



# Travis County Commissioners Court Agenda Request

**Meeting Date:** July 24, 2012

**Prepared By/Phone Number:** Deone Wilhite 854-9111

**Elected/Appointed Official/Dept. Head:** Commissioner Ron Davis, Pct. 1

**Commissioners Court Sponsor:** Commissioner Ron Davis, Pct. 1

**AGENDA LANGUAGE:**

CONSIDER AND TAKE APPROPRIATE ACTION TO APPOINT JEFF TRAVILLION SR., SOCAR CHATMON-THOMAS, AND CAROL DELGADO, WITH KENNETH THOMPSON SR. AS AN ALTERNATE, TO THE COMMUNITY ADVISORY COMMITTEE FOR THE CIVIL AND FAMILY COURTHOUSE.

**BACKGROUND/SUMMARY OF REQUEST AND ATTACHMENTS:**

None

**STAFF RECOMMENDATIONS:**

**ISSUES AND OPPORTUNITIES:**

**FISCAL IMPACT AND SOURCE OF FUNDING:** None

**REQUIRED AUTHORIZATIONS:**

Commissioner Precinct 1 Office  
County Judge's Office  
Commissioner's Court

Ron Davis  
Cheryl Aker  
Cheryl Aker

**AGENDA REQUEST DEADLINE:** All agenda requests and supporting materials must be submitted as a pdf to Cheryl Aker in the County Judge's office, [Cheryl.Aker@co.travis.tx.us](mailto:Cheryl.Aker@co.travis.tx.us) by **Tuesdays at 5:00 p.m.** for the next week's meeting.

**Jeffrey W. Travillion, Sr.,**

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### **Range of Experience**

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- Over twenty years of experience providing management solutions in the public, private, and non-profit sectors;
- Conducted extensive operational reviews of State agencies and City Departments, and worked on teams producing recommendations adopted by the Texas legislature that saved the State of Texas more than \$8 billion;
- Analyzed, designed, and implemented organizational improvements that have enhanced the effectiveness of several non-profit organizations;
- Developed and presented policy recommendations at the local, state, and national levels.

### **Selected Experience**

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#### **City of Austin, Division Manager, Systems Engineering, Department of Public Works (2010 – Present)**

- Responsible for administration and analysis of departmental asset management strategy;
- Provide management of the department's information management systems;
- Provide analysis, reporting, performance measurement metrics, and develop, and maintain processes for the department;
- Provide analysis, reporting, and performance measurement metrics for projects managed by department;
- Administer departmental safety and risk management controls for Public Works, Austin Transportation, and Contract Land Management departments;
- Administer departmental timekeeping program and analyze productivity.

#### **Austin Energy, Senior Business Process Consultant, Customer Care Division, (2007 – 2010)**

- Conducted extensive operational reviews of utility operations and recommend methods to improve business performance;
- Lead multiple, cross-functional projects and initiatives, develop work plans, and manage projects as assigned;
- Responsible for strategic planning, process improvement, and performance measurement projects;
- Analyzed proposals concerning the economic impact of a broad range of energy-related issues.

**City of Austin, Director, Department of Small and Minority Business Resources, (2003 – 2007)**

- Directed the department that promotes minority- and women-owned business enterprise participation in all areas of the City of Austin's procurement;
- Managed process to reauthorize local ordinance;
- Reviewed contract processes governed by City ordinances and rules;
- Planned, developed and executed outreach and recruitment efforts for minority and women contractors;
- Performed special projects as assigned by City Council, City Manager, and Deputy City Manager.

**City of Austin, Co-Chairman of Education and Employment, African American Quality of Life Initiative, (October 2005 – Present)**

- Conduct extensive assessments and recommend process improvements for City of Austin's hiring and compensation practices;
- Manage a joint venture between the City of Austin and the Austin Area Urban League to develop the criteria for intern selection, intern preparation, and the create internship positions within the City of Austin;
- Staff Liaison to City of Austin and Austin Independent School District Joint Committee.
- Identify current initiatives and best practices to support and enhance educational attainment for students. The committee has quantified many of the resources provided for AISD and targeted policies, such as the co-location of new COA recreational centers and new AISD school facilities to decrease the capital outlay for new facilities and enhance the resources available for student and community programming in those facilities.
- Analyze proposals concerning the advertising of employment opportunities, cultural events, community initiatives, and public service announcements using minority media outlets, such as KAZI 88.7 FM, NOKOA – The Observer, and the Villager.

**City of Austin, Manager of Contractor Relations, Office of Deputy City Manager, (2002 – 2003)**

- Planned, directed, and coordinated successful communication between the Enterprise Departments of the City of Austin, Small and Minority Business Resources Department, and the Austin community;
- Served as chief liaison for contractor relations between Deputy City Manager's Office and the City of Austin Public Works Department;
- Reviewed contract processes governed by City ordinances and rules;
- Planned, developed and executed outreach and recruitment efforts for minority and women contractors;
- Performed special projects as assigned by City Council, City Manager, and Deputy City Manager.

**Austin Energy, Senior Business Process Consultant, Corporate Consulting Services, (2000 – 2002)**

- Conducted extensive operational reviews of utility and recommended methods to improve business performance.
- Led multiple, cross-functional projects and initiatives, developed work plans, and managed projects as assigned.
- Responsible for strategic planning, process improvement, and performance measurement projects.
- Analyzed proposals concerning the economic impact of a broad range of energy-related issues.

