

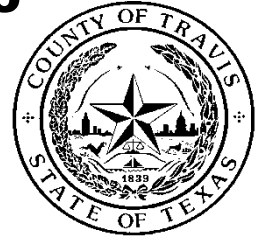
SARAH ECKHARDT

TRAVIS COUNTY COMMISSIONER - PRECINCT 2

TRAVIS COUNTY ADMINISTRATION BUILDING

700 LAVACA STREET, SUITE 2.300

AUSTIN, TX 78701



March 5, 2013

To: Judge Sam T. Biscoe

CC: Travis County Commissioners Ron Davis, Gerald Daugherty, and Margaret Gomez

From: Commissioner Sarah Eckhardt

RE: Travis County task force to explore opportunities to improve working conditions and wages for the construction work force in our procurement and economic development policies

CONSIDER AND TAKE APPROPRIATE ACTION ON THE CREATION OF A TASK FORCE TO IDENTIFY WAYS IN WHICH TRAVIS COUNTY'S ECONOMIC DEVELOPMENT AND PROCUREMENT POLICIES CAN IMPROVE WORKING CONDITIONS AND WAGES FOR THE CONSTRUCTION WORK FORCE.

Draft Charge for the Task Force:

- Identify and make recommendations for Travis County policies to improve working conditions and wages for the construction work force in and contracting with Travis County.
- Identify legal constraints to such policies
- Analyze the budgetary implications of such policies (additional FTEs, contracting costs, etc.)
- Explore options for local preference in contracting (local businesses vs. local workers)
- Explore living wage and prevailing wage requirements
- Explore worker safety training requirements

Deadline for reporting back to the Commissioners Court: **May 2013**

Task Force Membership:

3 Internal Members:

- Travis County Planning and Budget
- Travis County Purchasing
- Travis County Attorney

3 External Members

- One representative for labor unions (LiUNA, IBEW, etc.)
- One community representative (Workers Defense Project, Austin Interfaith, etc.)
- One representative from the business community (Greater Austin Chamber, General Contractors Association, etc.)



MEMORANDUM

TO: Mayor and Council

FROM: Kevin Johns, Director, Economic Growth & Redevelopment Services Office

DATE: February 21, 2013

SUBJECT: Staff action related to Council Special Committee on Economic Incentives:
Approved motions including direction to staff

This is a brief report on tasks associated with the *Council Special Committee on Economic Incentives Subcommittee*. In June of 2012, the City Council created a Council Special Committee on Economic Incentives to create a uniform framework that incorporates community values within economic development agreement proposals. On November 27, 2012, the Special Committee approved several motions (described below) to propose amendments of the *City's Economic Development Policy* to City Council for consideration. Additionally, the Special Committee, by motion, directed the EGRSO staff in the four (4) areas described on the second page. This memo is to provide an update on the work EGRSO has completed to date.

Motions approved by the Special Committee to amend the City's Economic Development Policy are listed below 1 – 5:

1. Shift the economic development policy from an abatement system to a rebate system that is tied to documentation and achievement of targeted goals identified in the economic incentive package.
2. Require that prevailing wages be paid to construction workers.
3. Use the City's Living Wage of \$11/hour as a Core Value. A Core Value is meant to be a minimum requirement that becomes part of the evaluation to determine whether or not an economic development agreement proposal is appropriate for Council consideration.
 - a. Apply the living wage minimum hourly rate to all jobs, including full time employees, contract employees and contract construction employees.
 - b. Create an exception process, with a recommendation from staff as to how to structure this process, which would allow a company, in certain circumstances, to ask for an exception that would be heard at the same time as the final vote for an incentive package.
4. Include domestic partner benefits and health insurance benefits as a Core Value. Utilize the same exception process created in 3.b. above.
5. Change the Threshold for Extraordinary Economic Impact within the Firm-Based Matrix to include the items listed below. Direction was given to staff to blend this motion with a staff recommendation and to bring the finished product back to Council for consideration.
 - a. Paying base wages of \$11/hour
 - b. Meeting or exceeding Minority-owned and women-owned (MBE/WBE) goals identified in the Chapter 380 agreement
 - c. Creating 10% of jobs that benefit the economically disadvantaged population
 - d. Developing a program for recruiting of ex-offenders
 - e. Providing domestic partner benefits

- f. Filling 25% of new jobs by City of Austin residents
- g. Paying at least the industry average for new full-time jobs created
- h. Locating in a targeted redevelopment area
- i. Locating within ½ mile of public transit
- j. Obtaining LEED certification silver or above
- k. Creating a Web LOCI net benefit of at least \$5,000,000

Status Report

Progress for items #3(b) and #5: The exception process and recommended changes to the Threshold for Extraordinary Impact are being developed and will take into consideration research from item #9 and # 10 below. We are optimistic that completion is within the next 2-3 months, at which time staff recommendations for items #3(b), #5, and #6 will be brought forward for Council consideration. In the interim I will keep you apprised of our progress through monthly communications.

Other motions approved by the Special Committee were made as follows:

6. Establish a stakeholder process to consider strategies for mitigating potential impacts on from #3 above to subcontractors and attempt to solve the prompt pay issues associated with subcontracting, including the possible requirement to establish a collateral pool.
Progress: Staff is developing a process to obtain stakeholder input in order to develop a recommendation. The work is anticipated to be completed in 2-3 months.
7. Provide a briefing annually to City Council to discuss targeted industries and how staff goes about determining which industries should be targeted from one year to the next. ***Progress: Both EGRSO staff and the Greater Austin Chamber of Commerce presented this information at the January 17, 2013 City Council meeting.***
8. Make available a series of evaluations made as a function of the firm-based evaluation criteria matrix so that scoring rationale can be seen.
Progress: The series will be completed at the end of March 2013 and will be made available to the public on the EGRSO website.
9. Research and provide to Council options as to how hiring of individuals from the City of Austin can be scaled at both the baseline and as a bonus. Further direction was given to seek best practices from other municipalities.
Progress: EGRSO is utilizing the International Economic Development Council to conduct this research of its member municipalities. The best practices research and recommended options will be completed in the next 2-3 months. This item will be presented with the package of items #1-#6 above for Council consideration.
10. Assess the number of local hires by incentivized companies.
Progress: The eleven companies with active firm-based agreements have been asked to provide local hire data for the purpose of determining the number and percentage of City of Austin residents employed by these companies. The companies are responding. The survey responses will be finalized within the next 1-2 months.
11. Make economic development agreement information more accessible.
Progress: The EGRSO main webpage now features a direct link to the active agreements and payment information, and descriptive paragraphs have been added to assist users with understanding the information that is presented.

Cc: Marc A. Ott, City Manager
Sue Edwards, Assistant City Manager

Good, safe careers in construction for Travis County

Community recommendations for improving Travis County's procurement policies and economic incentive development policies

»**Prioritize safety** by ensuring that construction workers are covered by workers' compensation insurance and have received basic OSHA safety training. (Already required for all City of Austin Public Works and Third-Party agreements)

»**Allow workers to receive fair pay** by implementing Davis-Bacon (already required on Travis County works) and living wage requirements (already required on incentive projects). Ensure that those being paid lower, apprentice wages are truly enrolled in a recognized apprenticeship program, as is required by the Davis-Bacon Act.

