

Corpus Christi Army Depot (This is a federal job)

10/2015 - 3/2020

Duties, Accomplishments and Related Skills:

Performed strategic planning functions related to organizational development and inter-servicing, to include resource and manpower analyses, development of information papers and briefings, and management of various aspects of congressional, higher headquarters, Federal agency, consultant, and state and local government inquiries. In the performance of my duties, I conducted complex analytical studies of interrelated depot functions and work processes related to work force forecasting; major reorganizations and/or workloads entering the Depot; maintenance support agreements; and participation in other projects assigned by the Command Group.

Represented the Corpus Christi Army Depot at Industry and Trade Shows and at higher headquarters training events. Promoted the Depot's capabilities to those seeking information on how to collaborate with the Depot. Represented the Depot at Career Fairs with colleges, industry and military installations. Explained the federal hiring process and convinced personnel to apply for employment at the Depot. Assist individuals and organizations who have a concern, or request assistance in resolving a problem, which are outside the normal scope of Depot/Original Equipment manufacturers (OEMs) and public/private partnerships by providing guidance or referring them to the appropriate agency or directorate.

I Served as Project Officer and member of the Business Team for various special projects for the Strategic Initiatives Group to include preliminary research and fact-finding, gather and compile pertinent data, develop plans, surveys, spreadsheets, papers, reports, and briefings for the SIG and Command Group. I Teamed with private sector Original Equipment Manufacturers (OEM) to promote cost effective and efficient use of industrial sector resources to improve readiness, cost efficiency, and reduce turnaround time at the depot. Coordinate with the AMCOM Legal staff and the Contracting Division office to assure appropriate government statutes (direct sales, Inter-service Support Agreements, facilities use, or a combination thereof) support the partnering arrangements.

Administrative Officer - Recruiter

Corpus Christi Army Depot (This is a federal job)

10/2012 - 10/2015

Duties, Accomplishments and Related Skills:

Served as the Administrative Officer-Recruiter for the Corpus Christi Army Depot, encumbered with the responsibility to recruit for and fill hard to fill vacancies within the Depot in the arenas of aviation, logistics, work force, production and quality assurance. Served as the Organizational Point of Contact (OAP) to the US Army Acquisitions Support Center. Planned and executed the Depot's Human Capital Strategy to ensure that the necessary workforce is identified, recruited and inculcated into the world's largest rotary winged aircraft repair facility. Coordinated and properly enforced Army Acquisition Personnel Management. Developed and maintained mutually beneficial management and human capital relationships with Military Units, Civilian Institutions, Local Industry and Government. Represented the Depot at Career Fairs with colleges, industry and military installations. Explained the federal hiring process and convinced personnel to apply for employment at the Depot. Initiated and fulfilled civilian hiring actions, and TDA alignments and re-alignments. Re-instituted the Depot Personnel Force Innovation program to hire, assess and transition USAR and National Guard Service members.

Senior Mission and Post Command Sergeant Major

U.S. Army Accessions Command

1600 Spearhead Div. Ave.

Fort Knox, KY

2/2011 - 9/2012

Hours per week: 60

Duties, Accomplishments and Related Skills:

I was the most Senior Enlisted Leader on Fort Knox, responsible for the leadership, management, organization and resourcing of a workforce of over 10,000 personnel across 3,500 geographic points of presence so as to meet the Army's human capital needs for Soldiers while employing an enterprise approach consisting of strategic management and planning, business outreach, information management, cost management and continuous process improvement. I was the principal advisor to the Commanding General and organizational head of the US Army Accessions Command and Fort Knox and enforced Army values, discipline, conflict resolution, and training of all Soldiers posted on Fort Knox, KY, as well as those not on Fort Knox, but assigned within the United States Army Recruiting Command, Cadet Command and the Accessions Support Brigade. I advised the senior leadership of the command on Human Capital management functions, formal training and Soldier (employee) development program policies, regulatory requirements and procedures to ensure standards were met. I held the staff and subordinate commands and subordinate supervisors accountable for their actions and performance. I supervised the discontinuance of US Army Accessions Command, with direct oversight over enlisted personnel and their placement into career enhancing positions. I directed and reviewed the work of subordinates to achieve high quality results on time, under budget and implemented to the highest standard. I synchronized the efforts of the other senior managers throughout Fort Knox, US Army Recruiting Command, Army Cadet Command and the Accessions Support Brigade to capitalize on the Army's most recent advertising and marketing campaign and exceed the Army's Human Capital mission. I developed constructive, cooperative and mutually beneficial formal and working relationships with others to ensure consistent application and enforcement of human capital management and administration, training and administrative policies and procedures throughout the organization with direct regard to human capital and our business operating procedures. I operated autonomously with maximum freedom of action in decision-making in the development, implementation, and integration of highly technical and complex missions of the command. I always considered the 2nd and 3rd order effects of orders, instructions and policies as they applied to subordinate, peer and other organizations before giving guidance.

I planned and executed the Command's mid and long-range Campaign Plan for Professional Employee Development to ensure a professional and properly trained workforce force, which was culturally aware, diverse and embraced organizational change. I constantly reviewed new or revised administrative policies, laws, regulations, and procedures in order to keep the workforce and leadership aware. When required negotiated with senior leaders and commands to embrace substantive change. Re-directed the efforts of subordinates and subordinate commands to meet changing priorities. Reviewed for accuracy, executive level correspondence, reports, investigations and legal reviews, concerning special exceptions to policy, requiring general officer consideration. Convened monthly sessions with the Directorate of Human Capital, Staff Judge Advocates Office, Equal Opportunity Office, Inspector General's Office, Strategic Initiatives Group, Public Affairs, Protocol and the Installation to receive information for resolution of problems, and then provided guidance that helped them perform their highly technical and complex missions. Individually inspected and recommended resolution to Soldier and Employee Complaints. Made recommendations and decisions based on the results of studies, surveys, and individual research and interviews, which affected the successful administrative operation of my organization and subordinate commands. Represented the Command and participated as an active member of General officer Steering Committees in the arena of Human Capital. Explained and defended command policies and programs to general officers, visitors of the U.S. government, foreign government and business and industry representatives at the general officer and executive level.

Provided technical perspective to the Commanding General and the senior directors, as part of the decision making process about organizational change, organizational culture, employee development, strategic human capital management and planning, business outreach, reengineering of TDA's, legislative change, information management, cost management and continuous process improvement. Researched, collected, evaluated and analyzed issues to develop solutions for highly complex command problems in the arenas of human capital policy and procedures. Determined priority of effort to ensure the most important mission was executed successfully.

Education:

Del Rio High School Del Rio, TX United States

High school diploma or equivalent 5 / 1982

Job Related Training:

SECARMY Leadership Development Seminar

Graduate-US Army Sergeant's Major Academy

Lean Six SIGMA Black Belt

Training

Affiliations:

Army Aviation Association of America - Member

Court Appointed Special Advocates (CASA) of the Coastal Bend – Former Board Member

Boys and Girls Club of the Coastal Bend - Former Board Member

Leadership Corpus Christi - Board of Governors

References upon request