

CIVIL SERVICE COMMISSION

One (1) vacancy with term ending 6-15-2027. *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 Zanoni is recommending the appointment of Silvia A. Martinez Pacheco.*

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 Hall.

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
Daniel Jorgensen	District 4	1	6/11/2024	6/15/2027	City Manager with Council Confirmation		Resigned
Raul E Ramirez	District 5	1	6/13/2023	6/15/2026	City Manager with Council Confirmation		Active
Deborah A Sibila	District 4	1	6/9/2021	6/15/2025	City Manager with Council Confirmation	Chair	Active

CIVIL SERVICE COMMISSION

Applicant List

Name	District	Status
Joshua M. Crim	District 4	Applied
Silvia A. Martinez Pacheco	District 5	Applied
Joel S. Mumphord	District 4	City Manager's Recommendation
Israel Talamantez	District 5	Applied

Profile

Joshua

M

Crim

First Name

Middle Initial

Last Name

Email Address

Street Address

Corpus Christi

TX

78418

City

State

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?

25

Owner hangsafe non-profit

Ceo

Community development

Employer

Job Title

Occupation

Work Address - Street Address and Suite Number

460 Cartagena

Work Address - City

Corpus

Work Address - State

Tx

Work Address - Zip Code

78418

Preferred Mailing Address

☒ Home/Primary Address

Which Boards would you like to apply for?

CIVIL SERVICE BOARD: 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)

Neighborhood and community services for un housed

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

I want to make sure the right things are done with the funds that are aquired for the services that are needed

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

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

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☒ 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

Silvia

First Name

A

Middle Initial

Martinez Pacheco

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?

54

National Migrant and Seasonal Head Start Association

Employer

Finance Resource Officer

Job Title

Financial

Occupation

Work Address - Street Address and Suite Number

3401 Sterling Drive

Work Address - City

Corpus Christi

Work Address - State

Texas

Work Address - Zip Code

78414

Work Phone

3615496343

Work E-mail address

silvia@nmshsa.org

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)

Board member for COADA (Council on Alcohol & Drug Abuse, Rotary Club of Southside, Auxiliary for Blessed Sacrament, Westside Business Association, Hispanic Women's Network, Instituto Cultura Hispanica, CC Chamber Ambassador,

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?

Since retiring and at my age, i feel i have a lot to offer with my background as a army civilian supervisor, skillsets that i learned and are invaluable to me, it would be my honor to share those as a member of the civil service board. i am well rounded and live by high morals and ethics and hope to bring a wealth of knowledge to the table.

Upload a Resume

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

☐ Yes ☒ No

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☒ Yes ☐ No

Silvia A Martinez Pacheco

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?

☐ Yes ☒ No

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

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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

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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

Silvia Martinez-Pacheco

Retired Civil Servant and Finance Resource Officer

Contact



Profile

Finance Resource Officer with the National Migrant and Seasonal Head Start Association (NMSHSA) non-profit, which is based in Washington, D.C.; I am able to work remotely and travel to headquarters as required to provide financial oversight of a \$61million dollar grant awarded by the USDA for the farmworkers of America. I have utilized my 36 years of experience in Acquisition, Budget, and Contracts that I acquired as Chief of Information Technologies for the Department of Defense, Corpus Christi Army Depot in performing the duties and responsibilities as a Finance Resource Officer and Human Resource Officer.

Finance Resource Officer – NMSHSA

2022 – Current

- Duties include grant fiduciary administration in compliance with the grant award, budgeting, disbursements, financial governance and audit, and accountability and financial integrity reporting to all federal entities such as the IRS, USDA, and SAM.gov.
- I comply with federal regulations and financial policies for the essential management of the federal award.
- I participate in the annual audit and assist the CPA, I perform bank reconciliations and financial reports monthly.
- I am also the Human Resource Officer and prepare and process payroll bi-weekly, onboard new hires as well as separation of employees. I generate annual performance appraisals for employees based on supervisor input and organized evaluation meetings to review.