»**Create good jobs for Travis County residents** by rewarding businesses that hire and develop the local workforce.

»**Protect the County** by asking bidders to disclose previous violations of the law, and by requiring reasonable insurance coverage.

»**Incentivize green jobs** by both setting strong targets for energy and water conservation and training the construction workforce in new green technologies.

»**Give low-income neighborhoods a chance** by creating an employment pipeline from disadvantaged areas to County construction projects, and ensure residents learn the skills they need to fill those positions.

»**Establish consistent enforcement** of construction policies to allow businesses to bid on a level playing field with the expectation of enforcement. The County should implement both payroll reviews and employee interviews.

FLOYD MARTIN AKERS

203 W. Main, Suite E
Pflugerville, Texas 78660
(512) 990-3725

EDUCATION

University of Wyoming, College of Law, Laramie, Wyoming

J.D. 1994 Admitted to Texas State Bar November 1994

Admitted Federal Bar Western District of Texas

American Jurisprudence Award Torts

American Jurisprudence Award First Amendment

Finals Moot Court Competition

University of Wyoming, Laramie, Wyoming

B.S. History 1991

Dean's List

Awards: 2012 Site Selectors Guild Excellence in Economic Development Award
(Small Town Economic Development Organization)

Certifications: Merit Certification in Municipal Law and Municipal Court
Prosecution by the Texas City Attorney's Association

EXPERIANCE

Pflugerville Community Development Corporation (PCDC), Executive Director /
General Counsel. Duties include ensuring expansion of tax base, business attraction and
retention and entrepreneurial business development; oversees outreach efforts and expansion
initiatives I also represent the corporation in all litigation and to act as the legal advisor for the
board of directors. Extensive knowledge of land use, economic development, contracts,
employment, utility and real estate law.

City of Pflugerville, City Attorney. (Pop. 50,000) Duties include representing the City
in all litigation and to act as the legal advisor for the City and all the offices and departments
thereof. I also represent the City's economic development corporation.

University of Texas at Brownsville and Texas Southmost College, University
Attorney. Duties include acting as legal advisor for the University and all the offices and
departments thereof. Review contracts, draft policies and handle EEOC and employment
investigations. Helped create business incubator at TSC ITEC Campus. Adjunct Professor
Graduate and Undergraduate Studies.

City of Bryan, Municipal Court Judge. (Pop. 65,000) Preside over Municipal Court trials and administrative hearings. Conduct both Jury and Bench Trials. Issue arrest/search warrants and Capias Pro Fine. I also acted as Brazos County Magistrate, give Magistrate Warnings and set bond. Handle approximately 20,000 cases per year. Served on the Brazos County Bail Bond Board.

City of New Braunfels, City Attorney. (Pop. 50,000) Duties include representing the City in all litigation and to act as the legal advisor for the City and all the offices and departments thereof. Represented 4(A) and 4(B) economic development boards. Additionally I review City contracts, draft ordinances, and act as human resources/risk manager.

City of San Antonio, Assistant City Attorney. (Pop. 1,000,000+) Duties include prosecuting Class C Misdemeanors, and City Ordinance violations in municipal court. Helped to create and implement City's Failure to Appear and Bond Forfeiture Program. Advise City Police and Park Rangers as to Federal, State, and Municipal Law. Represent the City in County and District Court as required. Aid in construction and drafting of Municipal Ordinances.

Texas Department of Public Safety in McAllen, Texas. Duties include prosecuting DWI drivers license suspension cases in administrative hearings before the State Office of Administrative Hearings. Additionally, I represented the Department in Expunction and Concealed Weapon Hearings.

REFERENCES

Jeff Coleman
Mayor
City of Pflugerville
100 E. Main
Pflugerville, Texas
(512) 627-8516

Omar Pena
President
PCDC
203 W. Main
Pflugerville, Texas 78660
(512) 294-5683

Angelos Angelou
Principal
Angelou Economics
8121 Bee Caves Rd. Suite 200
Austin, Texas 78746
(512) 225-9320

Wilmer Roberts

13804 Terrel Trace
Manor, TX 78653
(512) 272-8999 Home
(512)791-6947 Cell

OBJECTIVE

Obtain a part-time position that will allow me to use my vast experience acquired in my previous employments, which included Employer Support of the National Guard and Reserve.

CAREER SUMMARY

Extensive experience in several senior executive positions characterizes my work history including, personnel and financial management; strategic planning, researching analysis and investigations; operations analysis, governmental/community liaison activities, outreach activities and excellent public relations and communication skills maximizing formal presentations skills to government, civic and community groups along with managing team to enable me to organize effective teams and motivational abilities and assist in the identification and solving of problems.

My ability to analyze all aspects of human resources allows me to be successful in many areas of management. I developed and implemented the Data Management and Information Technology Services and selection procedure for the Texas Attorney General's Office. I provided educational information to military service members applying for tuition assistance and qualified soldiers for the MGIB education benefits. I served as liaison to the Texas State Legislature for the TXARNG, and I worked with the Texas Committee for the Employer Support of the Guard and Reserve (ESGR), managing the office in the absence of the Executive Director and Program Support Specialist, coordinating Texas Volunteers and managing the Soldiers Readiness Process of the TXARNG.

I served in the capacity as program manager for Texas ESGR - planning and developing events such as Bosslift for employers and military leaders in support of the various reserve components. I prepare cost analysis and event requests for events that were planned by Area and Regional Chairs and manage governmental purchases for items used in events. I coordinate ombudsman cases in conjunction with the coordinator of ombudsman services and manage individuals that support the soldier readiness process and the de-mobing of members coming off active duty. I managed an office staff of three and managed over 250 volunteers in the Texas ESGR program.

EMPLOYMENT HISTORY

Texas Joint Military Forces, Camp Mabry, Austin, Texas September 15, 2003 - Present

Program Manager for the Texas ESGR Committee, TJMF J-1

Montgomery GI Bill (MGIB) Manager and State Tuition Assistant Manager, TJMF Education Office

Administrative Assistant, Command Group, 49th Armored Division

Information Specialist, State Tuition Assistant Manager, MGIB Manager, Education Service Office, TXARNG

- Managed the Military Outreach program for the Texas ESGR Committee coordinating with the Volunteer Military Chair and helping with the implementing of Employer Service
- Review and makes recommendations in all program areas for annual budget, ombudsman cases assignment
- Recommend corrective action and provide reports to management

- Program Staff Management Analysis for all travel and event activities, reviewing all travel requirement, plan and coordinate Training and Outreach events, analyze travel budget requirements and formulate annual budget
- Provide Full Time Management of the Military Outreach program, establishing training requirements for over 170 state committee members and supervising the development of Unit database
- Representative at the Unit level for all the Branches of the US Armed Services for the TX ESGR committee
- Manage Texas ESGR interface with the Texas Military Forces members that are deploying and returning from deployment ensuring that they understand their rights and responsibilities under Uniform Services Employment Reemployment Right Act (USERRA)
- Coordinated and directed the office and volunteer staff duty assignments to ensure maximum support to the volunteer operation in absence of the Executive Director
- Planned, coordinated and administered a two (2) million dollars budget, ensuring cost effectiveness and operating within the agencies' approved budgets
- Applied Zero based budget guidelines - planned, developed and administered the division's budget ensuring all necessary transactions were funded
- Planned, coordinated and administered a two (2) million dollars budget, ensuring cost effectiveness and operating within agencies approved budget. Using Zero based budget guidelines, planned, developed and administered the division's budget ensuring all necessary functions were funded.