**Texas Comptroller of Public Accounts, Senior Program Administrator, Division of Competitive Strategies, (1998 – 2000).**

- Helped develop and administer the “Yellow Pages Test.” The yellow pages test was designed to determine whether designated agency activities are core agency functions mandated by the state constitution or by statute.
- Reviewed previously filed legislation, appropriations requests, performance review documents from the Comptroller’s Office, the State Auditor’s Office, or the Sunset Commission.
- Worked with budget and accounting staff to develop an activity based costing model to determine whether outsourcing, or other private sector options, are appropriate for providing the service.
- Recommended changes through the internal agency purchasing process or to the Council of Competitive Government.

**Texas Comptroller of Public Accounts, Senior Fiscal Policy Planner, Research Division, (1996 – 1998).**

- Designated chairman of the Community Reinvestment Work Group by the Comptroller. The group consisted of senior level representatives from the Departments of Banking, Economic Development, Housing and Community Affairs, and Insurance;
- Produced, for the 76<sup>th</sup> Legislature, the report, “Community Reinvestment in Texas.” The project required developing a statewide contact network of groups and individuals that are interested in Community Reinvestment policy;
- Organized focus groups and met with industry leaders;
- Reviewed the procedures of Community Development agencies;
- Lead writer for the final report.

**Texas Comptroller of Public Accounts, Research Support and Lead Trainer, Family Pathfinders Program, (1996 – 1999).**

- Aided in the design of a resource data base for the Family Pathfinders program. This involved developing an extensive statewide contact network that includes local elected officials, Chambers of Commerce, Councils of Government; community organizations and activists, and clergy. The program was designed to identify community resources and build a community infrastructure for Texans receiving public assistance;
- Lead trainer responsible for providing orientations and training sessions to Family Pathfinder volunteers across the state, so that they could address the immediate needs of the assigned family;
- Helped recruit diverse local steering committees consisting of local workforce board members, clergy, business and community leaders;
- Presented information at numerous workshops sponsored by Congressional Offices, state departments of Human Services, universities, and church groups concerning the ways that proposed changes in federal law might affect their respective communities.

**Texas Comptroller of Public Accounts, Director of Programs, Texas Performance Review Division, (1994 – 1996).**

- Analyzed federal and state legislative proposals to develop presentations concerning the economic impact of a broad range of public policy issues.
- Conducted extensive operational reviews of state agencies and recommended methods to improve agency performance.
- Responsible for research and writing in Comptroller publications, including agency and school performance reviews, Fiscal Notes, and budget issues facing the Texas Legislature.

**Texas Comptroller of Public Accounts, Research Coordinator, Texas Lottery, (1992 – 1994).**

- Worked from the start-up phase through the implementation phase of the Texas Lottery.
- Developed questionnaires for consumer and retailer surveys, and approved survey language and/or methodology for research projects.
- Supervised all research activities conducted by suppliers on behalf of the Lottery during the start-up phase of the agency through its first year of operation.

**Texas Water Commission, Policy and Planning Analyst, Division of Budget and Planning, (1991 – 1992).**

- Participated in the development and implementation of the agency's strategic planning process.
- Monitored division activities related to reporting the agency's key performance targets to the state's Legislative Budget Board.
- Developed agency workload measures in consultation with the Legislative Budget Board staff.

**Texas General Land Office, Research Specialist, (1986 – 1991).**

- Performed environmental quality research;
- Compiled demographic information for targeted areas,
- Wrote proposals to supplement research activities;
- Monitored the activities of contractors involved with the agency's Environmental Clearinghouse project; and
- Monitored legislation affecting the agency on a wide variety of appropriations issues.

**Education and Certifications**

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**Master of Public Affairs, Lyndon Baines Johnson School of Public Affairs, The University of Texas at Austin, 1989.**

**Bachelor of Arts, W.E.B. DuBois Honors College, Political Science with Honors, Jackson State University, 1984.**

**Sloan Foundation Fellowship, John F. Kennedy School of Government, Harvard University, Summer Institute, 1985.**

**Sloan Foundation Fellowship, Heinz School of Urban and Public Affairs, Carnegie-Mellon University, Summer Institute, 1983.**

**Awards and Honors**

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**Member, Board of Directors, Austin Community College Center for Public Policy and Political Studies, 2008 – Present.**

**Member and President, KLRU Community Advisory Board, 2007 – 2011.**

**Co-Chairman, Communications Committee, Texas State Conference of NAACP Branches, 2007-Present.**

**Member, Board of Trustees, David Chapel Missionary Baptist Church, 2006 -- 2010.**

**Board of Directors, The Austin Project, 1992-Present.**

**Member, American Federation of State, County, and Municipal Employees (AFSCME). Local 1624, 2000-Present.**

**Board of Directors, Central Texas Big Brothers Big Sisters, 1997-2002.**

**President, Austin Branch of the NAACP, 1991-1997.**

**Member, NAACP National Resolutions Committee, 1993-1994.**

**Member**, Citizens' Commission on the Texas Judicial System, 1991-1992.

**Graduate**, 1990-1991 Class of Leadership Austin.

**Member**, Communications Workers of America. AFL-CIO, CLC. Local 6186, 1986-2000.

**Alfred P. Sloan Foundation Fellowship Recipient**, The University of Texas at Austin, 1985.

**Member**, Who's Who Among American College and University Students, 1984.

## **BIOGRAPHY OF JEFFREY W. TRAVILLION, SR.**

My professional experience has been primarily dedicated to public service. I have worked in several local and state governmental entities, including the Texas General Land Office, the Texas Legislature, the Texas Water Commission (now known as the Texas Commission on Environmental Quality), the Texas Comptroller of Public Accounts, Austin Energy, and the Department of Small and Minority Business Resources. My focus has been issues relating to environmental quality, budget, economic development, government efficiency, workforce development, human resources, equity, and customer care. I served on research teams producing recommendations adopted by the Texas legislature that saved the State of Texas more than \$8 billion.