Finance Resource Officer – United CC Chamber of Commerce

2017-2019

- Executed Human Resource duties such as payroll, new employee hiring and termination of employees, performance appraisals, timekeeping, 401k and insurance facilitation, and abundance of annual training requirements for employees.
- I carried out financial duties such as payments to chamber vendors, accounts receivable for table sponsorships and tickets to a number of annual chamber events, created and executed

budgets for each event, received annual membership payments, recorded in both Chamber Master software program and QuickBooks and deposited accordingly.

- Printed and mailed out annual membership invoices and/or sponsorships.
- Engaged in annual audit with the accounting firm and monthly bank reconciliations with the CPA.
- Attended social events, ribbon cuttings, meetings and workshops as required.
- Provided budget input and oversight to Board of Directors as well as Executive Committee.

Chief of Information Technology (IT) Acquisitions, Budget and Contracts – Corpus Christi Army Depot

1979-2015

- Managed a \$26 million dollar budget for IT procurements for Depot Maintenance and Base Operation Costs. Provided input and prepared budget policies as required.
- Followed and enforced regulatory guidance Army Regulation 25-1 in establishing policies and assigning responsibilities for IT management and Information Technology.
- Improved data accuracy, financial oversight, to ensure effective stewardship and audit readiness.
- Administered financial control over the execution of IT purchases and annual budget to ensure approved expenditures are within assigned spending authority.
- Reviewed and authorized over 450 yearly credit card purchase requests for validity, cost, pertinence and budgetary guidelines.
- I administered, managed and provided oversight for 50 annual renewable contracts and one-time procurements that included IT equipment purchases, equipment maintenance support, industrial automation equipment, personnel contract support, networking, and hardware and software support.
- Oversight of the team procurements to ensure fiscal responsibility by staying on budget and within set deadline.
- Contracting Officer Representative (COR) for 4 service contracts with over 26 contractors, monitored contractor performance using quality assurance surveillance plans (QASP), performed on site weekly walk throughs of work sites, attended staff meetings, and executed on the spot resolutions for inefficiencies or problems needing immediate attention.
- Developed Performance Work Statements for new service contracts and modified PWS as appropriate.
- Worked closely with EEO and MER specialists to ensure proper policies and procedures are followed by all employees under my supervision. Validated that personnel completed their annual EEO training and were aware of their rights and provided them with EEO resources when necessary.
- Ensured employee and self-development through available Army and DOD training resources.

- Partake in an annual supervisor developmental training course and maintain and obtain a required qualification/certification for DOD Acquisition Career Development Program in accordance with DOD guidelines.
- Developed an Individual Development Plan (IDP) for all employees under my supervision and revised if needed.
- Performed annual appraisals to employees applying duties and scope set in employee position description.
- Adhered and utilized the Army Standards of Conduct for civilians, consulted and abided by the AFGE union book in supervision of employees as well as misconduct or disciplinary actions brought against or by the employee.
- Followed the chain of command with adherence to discretion and confidentiality for any allegations of misconduct, disciplinary action, grievances, whistleblower protection and/or reprisals. Worked following the Army Code of Ethics as a guide not only as an employee but foremost as a supervisor.
- Participated in many selection panels for promotions, new hires or transfers; also engaged as a panelist in Alternative Dispute Resolutions which included disciplinary actions, grievance hearings, wrongful termination, retaliation, discrimination, harassment and ageism. These panels would also include the Judge Advocate General (JAG), Inspector General (IG) and Depot attorney as needed.

SKILLS

Disciplined Work Ethic
 Strategic and Critical Thinking
 Effective Communication in conflict resolution
 Bilingual
 Strong judgement in making sound decisions
 People person

Education

Defense Acquisition University 2015	Department of Defense 2015	Department of Defense 2015
IT Level II Certification Professional	Contracting Officer Representative	Supervisory
Department of Defense 2015	Department of Defense 2015	Department of Defense 2015
Ethics and EEO certification Force Protection	Workplace Violence and Sexual Harassment	Anti-Terrorism
Roy Miller High School 1980		
High School Diploma		

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

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

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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

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?

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☐ Yes ☒ No

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

☐ Yes ☒ No

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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

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☒ 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: [REDACTED]

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