Office of the Attorney General, Austin, Texas October 1, 1991 – September 12, 2003

Consumer Outreach Coordinator, Consumer Protection Division

Deputy Chief, Consumer Education and Elder Outreach Division

Deputy for Administrative Services, Human Resources Division

Staff Services Manager, Worker's Compensation Division

- As primary spokesperson for the Office of the Attorney General, I represented the agency on community elder care program issues and served as the liaison to the legislature.
- Developed, implemented and evaluated outreach activities for program effectiveness for the Office of the Attorney General Consumer Education and Elder Outreach program throughout the State of Texas
- Developed organizational goals and initiated operational policies and procedures to ensure compliance of program objectives
- Managed support staff, technicians and professionals ensuring information and services were timely, accurate and complete
- Maintaining the division's data and ensuring records were filed and maintained in accordance with state and federal law
- Responsible for the development and implementation of strategic and budget plans, division operation, and professional development of staff
- Developed and implemented promotional tools including: educational brochures, radio programs, television shows and videotapes on a variety of consumer issues including the following: "Know Your Rights", "Telemarketing", "Safe Return Home", "Home Equity" and "Your Rights as a Tenant"
- Produced the Attorney General first home equity brochure and selection guidelines for employment
- Monitored legislative committee hearings and provided input to legislative committees regarding consumer and employment issues
- Coordinated interagency program services among local, state and national organizations
- Articulated the Agency vision and mission and formed a strategic plan.
- Drafted Policies and Procedures manuals, EEO Plan, Selection Procedures, and Operations Manual for the Human Resources Division

- Drafted the Consumer Complaint Resolution Manual for the Consumer Protection Division
- Developed a procedure and guideline manual for the Consumer Education and Elder Outreach Division for the Texas Attorney General Office
- Planned and implemented the purchase of the Agency's identification system
- Assisted with the automated system design phase for managing the agency's personnel leave and recording system
- Successfully managed a diverse multi-cultural, regional staff throughout the state of Texas
- Served on several boards and commissions in various executive positions

Attorney General Dan Morales Campaign August 1, 1992 - December 15, 1992

African American Field Director – Get out the Vote Campaign

Jefferson County Community Supervision March 1, 1984 – September 30, 1991

Felony Community Supervision Officer

Wright Construction Company September 1, 1982 – February 28, 1984

Construction Manager/Contractor

Mobil Chemical Company October 1, 1981 – August 31, 1982

Saudi Services Coordinator

Neighborhood Reinvestment Corporation June 1, 1980 – September 30, 1981

Field Services Coordinator

- Coordinated the first Neighborhood Housing Service program in Beaumont, Texas
- Ensured that the development of a local neighborhood was complete by using Community Development Block Grant funds and other local partnerships

PPG Industries June 30, 1969 – May 31, 1980

Chemical Operator

Shop Stewart

Texas Army National Guard August 30, 1989 – September 30, 2007

United States Marine Corp May 30, 1965 – May 26, 1969

Education:

Bachelor of Business Administration, Lamar University, Beaumont, Texas

Graduate General Studies, Charlton Pollard High School, Beaumont, Texas

Specialty Training and Certifications

Government Budgeting and Purchasing

AFCOS Orders and Budget System

ESGR Ombudsman Course

Certified Mediator (Defense Equal Organization management Institute)

Montgomery GI Bill Certification Course

Government Purchase Card Holder Course

Federal Tuition Assistance

Test Proctoring

Microsoft Office 2003

Platoon Leaders Development Course

Property and Casualty Insurance*2006

Life and Health insurance *2006
Banking/Investment services
Military Supply School Course
Certified Probation Officer

Civic and Community Involvement

Member of City of Beaumont Planning Commission
Board of Director Neighborhood Housing Service Program
Shadow Glen Homeowners Association
Travis County MUD 2
Mt Zion Baptist Church Housing Board –Austin, TX
Vice President of A. Phillip Randolph Institute
President of Texas Black Alcoholism Counsel
Precinct Chairman Jefferson County
Deacon, Mount Zion Missionary Baptist Church
Board of Management, Trustee and Building Committee for Starlight Missionary Baptist Church,
Beaumont, TX
Member, National Association for the Advancement of Color People
Member, Sigma Phi Phi
Member, Omega, Psi Phi
Member, Pride of Beaumont, Masonic Lodge
Worthy Patron, Order of Eastern Stars

Published Books/Documents

Contributing writer for "*Living with Racism, the African American Experience*"
Arthur, Melvin P. Sikes and Joe Fagin
Co Arthur- In publication "*Developing Ministries for the Church*"
Wilmer Roberts, G. V. Clark, Lawrence Vault and Noah Diggs

GREGORIO CASAR

5504 Exeter Dr. Austin TX 78723
Mobile: 832-654-7908 · Email: greg@workersdefense.org

Qualifications for Construction Worker Task Force

- » **Business Liaison for Workers Defense Project** who has advocated for and organized low-wage construction workers in Travis County for over 10 years. WDP's **membership includes over 1,000 working families.**
- » **Lead negotiator for construction workers on incentive agreements** beginning in 2012.
 - **Apple Inc.** agreed to implement a \$12/hour living wage, safety training, workers' compensation insurance, for construction workers and attempt to hire from local training for its 1,000,000 sq. foot facility, *improving jobs for over 1,500 workers.*
 - **HID Global** set a goal to ensure that 20% of its construction workers will be "*Disadvantaged Residents*" who will *receive the skills training* they need from local programs.
 - **National Instruments** agreed to protections similar to Apple's, in addition to requiring Davis-Bacon wages.
- » **Advocate for effective, well-tested procurement** and construction policies at the City of Austin.
 - **Implemented safety training** at City of Austin, a policy now advocated by CoA Director of Public Works.
 - **Authored the historic Rest Break Ordinance** at the CoA, the first citywide ordinance in the country that requires water breaks for construction workers.
 - **Ensured consistent enforcement** of wage requirements at the CoA and on incentive projects such as *White Lodging's JW Marriott.*
- » **Created Premier Community Builder agreements**, which allow Travis County's private developers to partner with the local community to create good, safe construction jobs.
 - **Foundation Communities** now ensures all its construction workers are paid a living wage, have safety training & workers' compensation insurance, and that residents of affordable housing can get the skills training they need to become safe, fairly paid construction workers.
 - **Maxum Development** signed an agreement to ensure workers would be safe on future projects, after three young workers perished due to faulty scaffolding on Maxum's 21 Rio apartment project in West Campus.
- » **Experience crafting Master Development Agreements**, and Public Private Partnerships
 - **Trammell Crow will build the largest development in Downtown Austin** under a Master Development Agreement, two pages of which are worker protections implemented by WDP and Austin City Council, including Davis-Bacon, safety monitoring, and **hiring from local skills training programs.**
 - **The Seaholm** redevelopment will implement a responsible contracting policy.
- » **Published studies** on improving working conditions including:
 - **Build a Better Texas**, the most comprehensive study in the country on working conditions in the construction industry, surveying over 1,200 construction workers in 5 Texas cities. *Co-Editor*
 - **Green Jobs for Downtown Austin**, a University of Texas study finding most Downtown consumers were willing to pay more for sustainable development and avoid consuming where workers are mistreated. *Co-Author*
 - **Keeping our Promises**, an in-depth study of low wages at the University of Virginia, including an analysis of the legality and fiscal impact of Charlottesville, Virginia living wage policies. *Co-Author*