I received my undergraduate degree, with Honors, from Jackson State University and participated in the W.E.B. Dubois Honors Program. I was an Alfred P. Sloan Fellow, who studied at the Carnegie-Mellon University School of Urban and Public Affairs (now the Heinz School), the Harvard University John F. Kennedy School of Government, and received a Masters Degree at the University of Texas at Austin Lyndon Baines Johnson School of Public Affairs.

I am currently the Division Manager for the Systems Engineering Office in the City of Austin's Public Works Department. In that capacity, I am responsible for managing the asset management strategy, information management system, performance measurement system, and safety and risk management controls for the Public Works department.

My first experience in Texas government started at the Texas General Land Office, where I was hired as an intern. My responsibilities included environmental quality research and verifying the states' mineral interest in land formerly owned by the State of Texas. Texas came into the union owning it public land, so many of the services provided by contractors for the state were paid for with property, rather than money. My role involved researching the state statutes under which land was deeded and developing state title opinions. The statutes defined the mineral interest that the state held and any other restrictions to clear title for the property. I also designed an Environmental Clearinghouse to identify successful environmental programs that could be implemented in Texas. I used the information develop "How-to Guides" for topics such as creating household hazardous clean-up days, setting up Earth Day events, and designing beach clean up programs. In addition, I monitored the activities of contractors who were engaged to implement programs that were operated outside the department. I also monitored legislation affecting the agency.

My experience at the Texas Legislature included writing a proposal to the LBJ School of Public Affairs, where I was a second year student, to create a Public Administration and Management class providing staff for legislators during the 70<sup>th</sup> Legislative session, and two special sessions, between January and July of 1987. I served as teaching assistant for the class and the primary contact between the legislative offices and the class professor. When the class was completed, I accepted a contract working for the Chairman of the Legislative Black Caucus, the Honorable Fred Blair of Fort Worth, Texas. I kept this position



in addition to my General Land Office responsibilities.

I joined the Budget and Planning Division of the Texas Water Commission in December of 1991 as a Policy and Planning Analyst. My primary assignment involved the development of performance measures. I worked directly with Legislative Budget Board staff implementing the strategic planning process, reporting key agency performance targets, and developing agency workload measures.

I was given an opportunity for significant career advancement by accepting the position of Research Coordinator at the Texas Lottery. The Lottery was a division of the Texas Comptroller of Public Accounts when it was launched. I worked from the start-up phase through the implementation phase of the Texas Lottery. My primary responsibility involved developing questionnaires for consumer and retailer surveys, and approving survey language and/or methodology for product research. I supervised all research activities conducted by suppliers on behalf of the Lottery during the start-up phase of the agency through its first year of operation.

When the Texas Lottery was transferred by the Texas Legislature to the Texas Lottery Commission, I chose to stay with the Texas Comptroller of Public Accounts Office. I was classified as a Director of Programs in the Texas Performance Review Division. In that office, I analyzed federal and state legislative proposals to develop presentations concerning the economic impact of a broad range of public policy issues. I also conducted extensive operational reviews of state agencies and recommended methods to improve agency performance. I was also assigned the responsibility for research and writing in Comptroller publications, including agency and school performance reviews, Fiscal Notes, and budget issues facing the Texas Legislature.

In 1996, Lieutenant Governor Bob Bullock wanted to design a Welfare Reform package for the 75<sup>th</sup> Legislative Session. He asked Texas Comptroller of Public Accounts John Sharp to develop a series of recommendations. I was selected as part of the research support and training team. I aided in the design of a resource data base for the Family Pathfinders program. This involved developing an extensive statewide contact network that includes local elected officials, Chambers of Commerce, Councils of Government; community organizations and activists, and clergy. The program was designed to identify community resources and build a community infrastructure for Texans receiving public assistance. I was a lead trainer responsible for providing orientations and training sessions to Family Pathfinder volunteers across the state, so that they could address the immediate needs of the assigned family. I helped recruit diverse local steering committees consisting of local workforce board members, clergy, business and community leaders. I also presented information at numerous workshops sponsored by Congressional Offices, state departments of Human Services, universities, and church groups concerning the ways that proposed changes in federal might affect their respective communities.

I was promoted to Senior Fiscal Policy Planner, Research Division, at the Texas Comptroller of Public Accounts. In that role I was designated chairman of the Community Reinvestment Work Group by the Comptroller. The group

consisted of senior level representatives from the Departments of Banking, Economic Development, Housing and Community Affairs, and Insurance. We were responsible for producing, for the 76<sup>th</sup> Legislature, the report, "Community Reinvestment in Texas." The project required developing a statewide contact network of groups and individuals that were interested in Community Reinvestment policy. I organized focus groups and met with industry leaders. I led the team that reviewed the procedures of Community Development agencies. I was also the lead writer for the final report.

After the 76<sup>th</sup> Legislative session, I was promoted to Senior Program Administrator for the Division of Competitive Strategies. I was given this assignment by the newly recently elected Comptroller, Carole Keeton Strayhorn. In that position I helped develop and administer the "Yellow Pages Test." The yellow pages test was designed to determine whether designated agency activities are core agency functions mandated by the state constitution or by statute. I reviewed previously filed legislation, appropriations requests, and performance review documents from the Comptroller's Office, the State Auditor's Office, and the Sunset Commission. I also worked with budget and accounting staff to develop an activity based costing model to determine whether outsourcing, or other private sector options, are appropriate for providing any given service. I also recommended changes through the internal agency purchasing process or to the Council of Competitive Government.

I was recruited by the Manager of Corporate Consulting Services at Austin Energy to become a Senior Business Process Consultant with Corporate Consulting Services. The team was designed to create internal strategic planning procedures, continuous improvement processes, and performance measurement projects for Austin Energy during the very public discussion about the deregulation of the utility business in Texas. This included conducting operational reviews and recommending methods to improve business performance. I led multiple, cross-functional projects and initiatives, developed work plans, and managed projects as assigned. I also analyzed proposals concerning the economic impact of a broad range of energy-related issues.

After two years in Corporate Consulting Services, the Deputy City Manager asked me to serve as the Manager of Contractor Relations. It was a newly created position designed to address contentious communications issues between Enterprise departments and the small business community. I planned, directed, and coordinated successful communication between the Enterprise Departments of the City of Austin, Small and Minority Business Resources Department, and the Austin community. However, the primary duty was to serve as chief liaison for contractor relations between Deputy City Manager's Office and the City of Austin Public Works Department. I reviewed all contract processes governed by City ordinances and rules. I planned, developed and executed outreach and recruitment efforts for minority- and women-owned business owners and performed any special projects or research assigned by City Council, City Manager, and Deputy City Manager.

The next year, the Department of Small and Minority Business Resources was being investigated by the Federal Bureau of Investigation and I was asked

by the Deputy City Manager to serve as the Acting Director during that investigation. Later that year, I was asked to stay on as the Director and ended up staying three and a half years. At the department, I standardized the departments operating procedures and designed the internal control mechanisms to resolve and close all investigation issues. I also resolved more than ten personnel grievances that were filed before my installation as Director. I managed contracts with contractors associations from the African American, Asian, Hispanic and women-owned business enterprise communities to increase business opportunities with the City of Austin. Together we planned, developed, and executed outreach and recruitment efforts for minority and women contractors. We retooled the technical assistance program to provide the resources needed by small contractors to be successful. I also managed the process to reauthorize local MBE/WBE ordinance.

An unfortunate series of communications problems caused leaders of the African American community to question the commitment of the City of Austin to minority interests. The City Manager created a team to research issues that were important to leaders in the African American community. I was asked to serve as the Co-Chairman of Education and Employment for the African American Quality of Life Initiative. I was expected to conduct assessments of and recommend process improvements for the City of Austin's hiring and compensation practices in all Equal Employment Opportunity Commission job categories. I also managed a joint venture between the City of Austin and the Austin Area Urban League to develop the criteria for intern selection, intern preparation, and the create internship positions within the City of Austin.

I served as staff liaison to City of Austin and Austin Independent School District Joint Committee to identify partnership opportunities. The City of Austin provides more than 300 mentors to the school district. I was involved in working with the African American Men and Boys Conferences and helping establish mentor programs at McCallum and Lyndon Baines Johnson High Schools. We also worked with district staff to identify current initiatives and best practices to support and enhance educational attainment for students.

The committee has quantified many of the resources provided for AISD and targeted policies, such as the co-location of new COA recreational centers and new AISD school facilities to decrease the capital outlay for new facilities and enhance the resources available for student and community programming in those facilities. We also designed proposals concerning the advertising of employment opportunities, cultural events, community initiatives, and public service announcements using minority media outlets.

In January of 2007, I rejoined the team at Austin Energy as a Senior Business Process Consultant in the Customer Care Division. The Customer Care Division manages most of the services associated with customer interaction. It houses a Call Center, the team that places, reads and maintains meters (Revenue Measurement), the billing group, the analysts who determine the policies associated with revenue collection (Revenue Management), and the Quality Management group, which benchmarks the existing processes against industry standards. Our goal is to increase customer satisfaction during a period

in which the demand for energy-related services is increasing, from the residential and commercial sectors, and the infrastructure necessary to provide those services must be purchased and deployed. There is also a desire on the part of the public to use new alternative fuels that create less of a carbon footprint, however, the infrastructure for transmitting and storing the new energy systems must be expanded. The greatest challenge might be that all of this is happening during the deepest recession since the Great Depression.

When I was in undergraduate and graduate school, my volunteer service was usually geared towards tutorial functions or mentoring, because I believe that education is essential to achieving equity in American society. As a young professional, I used my volunteer experience to fill some of the gaps in my work-related experience. I received my first management experience by providing leadership as the Chairman of the local NAACP (National Association for the Advancement of Colored People).