Jeremy Hendricks

624 Canion Street, Austin, Texas 78752
jeremy@swldc.org

Cell: (405) 833-6462

WORK HISTORY

- 2008-Present** *Southwest Laborers District Council, Assistant Business Manager and Legislative & Political Director*
Coordinate Office and Political Activities of the SWLDC in Arkansas, Oklahoma and Texas. Promote members of the Laborer's International Union of North America and our Signatory Contractors. Advocate responsible contracting policies to protect workers and taxpayers.
- Southwest Laborers' District Council, Laborers-Employers Cooperation and Education Trust (LECET) Director for Arkansas, Oklahoma and Texas*
Working to promote the goals of the Laborers' International Union of North America (LiUNA), including marketing the organization, expanding market share, passing sound labor laws, and developing relationships with contractors and political officials. Additional duties include large scale event planning, District Council newsletter and press releases, job tracking, and political activism.
- 2008** *Dan Boren for Congress, Campaign Manager*
 Richard Lerblance for State Senate, Campaign Manager
Successfully directed all aspects of campaigns, including media, mail, polling, fundraising and field programs. Responsible for large scale event planning for Boren for Congress, including Annual Boren BBQ and the Oklahoma Ball at the Smithsonian Museum of the American Indian for the 2009 Inauguration of President Barack Obama.
- 2007-2008** *Oklahoma Education Association, Legislative & Political Organizer*
Serving as legislative and political organizer for the northwest region. Responsible for lobbying at the State Capitol and acting as liaison to recommended candidates. Managing voter file database and action email list for the association, as well as directing membership recruitment efforts for the northwest region.
- 2007** *Oklahoma Democratic Party, Communications Director*
Officially serving as Communications Director for the ODP, in cooperation with the Democratic National Committee's State Partnership Program, responsible for all press releases and press events, as well as acting as official spokesman in lieu of the Chair. In addition, due to the ODP's financial constraints, serving as Technology Director responsible for computer systems, voter file and internal databases and as Finance and Compliance Director, responsible for accounts receivable and payable, ethics filings and general office management.

2005-2007

Hendricks & Associates Consulting

President and founder of Hendricks & Associates Consulting, a multi-faceted political consulting firm specializing in Democratic candidates and progressive causes offering a wide array of services including general strategy, message development, communications, fundraising, research, voter database management, targeting, grassroots organization and advocacy, ethics compliance, website development and political material design.

2006 Election Cycle Clients: Lloyd Fields for Labor Commissioner (W), David Prater for District Attorney (W), Richard Morrissette for State Representative (W), Scott Inman for State Representative (W), Wallace Collins for State Representative (W), Brian Renegar for State Representative (W), Ryan McMullen for State Representative (W), Jeff Potts for State Representative, Melvin Jones for State Representative, Casey Davis for State Representative, Gary Updyke for State Representative, Earline Smaistrle for State Representative, Malcolm Savage for District Judge, Sheila Kirk for Associate District Judge (W), Charles Gray for Associate District Judge (W), Dale Marlar for Judge, Lenardo Smith for OKC City Council, Shaloe Edwards for Sallisaw Chief of Police (W), The New Majority Fund - a Democratic PAC focusing on House Races, Oklahoma Democratic Party - Voter Activation Network Administration, and New Dominion, LLC. - Crisis Management and Grassroots Mobilization

2007 Clients: Rachel Butler for Norman City Council (W), Representative Richard Morrissette, Representative Wallace Collins, Representative Scott Inman, Representative Eric Proctor, Representative Anastasia Pittman, Representative Terry Harrison, The New Majority Fund, Oklahoma Democratic Party - Voter Activation Network Administration, and T.R.U.S.T. - a non-profit for Transportation Advocacy.

2004-2005

Campaign Director, State Question 723 Campaign

External Affairs Manager, Oklahomans for Safe Bridges and Roads

Managed and led effort to build a broad-based coalition to successfully gather nearly three-hundred thousand signatures for an initiative petition to raise the fuel tax to the regional average and create a transportation lock box, which resulted in the most successful initiative petition drive in the state's history. Coordinated SQ 723 campaign team consisting of a coalition of stakeholders, multiple consulting firms and dozens of board members from various fields. Managed campaign budget of \$1.4 million dollars and staff.

2004

Executive Assistant, Devonshire Institute

Provided assistance on projects for candidate and lobbying clients of Peter Regan.

2004

Campaign Manager, Mike Frickenschmidt for House District 40

Managed campaign essentials, including message, targeting, list development, and speech writing.

- 2003-2004** ***Candidate for State Representative - House District 28***
 Managed all aspects of campaign including message, field, fundraising, political material design, and press. Lost in the 2004 Democratic Run-off by 49 votes, despite the opponent spending \$120,000 compared to the Hendricks campaign spending \$32,000.
- 2002-2004** ***Technology Services Coordinator, Voter File Manager & Mail Program Director, Oklahoma Democratic Party***
 Supervising and problem solving technology issues within the party headquarters. Organizing mailings averaging 5,000 pieces, including larger mailings up to 200,000 pieces. Managed and maintained voter file, worked with vendor to build first online voter file access in Oklahoma, fulfilling all voter file requests, coordinated training for candidates, activists and vendors statewide.
- 2000-2002** ***Assistant to the Executive Director of Staff, Oklahoma House of Representatives***
 Led special projects for the House Research, Legal and Fiscal divisions, including preparing a daily summary of legislation for Democratic Caucus members and tracking of key legislation. Worked closely with House members and Division Directors to assist in the planning and execution of the Democratic legislative agenda.
- 2000** ***Assistant to the Executive Director, Oklahoma House PAC***
 Assisted in building databases, producing mailings and general office duties.
- 1999-2000** ***Graduate Assistant, Oklahoma Institute for Learning Styles, NSU Tahlequah***
 Responsibilities included research, legislative correspondence, the testing, grading, and explanation of learning styles tests, and Institute financial records.
- 1998** ***Campaign Manager, Hager '98 Gubernatorial Campaign***
 Duties included fundraising, database management, travel logistics, advance and field work, event planning, correspondence, media relations, preparing and filing Ethics Commission reports, and overall management of the campaign office.
- 1995-1998** ***Head Dialing Room Supervisor, Issues and Answers***
 Supervised political and corporate surveys, tracked production, established and achieved deadlines, quality control, and general office duties.