The State of Texas provided experience in working with the business community, environmental community, and the quality management sector. My assignments at the City of Austin allowed me to work in the energy industry and the small business community. My service concerning the African American Quality of Life Initiative has given me the opportunity to use advocacy skills and evaluate the effectiveness of collaborations between the City of Austin, Travis County, and the Austin Independent School District. During the process, I used a number of tools, including surveys, town hall meetings, interviews with senior staff at most governmental jurisdictions and community leaders to assess the effectiveness of relationships between organizations that create paths for success in the Central Texas Region. My professional goal is to find opportunities that will allow me to continue to develop personally and professionally.

I have been involved in a number of civic activities, including President of the Community Advisory Board for the local Public Broadcasting Station (KLRU), Board Member of Austin Community College's Center for Public Policy and Political Studies, Executive Committee Member of the Board of the Austin Project, a graduate of Leadership Austin, and Chairman of the Press and Publicity Committee for the Texas State Conference of NAACP Branches.

I am married to the former Perri McKinney and have three children, Jeffrey, Jr. (17), Paige (13), and Andrew (9).

NON-CONFLICT OF INTEREST AFFIDAVIT

DEFINITION:

County appointed individuals, whether paid or unpaid, may not have a direct or indirect interest, including financial and other interests, or engage in a business transaction or professional activity or incur any obligation of any nature that is in substantial conflict with the proper discharge of the individuals' duty in the public interest.

I, Jeffrey W. Travillion, Sr., have read and understand the definition shown above as it relates to any possible conflict of interest.

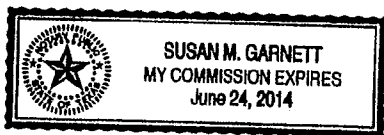
I, Jeffrey W. Travillion, Sr., make this affidavit as specified to clearly state that my appointment to Civil and Family Courthouse Community Advisory Committee will not create a conflict of interest on my part or on the part of any immediate family member, and my statement is true and correct.

In witness thereof, I have signed this instrument.

Jeffrey W. Travillion, Sr.  
Signature of Appointee  
July 13, 2012  
Date

State of Texas  
County of Travis

Jeffrey W. Travillion, Sr., personally appeared before me, the undersigned authority, this day, and after being duly sworn, deposed and stated that the facts stated in the above affidavit are true. Signed on this 13th day of July, 2012.



Susan M. Garnett  
Notary Public in and for the State of Texas  
Printed Name: Susan M. Garnett  
My Commission Expires: June 24, 2014

# **Socar Chatmon-Thomas**

*Director, National Association of Realtors, Region 10*

Socar Chatmon-Thomas is a Broker Associate at Elegant Estates by Auction, An Affiliate of Private Label Realty in Austin, Texas. As a top producer with more than 17 years of experience, she has received several honors for her work in real estate and is an active member of the Realtor organization, including the coveted OMEGA TAU RHO Award.

In 2008, Socar served as Chairman of the Austin Board of Realtors and has served on their board of directors since 2001. In addition, she has served as a Director for the National Association of Realtors since 2007 and was the President of the National Association of Real Estate Brokers from 2000 to 2002 (an African American real estate affiliate).

Currently, Socar is serving as a National Director for Region 10. As an NAR Director, she serves a liaison between the national association and the local board by communicating information between both parties as well as presenting the Austin perspective at the national level. In her capacity as NAR Director, she was chosen by NAR as the Federal Political Contact (FPC) for Congressman Doggett. In her role as FPC, she helps to communicate REALTOR PARTY issues and positions with the Congressman Doggett and his staff both in Washington and in Austin.

## **Additional Information**

### ***Local association service and activities***

- ***Chairman of Energy Conversation Subcommittee (ABOR) (2011)***
- Chairman of Austin Board of Realtors (ABOR) (2008)
- As Chairman helped champion ABOR's position against the Point of Sale Ordinance in Austin
- ABOR Director (2001 – present)
- ABOR Secretary / Treasurer (2006)
- Served on several ABOR committees including:
  - Government Affairs since 1996, Chair (1999-2000)
  - Texas Real Estate Political Action Committee (TREPAC) since 1996, Chair (2001 and 2009)
  - Installation Committee, Chair-elect (2007)
  - ABOR Bylaws Committee (2006)
  - ABOR Grievance Committee (1999)

### ***State association service and activities***

- \* Texas Association of Realtors Issues Mobilization Committee (2010 to present)
- Texas Association of Realtors (TAR) Regional Vice President (2006-07 and 2010 to present)
- TAR Housing Initiatives Committee, member (2004-to present)
- TAR Financial Services Task Force, Advisory member (2008)
- TREPAC Trustee (2002-06)
- Has participated in TAR Hill Visits in Washington, D.C. since 1996

### ***National association service and activities***

- National Association of Realtors (NAR) Director (2007-12)
- Member of NAR Global Alliance Committee (2010-2012)
- Member of NAR Real Estate Auction Forum (2010-2012)
- National Association of Real Estate Brokers (NAREB) (2002-02)
- NAREB Nominating Committee (2003)
- Has participated in NAR Mid-Year Meetings and Conventions since 1999