EDUCATION

- 1994-1998** Bachelor of in Arts Political Science, Cum Laude, Oklahoma City University, OKC
1999-2000 Masters work in Communications, Northeastern State University, Tahlequah
2001-2003 Masters work in Political Science, University of Central Oklahoma, Edmond

COMPUTER SKILLS

Program knowledge includes the Voter Activation Network, NGP, Microsoft Office Suite, PowerPoint, Filemaker Pro, Microsoft Visual FoxPro, various multimedia and design software, and finance management software.

AARON CHAPPELL

(213) 631-6106

624 Canyon Street, Austin, TX 78752

chappello@gmail.com

PROFESSIONAL EXPERIENCE

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA

Campaign Director

Austin, TX

2011-2012

- Spent 2011 working directly with interim Organizing Director to examine low-density markets for organizing potential; drafted plan for non-traditional construction worker organizing in Austin, met with leadership to discuss plan, get buy-in, secure funding
- In 2012, moved to and opened office in Austin; built relationships with key community, labor, political allies

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA

Strategic Organizer

Riverside, CA

2006-2010

- Led targeting research on contractors and markets for a new campaign in residential construction
- Opened campaign offices in Riverside, Phoenix and Las Vegas
- Political, community and media organizing in the Inland Empire to support worker organizing, including: immigration advocacy, homeowner advocacy, and introducing legislation in the California Assembly

TRANSPORT AND GENERAL WORKERS UNION (on behalf of SEIU)

Research Consultant

London, England

Summer 2005

- Developed database of London commercial office properties for a market survey
- Trained organizers and directors in the use of Access databases for an organizing drive
- Trained TGWU research staff in corporate campaign research for a building service campaign

LOCAL 11, SEIU, AFL-CIO

Lead Researcher

Miami, FL

2004

- Launched corporate campaign to support an organizing drive by Miami condominium workers into a new local
- Led research on key organizing target and the condominium market in South Florida
- Developed relationships with condominium residents to support campaign
- Worked in close consultation with local leadership on overall campaign strategy and the direction of the new local

LOCAL 32BJ, SEIU, AFL-CIO

Research Analyst/Assistant/Intern

New York City

1999-2003

- Conducted corporate research to aid in new organizing campaigns and fight-backs; campaign planning to implement
- Tracked and analyzed conditions in the New York City real estate market to aid collective bargaining
- Conducted economic research for a 'white paper' to support the Local's organizing campaign in Northern NJ
- Created and maintained relational databases tracking union representation in local real estate markets

WORKING FAMILIES PARTY

Organizer, Democracy Summer Program

New York City

Summer 1999

- Recruited members in the Fort Greene/Crown Heights council district from union-partner membership lists
- Registered voters and carried petitions for political candidates

SKILLS

- PowerPoint; database design in Access; Excel; basic design of web pages, banners, leaflets, billboards in Photoshop and Publisher
- Spanish, in need of refreshing

EDUCATION

COLUMBIA UNIVERSITY, New York City

Studies focused on Labor and Religion in 20th Century US

BA in US History, 2000

Taylor Terkel

Professional Biography

Ms. Terkel is responsible for sourcing, developing and underwriting commercial real estate ventures for FourT Realty. Prior to relocating to Austin, Ms. Terkel was an Associate in the Debt Placement group at Eastdil Secured, a wholly owned subsidiary of Wells Fargo. During her time at Eastdil Secured, Ms Terkel successfully closed over \$1.5 billion of permanent and interim financings and over \$500 million of secondary loan sales. Prior to joining Eastdil Secured, Ms. Terkel was an Associate with Capmark in New York City and an Analyst with Clark Realty Capital in Washington, D.C.

Ms. Terkel is a licensed salesperson in Texas and is an active member of the Urban Land Institute's Austin chapter, Real Estate Council of Austin, and ICSC. In addition, Ms. Terkel serves as a board member for the Hill Country Conservancy.

Ms. Terkel received a Bachelor of Arts degree from the University of Pennsylvania in Philadelphia, PA and graduated cum laude with distinction as a Benjamin Franklin Scholar.

Office: 512-590-7739

Cell: 512-568-1313

Dave Porter, CEcD

15 Lovegrass Lane
Austin, Texas

Business Phone: 512-322-5650 – Cell Phone: 512-636-0661

Work History

September, 2004 – Present. GREATER AUSTIN CHAMBER OF COMMERCE. Austin, Texas

Senior Vice President, Economic Development

- Responsibilities: Oversee the economic development function, operations and staff of 12 within the Chamber. Successfully carried out **Opportunity Austin 1.0 (2004 – 2008)** - the regions five-year economic development strategy to diversify the economic base and to generate 72,000 net new jobs and \$2.9 billion in new wage growth; **Opportunity Austin 2.0 (2009 – 2013)** – continue the five-county strategy: primary goals – 117,000 net new jobs and \$10.8 billion in new payroll by December 31, 2013.
- Summary of Results: **Opportunity Austin 1.0 (2004 – 2008)**
 - 124,200 net new jobs (goal: 72,000)
 - \$5.7 billion in wage growth (goal: \$2.9 billion)
 - 144 Corporate Announcements (goal: 100)
 - 540 Prospect visits (goal: 250)
 - 835 face-to-face meetings with C-Level “out-of-market” executives (goal: 500)
 - 857 Regional Retention Visits (goal: 475)
- Summary of Results: **Opportunity Austin 2.0 (2009 – Present, June 2011)**
 - New jobs (to be determined on 12/31/13) – goal: 117,000
 - Wage growth (to be determined on 12/31/13) – goal: \$10.8 billion
 - 58 Corporate Announcements
 - 402 Prospect Visits
 - 627 face-to-face meetings with C-Level “out-of-market” executives
 - 711 Regional Retention Visits
- 2010 – Named one of the “Ten People Who Made a Difference in the South”, Southern Business & Development Magazine, Winter 2011
- 2010 – Award of Excellence – Biotech: Expansion Solutions Magazine
- 2010 “Top Economic Development Group” Site Selection Magazine

- 2007 Finalist for CORENET Global “Major Deal of the Year” – Samsung’s new \$4 billion semiconductor plant.
- 2006 CORENET Global “Economic Development Leadership Award”
- 2006 “Best Economic Development Program over 500,000 population”, Texas Economic Development Council
- Hosted 7 annual “Showcase Austin” events – Annual “Red Carpet” tour of Austin. Invite national / international site selection consultants for a two day tour.
- Numerous speaking engagements at national and international conferences.

July 1999 – August 2004 – ASHEVILLE AREA CHAMBER OF COMMERCE, Asheville, North Carolina

VICE PRESIDENT, ECONOMIC DEVELOPMENT

- Responsibilities: Managed a staff of six within the Chamber; implemented programs that resulted in 3,500 new jobs for the metro area.
- Established a local industry Rapid Response Team comprised of community leaders to provide support and follow up to the nearly 200 annual local visits made by staff.
- Won the 2000 Governors Award for Economic Development
- Established a Technology Council to assist in identifying and attracting small high tech businesses to Asheville. Developed a strategic plan targeting digital media, software development and biotechnology companies.

August 1998 – June 1999. CONSULTANT, KANSAS DEPARTMENT OF COMMERCE. Raleigh, North Carolina

BUSINESS DEVELOPMENT CONSULTANT

- Responsibilities: Market the state of Kansas to Site Selection Consultants / National Real Estate firms throughout the United States.
- Developed a comprehensive database with over 600 consultants
- Personally met with over 70 site consultants in New York, Los Angeles, Chicago, Atlanta and St. Louis.

December 1995 – July 1998. NORTH CAROLINA GLOBAL TRANSPARK AUTHORITY. Raleigh, North Carolina

VICE PRESIDENT, MARKETING

- Responsibilities: developed a strategic marketing plan for the Global TransPark which included the recruitment of national and international companies to the TransPark.
- International Promotion included: Speaker at the International Air Cargo Conference in Dubai, U.A.E. (October, 1996); Shanghai China, Business Strategy Symposium (October 1996); Keynote Speaker, Nagoya New International Airport Conference (October, 1997). Numerous international trade missions with the North Carolina Department of Commerce

July 1984 – November 1995. WICHITA/SEDGWICK COUNTY PARTNERSHIP FOR GROWTH, INC. Wichita, Kansas

DIRECTOR – BUSINESS DEVELOPMENT (1990 – 1995)

- Responsibilities included recruitment of national and international companies to the Wichita area.
- International promotion included “investment” seminars in Europe and Asia targeting aerospace companies / suppliers.

MANAGER – BUSINESS RETENTION & EXPANSION (1987 – 1990)

- Directly assisted companies like Boeing, Cessna, Raytheon, Learjet and many local suppliers with expansions.
- Began working with other South Central Kansas communities on retention and expansion opportunities.

SPECIALIST – ECONOMIC DEVELOPMENT (1984 – 1987)

- Assisted small to medium size companies with expansion projects. Acted as liaison between expanding companies and units of government to expedite the expansion process.

1981 – 1984: Commercial & Industrial Real Estate – John T. Arnold Associates, Inc., Wichita, Kansas (Not licensed) – Office Manager

EDUCATION

Wichita State University, B.S. in Business Administration 1981
University of Oklahoma, Economic Development Institute 1990
Certified Economic Developer, 1994

REFERENCES

Upon Request

Philip Lawhon

512-517-9164

196 Margies Way, Bastrop, TX 78602

organizing_dept@ibew520.org

Assistant Business Manager / Membership Development Coordinator

IBEW Local 520

Austin, TX

Organizer Profile

I am currently the Lead Membership Development Coordinator at Local 520. I have been an Organizer for the last 9 years. I started out as a Field Organizer for 3 years. In 2007 I became the Lead Organizer. As a Lead Organizer I have directed a Field Organizer for 2 yrs. from 2008 through 2010. I have also directed Worksite Organizers in many different styles of organizing campaigns. With my experience at L.U. 520 I have been involved in many different aspects of organizing the electrical trade. I consider myself to be a well-rounded Lead Organizer. I am well versed in the need of the electrical workforce and the issues facing Travis County.

Educational Programs

- Union Leadership Training Local
- Steward Training Course IBEW
- e Labor Organizing Training Extensiv
- Excellence/ Train the Trainer Code of
- d 9 IBEW Membership Development Conferences Attende

Organizing Experience/Knowledge

- OARS Data Base Oriented
- Conducted Supervisory & Worker Industry Nights
- Participated in City Wide Top Down Blitz
- NLRA/NLRB Educated
- Conducted Area Standards and Organizing Campaigns
- Building Relationships with Community Labor Organizations-Worker Defense Project
- Local 520 CW/CE Coordinator/Liaison
- Registered State of Texas Labor Organizer- Card # 30-54211

Community Involvement

- Member of the Crockett High School Construction Technology Committee
- Organize Labor Representative to the Rural capital Are Workforce Development Board
- Appointed to the Economic Development Committee for the City of Austin
- Local Labor Activist
- Little League Coach
- Volunteer Coordinator for Emile Elementary School

Judy P. Cortez
AFSCME member in good standing

Judy is a community consumer and currently serves as-President for the American Federation of State, County and Municipal Employees Local 1624 which is over 2400 members strong.

Judy was recently appointed by AFSCME to serve as a delegate on the Central Labor Council. Judy was recently appointed by our International AFSCME Vice-President Greg Powell, to serve at the national level on the AFSCME Immigration Committee. Judy also served on the AFSCME National Elections Committee during the 39th and 40th International AFSCME Conventions. These appointments were instrumental because the first African American as President and the first Latina as Secretary-Treasurer were elected by our 3.1 million members nation-wide. Additionally and due to this participation at these conventions, Judy was instrumental in bringing back information and materials to start our Local 1624's Next Wave Program of which she was executive sponsor. This Next Wave Program was nationally recognized by AFSCME as a stellar program in the recruitment and mentoring of younger labor leaders. Judy was also appointed by her Travis County HHS&VS department union members to represent them as Co-Chair on the Travis County Health & Human Services Department/American Federation of State, County and Municipal Employee Partnership Council. This is Partnership involving Labor and Management of HHS&VS based on interest based bargaining which continues to be supported by the Commissioner's Court of Travis County. Judy faithfully attends and is committed to engage in the work generated from these appointed responsibilities in the betterment of all Austin/Travis county and AFSCME members.

Judy received her Master's Degree in Political Science-Legal Studies from Texas State University and her Bachelor's Degree in Criminal Justice with a minor in Sociology from Southwest Texas State University. She holds Paralegal and Mediation Certifications from Texas State University and a second Mediation Certification from the Dispute Resolution Center. Judy served as Chair for three years on the Human Rights Commission for the City of Austin and is a current Human Rights Commissioner. Judy represents Councilmember Laura Morrison in this capacity. Council member Morrison is an AFSCME member. Council member Morrison also appointed Judy to serve on the City of Austin/Travis County/Austin Independent School District Sub-Committee Judicial System Task Force to address the fragmentation of our juvenile justice court system with the goal of insuring the silent voices of all our youth in Austin, Travis County receive fair and just treatment and are afforded equal rights to education. Judy is also a member and delegate for the International Association of Human Rights Agencies and a member of the NAACP. Judy is a Leadership Austin and Hispanic Austin Leadership alumnae. She holds memberships in both these organizations. She is a member of the South Austin Democrats and Capital Area Democratic Women.

Judy works fulltime as a Business Analyst for the Travis County Health and Human Services Family Support Services Division. She provides technical support, database analysis and management. In addition, Judy serves on the Travis County-wide Grievance Panel, which mediates and makes recommendations to Travis County Human Resources Department and Commissioner's Court.