#### ***Other professional experience***

- Began real estate career in 1993 after working professionally as a Project Engineer in a small power company in Houston, Texas.
- Specialty designations include:
  - Graduate Realtor Institute (GRI)
  - Certified Residential Specialist (CRS)
  - Accredited Buyer Representative (ABR)
  - Certified Commercial Investment Member Candidate (CCIM)
  - Texas Leadership Program Graduate (TRLP)
  - Certified Home Marketing Specialist (CHMS)
  - Certified Real Estate Auctioneer (CREA)
  - At Home With Diversity Certification of the National Association of Realtors

#### ***Education***

- Bachelor of Science in Electrical Engineering from Rice University
- Began Graduate EE Studies at University of Houston (prior to changing careers)

#### ***Personal information***

- Mother to two precious Daughters Guinevere and Isabella
- Happily Married to Martin Thomas since 1993
- Girl Scouts of America, Troop #1043 Co-leader
- Austin Independent School District (AISD) mentor at Matthew's Elementary School
- St. Mary's Baptist Church Choir, Pflugerville, Texas
- Board member of several non-profits including the Ballet Austin Guild, Austin Area Heritage Council, Foundation Communities and The Trinity Center for the homeless
- Assisted Katrina Victims relocating to Austin in 2005-06

NON-CONFLICT OF INTEREST AFFIDAVIT

DEFINITION:

County appointed individuals, whether paid or unpaid, may not have a direct or indirect interest, including financial and other interests, or engage in a business transaction or professional activity or incur any obligation of any nature that is in substantial conflict with the proper discharge of the individuals' duty in the public interest.

I, Socar Chatmon-Thomas, have read and understand the definition shown above as it relates to any possible conflict of interest.

I, Socar Chatmon-Thomas, make this affidavit as specified to clearly state that my appointment to Civil and Family Courthouse Community Advisory Committee will not create a conflict of interest on my part or on the part of any immediate family member, and my statement is true and correct.

In witness thereof, I have signed this instrument.

B32C18372E45401  
*Socar Chatmon-Thomas*  
DocuSigned By: Socar Chatmon-Thomas  
Signature of Appointee  
June 29, 2012  
Date

Socar Chatmon-Thomas

State of Texas  
County of Travis

\_\_\_\_\_, personally appeared before me, the undersigned authority, this day, and after being duly sworn, deposed and stated that the facts stated in the above affidavit are true. Signed on this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

\_\_\_\_\_  
Notary Public in and for the State of Texas  
Printed Name: \_\_\_\_\_  
My Commission Expires: \_\_\_\_\_



June 28, 2012

The Honorable Ron Davis  
County Commissioner, Precinct 1  
Travis County  
314 West 11th Street  
Suite 510  
Austin, Texas 78701

Dear Sir,

I wish to serve as your appointee on the Travis County Citizens Advisory Committee for the New County Courthouse. My profession as a Realtor and interest in our community will allow me to share my expertise in bridging the communities with civic affairs. I have a strong desire to participate in the social fabric of our community. I am a versatile and skilled person with excellent leadership qualities. I currently serve as Ambassador for the Greater Austin Hispanic Chamber of Commerce for the last two years. I am an active member at the Austin Board of Realtors where I serve on the Government Affairs Committee for the last 3 years. I have participated and spoken on behalf of the Austin Board of Realtors in countless City Hall Visits and Legislative Visits in an effort to protect private property rights.


Last year during my husband's deployment to Iraq with the Texas National Guard, 36<sup>th</sup> Infantry Division Special Troop Battalion from Camp Mabry, I served as Family Readiness Group Leader in support of the military families affected by this deployment. My husband, Major Luis Delgado and our family continue to serve not only our community but the State of Texas through his military commitment. I care not only for my community but for the residents in Travis County who make up our great city.

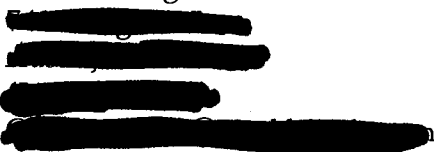
My commitment to serve my community is not only relevant in my professional life but also important in my personal life. I am an active parishioner of St. Catherine's of Siena Catholic Church in South Austin where I have volunteered as Religious Education Teacher for the last two years. I care about our youth and strive in setting a good example for my children and other youths in my community.

I understand I am committing to a long term process and I stand ready to take on the challenge.

Thank you for your consideration and I hope to hear from you soon.

Respectfully,

  
Carol L. Delgado



NON-CONFLICT OF INTEREST AFFIDAVIT

DEFINITION:

County appointed individuals, whether paid or unpaid, may not have a direct or indirect interest, including financial and other interests, or engage in a business transaction or professional activity or incur any obligation of any nature that is in substantial conflict with the proper discharge of the individuals' duty in the public interest.

I, Carol L. Delgado, have read and understand the definition shown above as it relates to any possible conflict of interest.

I, Carol L. Delgado, make this affidavit as specified to clearly state that my appointment to Civil and Family Courthouse Community Advisory Committee will not create a conflict of interest on my part or on the part of any immediate family member, and my statement is true and correct.

In witness thereof, I have signed this instrument.

Carol L. Delgado

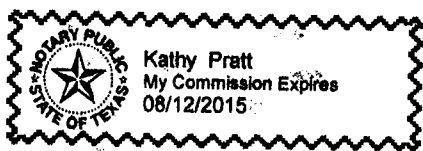
Signature of Appointee

4/29/12

Date

State of Texas  
County of Travis

Carol L. Delgado, personally appeared before me, the undersigned authority, this day, and after being duly sworn, deposed and stated that the facts stated in the above affidavit are true. Signed on this 29<sup>th</sup> day of June, 20 12.



Kathy Pratt  
Notary Public in and for the State of Texas  
Printed Name: Kathy Pratt  
My Commission Expires: 8/12/15

**Kenneth D. Thompson Sr.**  
[REDACTED]  
[REDACTED]  
[REDACTED]

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**Objective**                    **Locate employment in sector of the community that provides an opportunity to engage in public service.**

- Profile**
- Over 20 years' experience as a professional manager and supervisor.
  - Demonstrated ability to direct complex projects from conception to fully integrated status.
  - Goal-oriented individual with strong leadership capabilities with a holistic approach to problem solving.
  - Organized, highly motivated, and result driven.
  - Proven track record to work in unison with staff, and volunteers to accomplish task at hand.

**Education**                    **Dynamics of Electronics, Southwest Institute of Technology**  
**Ethics, New College St. Edwards University**  
**General Studies, Austin Community College**

**Relevant Experience & Accomplishments**

- Program Coordination for fatherhood roundtables for various regions in the state.
- Lead facilitator, key note speaker, policy writer and reviewer, exploring method to engaging fathers in various setting throughout Texas.
- Successfully transitioned manufacturing team (IBM, facilitated workshops {empowerment}) to shift in paradigm of immediate customer focus.
- Maintained budget, minimizing expenditures resulting in additional promotion opportunities for team/dept (Applied Materials).
- Solicited scholarships for failing middle school students to attend summer school.
- Counseled students on defining career and work related goals and objectives.
- Obtained grants to defer cost for community programs to assist disadvantage youth and their families.
- Volunteer coordinator for Travis County's Sheriff Campaign (Greg Hamilton)
- Community Program, Adult Education "Focus on the Father"

**Management/Supervision**

- Directed recruitment and retention of supervisors and staff of 35 to employees.
- Trained, supervised and evaluated staff, set production objectives and goals.
- Resulted in a highly self-functioning team – established Individual Work Schedule.
- Managed and developed over 75 volunteers into goal-oriented, cohesive group (United Way).
- Successfully refined and implemented new projects.

## Employment

- **Fatherhood Program Specialist** - Department of Family & Protective Services, Write policy, train staff, work with parents, train and engage community. 2009- present
- **Talk Show Host "The Dad-Show"**, Child Inc. Austin 2004-present
  - Co-Host weekly radio talk show focusing on Dads, families, relationships and community empowerment
  - Co-Director, All American Mentoring Project 2006 - 2009
  - **Outreach Specialist**, Family Connections, Community Programming
  - **Assistant Athletic Director**, San Juan Diego Catholic HS 2006 – 2007
  - **KT & Associates**, Tri-Fusion LLC 2005 – 2006
  - Provided management and oversight for manufacturing operations, product flow, and product delivery along with employee evaluations

- **Business Owner**, *Double TT's Pizza*, Manor 2004-2006
  - Created business plan, infrastructure, and implemented plan.
  - Managed daily operations to ensure quality and consistency in product.
- **Teaching Assistant**, *Reading Recovery Program*, Paredes Middle School, Austin 2004-2005
  - Employed the Book and Brain learning concept to readers below grade level.
  - Resulted in an eighty-one percent passage on State mandated test (TAKS)
- **Final Test Supervisor**, *Applied Materials*, Austin 1997-2003
  - Supervised night shift Etch Final Test, a 25 million work-center
  - Successfully cross-trained work-center resulting in highly flexible team.
- **Production Manager**, *IBM*, Austin 1981-1995
  - Responsible for daily production matrix, setting daily production goals
  - Supervised - trained - evaluated staff & set daily expectation of team.

## Community Involvement

- **The Overton Group**, Board of Directors, 2008 - present
- **Parents Across Color**, Board of Directors, 2009 - present
- **A New Entry**, Board of Directors, Elected President 2007 – 2009
- **CPS Advisory Disproportionality Committee** 2006 - 2009
- **East Austin Youth Foundation**, Board Of Directors 1990, Director 1999 - 2010
- **Marywood Foundation**, Board of Directors 1997 - 1998
- **Pflugerville ISD**, Board of Directors 1997, 2006 President (2005 -2006)
- **Texas Caucus of Black School Board Members**, Vice President, Board of Directors 2004
- **St Mary's Baptist Church**, Trustee 2000 - present
- **Radio Talk Show Host – The Wake Up Call** – 2004 - present
- **Radio Talk Show Host – The DadShow** – 2004 - present
- **Austin/Travis County Reentry Roundtable** - BOD, Support Systems Chair -2010 - present