Judy has three sons. Two sons are happily married and one son is still trying to find himself. Her eldest son who works for a major music media company recently interviewed the most famous artist in the world—Lady GAGA!

In proud service to our citizens of Austin/Travis County

Judy P. Cortez
8413 Seminary Ridge
Austin, Texas 78745
Judy.cortez@co.travis.tx.us

Home: (512) 282-8211
Cell: (512) 554-5430 Preferred
Office: (512) 854-4112

SUMMARY OF EXPERIENCE

Specialized knowledge of principles, practices, and procedures in organizational business management. Knowledge in project planning, budgeting, and public policy at various levels of government. Leadership experience in government, non-profit sector and building community networks. Inclusive leadership style that values collaboration, consensus, open communication and relationship building. Direct service experience in coordination of support services. Community involvement working with various organizations and specific population groups. Fluent in speaking Spanish.

EXPERIENCE

Travis County Health and Human Services and Veterans Service Family Support Services Division

Business Analyst

April 2012 to Present

- Provides system administration management of the Case Management and Benefits Administration central client database.
- Provide routine technical consulting and support for defining, developing and improving business processes and solutions.
- Liaison between TCHHS and TCITS in order to provide technical solutions to meet user needs.
- Apply expertise in supporting basic department applications and functions.
- Redesign and develop documentation for simple applications.
- Assist in the translation of routine to moderately complex organization requirements into functional information for software programming
- Develop Division annual budget reporting including performance measures data collection and justifications for new resource requests in the overall department and county budget process review.

Travis County Health and Human Services and Veterans Service Family Support Services Division

Systems Administrator/Social Services Program Coordinator

Jan 2006 to Present

Function and tasks relating to user access, support, training, and system documentation.

- Assist in the management of division budget, operations, and strategic planning.
- Develop and implement business process systems.
- Create user profiles for staff to access data system and set up user privileges according to pre-defined user-roles. Reset passwords as necessary.
- I have a working knowledge of all parts of the program application in the areas of Basic Needs and Case Management, some Inventory and Labor Tracking, as well as other associated software.
- I train new staff to use data capturing systems, and search old databases to extrapolate historical trends.
- Responsible in updating system code tables for grant reporting requirements and capture pertinent information, or to capture information differently. (Changing code tables require a very good understanding of the system data interrelationships.)
- I produce ad-hoc reports using Access and other applicable software as appropriate.

**Travis County Health and Human Services and Veterans Service
Family Support Services Division**

Program Associate

May 2003 to Dec 2005

Mid-management operations & point of contact for department information and data reporting requirements. Service point for quality assurance in human services/basic needs issue areas for seven community centers and county wide administrative offices. Managed and supervised the office of Spanish Translations/Interpretation.

- Client based conflict resolution and mediation
- Client based quality assurance monitoring
- Supervise translation/interpretation staff and monitor department wide requests for translation and/or interpretation services
- Manage and implement programmatic direct basic needs service delivery systems in accordance to policy and established procedures
- Implement training on client driven data base systems
- Generate reporting systems for performance measurement

**Travis County Health and Human Services and Veterans Service
Research and Planning Division**

Office Manager January 1999 – May 2003

Office Administrator and technical support for division. Department support liaison. Conducted general support for community-wide health and human services related projects including planning efforts, focus groups, and group facilitation assistance.

- Developed and organized several internal support committees for infrastructure efficiency
- Serve as the department resource for “best practices” relating to administrative support functions, optimum support capacities, support troubleshooting, and rapid response team implementation

Austin/Travis County Health and Human Services Department

Community Services Division

Assistant to Director

April 1998 – December 1999

Served as Office and Program Manager for Travis County Health and Human Service policy implementation projects. Effective and ethical interweaving of County/City policies and procedures in order to maximize the quickest and cost effective outcome for the division and department.

**Austin/Travis County Health and Human Services Department
Community Services Division/Neighborhood Services Division**

Assistant to Medical Director

January 1997 – April 1998

Provided medical administrative support to Medical Director, staff nurses and division staff. Project management, developed presentations for Director.

Travis County Counseling Center

Registrar

August 1996 – April 1997

Registered offenders for Court mandated classes at various Travis County sites; cashier, accounts receivables, recordkeeping, courier functions and general administrative support.

**Austin/Travis County Health and Human Services Department
Family Health Unit, Community Services Division**

Assistant and Interim Program Manager

August 1993 – January 1997

Provided administrative and program management during unit manager's prolonged absence for implementation of Title X, Title XX grants relating to Family Planning and Women's Health issues. Title X grant management, monitoring and renewal process implementation.

Texas Department of Transportation

Travel Counselor

May 1993 – November 1993

Served as bi-lingual travel counselor for tourists and visiting legislators at Texas State Capitol Complex. Bi-lingual interpreter for the Texas Department of Transportation statewide 1-800 tourist information line.

Army/Air Force Exchange Service

Southwestern United States and Europe Districts

Department Supervisor and

Loss Prevention Supervisor

January 1985 – September 1992

Served as department supervisor, loss prevention and safety supervisor, and host nation's customer service liaison for retail establishment on military installations in the Southwestern United States and Europe.

1981 to 1984: Chose to be a stay at home mom in order to provide quality child development and nurturing to my children.

El Paso County Juvenile Probation Department

Juvenile Probation Officer

1979 – 1981

Supervised the intake and release of juvenile offenders; Maintained case files and data on delinquent youth; Appeared in court proceedings; Conducted home and school visits, teacher and parent conferences for youth in supervision;

Tracked youth on weekend detention, transfers to appointments and court proceedings. Provided detention services including search and seizure procedures of female juvenile detainees.

EDUCATION

Masters of Political Science/Legal Studies Texas State University at San Marcos	May 2007
Paralegal Certification Texas State University at San Marcos	December 2005
Bachelor of Applied Science in Criminal Justice Southwest Texas State University	December 2002
Associates of Applied Science in Criminal Justice El Paso Community College	1979
Graduate, Leadership Austin Greater Austin Chamber of Commerce	2001-2002
Graduate, Hispanic Austin Leadership Hispanic Chamber of Commerce	2000-2001
Participant, Blueprint for Board Members Capital Area United Way	2000
Mediation Certifications Texas State University at San Marcos Dispute Resolution Center	2005 & 2003
Minority Grants Reviewer Certification	July 2003

CIVIC BOARD SERVICE

American Federation of State, County, Municipal Employees Local 1624, Member, First VP, and now President	2000 to present
Central Labor Council Delegate for AFSCME	2011 to present
Austin Human Rights Commission Treasurer, Vice Chair, Chair, Commissioner	2005 to present
Travis County HHSVS & AFSCME Partnership Co-Chair-Partnership with TCHHS in an Interest Based Collaboration Relationship	2005 to present
Travis County Grievance Governing Board Chairperson-Grievance Hearing Board Member	2004 to present
Texas Work Source – Capital Area Education and Partnership Board	2001 – 2003
National Hispanic Institute – Youth Leadership Program	1998 – 2004
Hispanic Women’s Network of Texas – Austin Chapter Current State Board Representative and Elected Executive Board Member	1996 – Present 1998, 1999, 2000, 2006
Hispanic Austin Leadership Alumni Elected Executive Board Member	2000 - Present 2000, 2001, 2002
City of Austin Cultural Arts Contract Advisory Panel Contract/Grant Proposal Review Panel Member	1999, 2000, 2001
Family Health Unit, Austin/Travis County Health and Human Services Dept	