## Community Engagement

- Facilitated Fatherhood Judiciary Roundtable- Children Justice Act Austin Texas
- Co-Facilitated Investigation and Family Based Safety Service Supervisors conference workshops "Knowing your Family."
- Co-Facilitated Conservatorship Supervisors Conference workshops "Knowing Your Family."
- Facilitated Parent Collaboration Group discussion on Fatherhood within the State of Texas Child Welfare System
- Keynote Region 2/9 Abilene/Midland Texas Conservatorship caseworker's luncheon
- Keynote Region 10 El Paso Texas Conservatorship caseworker's luncheon
- Facilitated Incarcerated Parent Policy Workgroup
- Moderated CPS Fatherhood Judiciary Panel in San Antonio
- Moderated Parent Panel; A Symposium on Family Strengths and Diversity (Houston)
- Facilitated Hole in the Soul (Engaging Fathers) workshop, A Symposium on Family Strengths and Diversity (Houston)
- Moderated Father's Panel - San Antonio CPS Judiciary - Brownville Texas
- Co-Facilitated Family engagement workshop CVS conference - Abilene Texas
- Key Note - Fatherhood Symposium (Fathers and Families Coalition) - Houston Texas
- Moderated Parent's Panel - University of Houston School of Social Work - Strengthen Families - Houston Texas
- Facilitated Father Advisory Council Meeting - Ft. Worth Texas
- US Senate Briefing; Fathers in the Welfare System - Washington DC
- Keynote - Disproportionality Town Hall Meeting - Houston Texas
- Fatherhood Presentation - New Child Protective Services Supervisors Austin , Texas
- Lead Presenter @ Quality Improvement Center-Non Resident Fathers - Seattle Washington
- Presentation (Father Engagement to Child Protective Services Leadership Team) Austin ,Texas
- Co-Presenter at annual Texas Child Family Service Review meeting - San Antonio Texas
- Co-Presenter Parent Collaboration Meeting - Dallas Texas
- Presenter (Father Engagement)- Texas Center for Judiciary - Austin Texas
- Facilitated Community Fatherhood Engagement Workshop with Omega Fraternity - Austin Texas
- Participate in Family Roundtable - Texas Supreme Court - Commission Collaborative Council
- Moderated Parent Panel - 4<sup>th</sup> Annual Disproportionality Meeting - Austin Texas
- Key Note - Fathers and sons Chili cook out - Reagan High School - Austin Texas
- Moderated Fathers Panel - Dallas Bar Association (Public Defenders) - Dallas Texas
- Key Note - North Texas Fatherhood Initiative - Dallas Texas
- Fatherhood Engagement Presentation Texas Women University - Denton Texas
- Fatherhood Engagement Presentation CVS Staff Conroe Texas
- Participant Supreme Court Roundtable with Families - Austin Texas
- Participant Fatherhood Roundtable - Washington DC
- Panelist Fathers and Families Coalition Conference- San Francisco
- Panelist - Texas Healthy Initiative - Austin Texas

Kenneth D. Thompson, Sr., brings a talent for children's and fathers' advocacy cultivated in the public sector. Kenneth's experiences as a parent educator, facilitator, mentor and talk show host serve him well in his current assignment as the first ever Fatherhood Program Specialist for DFPS in the Family Focus Division. His previous assignments include lead host for "The Dad-Show" and the featured facilitator for "Focus on Fathers."

Kenneth served as Director of "All American Mentoring Project," a mentoring program with an emphasis on children from single parent homes and low social economic status. He is the former President of the Board of Trustees for the Pflugerville Independent School District where he was the first African American elected to political office in the Pflugerville community.

Kenneth is also the former Vice President of Texas Caucus of Black School Board Members. Kenneth served as the Vice-Chair for the Austin Advisory Committee addressing Disproportionality within the Welfare System. Kenneth formerly served as the Director of the East Austin Youth Foundation which serves economically disadvantaged youth by providing sports activities while promoting high academic achievement.

Kenneth also served on the Board of "A New Entry LLC," a program charged with providing counseling and transitional housing to formerly incarcerated men. Additionally, he serves on the Board of Directors for The Overton Group which focuses on multi-lingual education in Head Start. He is Vice-President of Parenting Across Color, a Trans Racial Parent Support Group. Lastly, Kenneth served as a board member on the National Advisory Board which focuses on Non Resident Fathers in the Child Welfare System.

NON-CONFLICT OF INTEREST AFFIDAVIT

DEFINITION:

County appointed individuals, whether paid or unpaid, may not have a direct or indirect interest, including financial and other interests, or engage in a business transaction or professional activity or incur any obligation of any nature that is in substantial conflict with the proper discharge of the individuals' duty in the public interest.

I, Kenneth D Thompson SR, have read and understand the definition shown above as it relates to any possible conflict of interest.

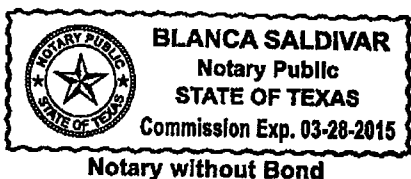
I, Kenneth D Thompson SR, make this affidavit as specified to clearly state that my appointment to Civil and Family Courthouse Community Advisory Committee will not create a conflict of interest on my part or on the part of any immediate family member, and my statement is true and correct.

In witness thereof, I have signed this instrument.

[Signature]  
Signature of Appointee  
July 10<sup>th</sup> 2012  
Date

State of Texas  
County of Travis

\_\_\_\_\_, personally appeared before me, the undersigned authority, this day, and after being duly sworn, deposed and stated that the facts stated in the above affidavit are true. Signed on this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_\_.



Blanca Saldivar  
Notary Public in and for the State of Texas  
Printed Name: Blanca Saldivar  
My Commission Expires: 03-28-2015