Information and Education Advisory Council Member 1997 - 2002

COMMUNITY EXPERIENCE

AFSCME

Founder and Executive Sponsor for local 1624 Next Wave Program
This is a succession planning program to mentor members
under 35 years of age 2011 to present

KLRU-PBS

Community Advisory Board member 2012 to present

City of Austin/AISD/Travis County Joint Subcommittee

Judicial Support Task Force, Member 2011 to present

Hispanic Women's Network of Texas Speaker's Bureau

Topics: Non-legal advice disclaimer,
Basic Wills and Estate process for the layperson,
Issues affecting minority populations 2005 to 2010
Current member 2013 to date

City of Austin Municipal Court

Volunteer for Judge John Vasquez
Best Practices Research & Data analysis on
Specialized Court Systems
Grant development and application 2005 to 2010

Benevolent Protective Order of the Elks

Member 2005 to 2009

Greater Austin Chamber of Commerce

Member 2000 – 2002

Greater Austin Hispanic Chamber of Commerce

Member 2000 - 2010

Greater Austin Chamber of Commerce

Member 2000 – 2002

Travis County Elections Office

Elections Tabulator 1999

Neighborhood Conference Committee

78745 Committee Member 1997-1998

City of Austin Youth Corp/Graffiti Abatement Program

Mentor 1998-to 2009



PAUL M. SALDAÑA, PRESIDENT & PARTNER BRISA COMMUNICATIONS, LLC

WINNING STRATEGIES IN:

- Government Relations
- Public Outreach
- Crisis Issues Management
- Media and Communications

Education

National Hispanic Executive Leadership Academy Graduate, 2007 University of Chicago Graduate School of Business
B.B.A., 1997, Business Administration, St. Edward's University
Undergraduate Studies, 1994, Austin Community College Austin, Texas

Professional History

Brisa Communications, LLC, President & Partner 2010 - Present
Adelante Solutions, Inc.
President/Principal, 2003 – 2010
Martin & Salinas Public Affairs, Vice President, 2003-2006
Office of Mayor Gus Garcia Austin City Council, Chief of Staff, 2001 – 2003
Western Integrated Networks (WIN) Telecommunications, Inc., Regional Director, Franchising and Government Relations, 2000 – 2001
Office of Council Member Gus Garcia, Executive Assistant, 1990 – 2000

Professional Affiliations/Boards

Austin Geriatrics Center (RBJ) Senior Housing, Vice Chair, Board of Director
Former Texas Association of Mexican American Chambers of Commerce, Executive Vice Chair of Legislation, Executive Board of Directors
Greater Austin Chamber of Commerce, Past Executive Board of Director
Greater Austin Hispanic Chamber of Commerce, Past Chairman, Board of Directors
Austin Area Urban League, Past Board Member,
Tri-Chair, Austin ISD Community Committee on Neighborhoods & Schools
Tri-Chair, Austin ISD Superintendent's Task Force on Strategic Plan Review
Business Investment Growth (BiG) Austin, Past Chairman Board of Directors/Board of Advisors
Austin Hispanic Network Member,
Previous Board Member
KLRU Hispanic Board of Advisors



In January 2003, Paul Saldaña co-founded Adelante Solutions, Inc. a public affairs consulting firm offering government relations, crisis issues management, public affairs, public relations, business development strategies, media and communication services. In 2010, Adelante Solutions, Inc. transitioned to Brisa Communications, LLC to expand existing services to include marketing, advertising, creative branding and real estate consulting services for development and construction clients.

Born and raised in Austin, Texas, Mr. Saldaña has spent more than 20 years in local municipal government, public policy, public affairs and political consulting. Saldaña served as a Political Consultant, Campaign Director and the Chief of Staff for the first elected Hispanic Mayor of Austin, Gus Garcia. As Chief of Staff, he served as the lead policy advisor to the Mayor developing comprehensive public policies and strategies in the areas of public safety, transportation, affordable housing, telecommunications, public finance, water/wastewater issues, economic development, education, MBE/WBE issues and health care. In addition, he was directly responsible for managing media, community and intergovernmental relations.

Saldaña serves as a strategic consultant, advisor and contributor on Hispanic quality of life issues including education, voting, economics, healthcare, redevelopment, gentrification and affordable housing to governmental entities, clients and the media.

Mr. Saldaña is a firm believer in giving back to the community through volunteer work, service on various Boards and Commissions and being actively involved in issues that enhance and impact the quality of life for all citizens of Austin. Saldaña currently serves as Vice Chair of the Board of Directors for the Austin Geriatrics RBJ Senior Housing Center in Austin.

He previously served as the Chairman of the Board for the Greater Austin Hispanic Chamber of Commerce, Executive Board of Directors for the Greater Austin Chamber of Commerce, Executive Board of Directors and Vice Chair of Legislation for the Texas Association of Mexican American Chambers of Commerce (TAMACC).

In 2007, Saldaña was also among thirty-five national Hispanic executives selected to participate in the Inaugural National Hispanic Executive Leadership Academy at the prestigious University of Chicago Graduate School of Business.

Saldaña is married to Ms. Lisa Vasquez-Saldaña, an elementary bilingual and special education school teacher and has three sons, Ryan Alexander, age 21, Joshua Daniel, age 18, and Jacob Nicholas, age 4.

Bob Batlan



9306 Creeks Edge Circle • Austin, TX 78733 • Phone: 512-796-1533 • E-Mail: bobbatlan@hotmail.com

Objective

To promote efforts to change lives of those with the greatest need.

Experience

Volunteer at non-profits

2001 to present

- Mobile Loaves & Fishes - Team Leader for Westlake United Methodist Church, Team Leader for Temple Bath Shalom, Founder of New Life Institute counseling center at Community First!
- Austin Interfaith - Board member, Strategy Team member, Incentive Committee member, Electric Rate committee member
- Capital Idea - Board member, Finance Committee member
- New Life Institute - Board member
- Temple Beth Shalom - Financial Secretary, Executive Committee member, Board member, Social Justice Chair, former Social Action Chair
- African Leadership Bridge - Advisory Board member
- Westlake United Methodist Church - Former Trustee, former Service Committee member
- Westlake Band Parents - Former President

Dell

1998 to 2001

- OptiPlex Market Strategy

IBM

1968 to 1998

- Strategy - Long term planning, acquisitions
- Product and Marketing Planning
- Sales, Sales Management, Sales Training
- Systems Analysis and Programming

Education

Rensselaer Polytechnic Institute

September, 1964 - May, 1968

Bachelor of Science in Economics

Awards

KVUE Five Who Care 2007

Skills

Strategic Planning

Negotiating