

<b>Municipal Civil Service Commission At Large Alternate</b>	<b>Application No: No: 20200729105810_9954</b>
ELIGIBILITY	
PROFILE	
Prefix	Mrs.
Last Name	Wingert
First Name	Brenda
Middle Name	Joyce
Suffix	MRS.
Preferred Name	Brenda
Title	
Address Type?	
Address	
City	
State	
Zip	78248
Phone Type?	
Phone number	
Phone 2 Type?	
Phone 2 number	
eMail	
Employer	
Job Title	
Occupation	
Date of Birth	12/03/1944
Board/Commission/Committee Name	Municipal Civil Service Commission~At Large~Alternate~08
DEMOGRAPHIC INFORMATION	
The City of San Antonio strives for boards and commissions to be representative of our diverse community. Providing the following demographic information is voluntary, and will only be used for statistical and reporting purposes.	
Race/Ethnicity (Please select	Hispanic/Latino/a

all that apply):	
Gender:	Female
Age:	75 years or older
Do you identify as a sexual minority (such as lesbian, gay, bisexual, queer, etc.)?	No
QUESTIONS	
If this board position requires residency within Bexar County, the City of San Antonio city limits or within a particular council district, do you meet those residency requirements?	Yes
Are you a City of San Antonio resident?	Yes
San Antonio Resident Length - Years	60
In which City Council District do you reside?	09
How many years have you lived in the City Council District where you reside?	30
Do you or any of your immediate family members or any businesses that you or they own currently have any direct or indirect financial interest in any contract(s) with the City, including subcontracts?	No
Will you or any of your immediate family members or any businesses that you or they own seek a contract(s) with the City in the foreseeable future?	No
Do you or any of your immediate family members or any businesses that you or they own have any financial interest, direct or indirect, in any sale to the City of any land, materials, supplies, or service?	No
Will you or any of your immediate family members or any businesses that you or they own seek or take part, either directly or indirectly, in any sale of land, materials,	No

supplies, or service to the City in the foreseeable future?	
Does your employer or an employer of your immediate family members have a contract with the City?	No
Do you or any of your family members currently serve or in the past year served as an administrative aide to a Councilmember?	No
Do you currently serve in any elected or appointed public government office?	No
Are you a member and/or officer and/or employee of any boards, commissions, corporations, non-profit entities, agencies, or other entities?	No
Do you intend to seek election or appointment to any public office or board or commission in the foreseeable future?	No
Have you ever been hired for a position with the City of San Antonio?	No
Have you had any convictions of criminal offenses other than parking or traffic tickets?	No
Describe your Educational history.	<ul style="list-style-type: none"> <li>• Master of Business Administration, Our Lady of the Lake University, San Antonio, TX Bachelor of Arts, Concentration Management, Our Lady of the Lake University, San Antonio, TX</li> </ul>
Describe your Professional History & Certification designations (Current and historical).	Professional profile specifics • Able to deploy participative management in fast-paced, diverse work environment • Consultative on strategies such as people, organizational effectiveness, and business initiatives • Managed talent, including identification, planning, development, recruitment, diversity and retention • Strong leadership, organizational and analytical skills • Specific strengths in organizational planning and development, compensation and benefits, strategic planning, workforce planning and staffing, workforce development, employee relations, employment law, health and safety and labor relations • Build strong teams and consult on organizational development • Builds consensus to drive results for both senior leadership and subordinate staff Areas of Expertise • Human resources strategy, objectives, policies, • Passion for training and development • Union avoidance • Succession planning • Recruiting and staffing • Employee relations programs • Performance management/policy development • Multi-unit management • EEO, AAP, OFCCP, FLSA, and other Federal, State • Successful defense of discrimination charges and local compliance needs Adjunct Faculty -

	<p>Texas A and M University, San Antonio One University Way San Antonio, Texas January 2011 to present Part-time lecturer Labor Relations/Collective Bargaining, Human Resources and Management courses, Co- Conduct an HR Review Course for the PHR/SPHR, and SHRM CP/SCP. This 12-week review course is conducted three time yearly. President/Owner Acosta-Wingert, LLC A Human Resource Consulting Firm San Antonio, Texas October 2009 to January 2020 Firm provided efficient, expert solutions to businesses and individuals. Our primary services included Human Resource and business consulting. A host of specialty services were offered to clients. Certified as female, minority, and small business company. Vice President of Human Resources Time Warner Cable (Time Warner, Inc.) San Antonio, Texas November 1985 to September 2008 Vice President, Human Resources 1995 to September 2008 (Paragon Cable, Time Warner Cable) Director, Human Resources 1990 to 1995 (KBLCOM, Houston Industries) Manager, Human Resources 1985 to 1990 (Rogers Cable) Saved corporation 20 through creative design of programs related to recruiting, employee turnover, workers compensation, fleet vehicle accidents, and legal costs associated with EEOC charges and lawsuits relating to labor relations. Directed all human resources, safety and risk, for over 1700 employees at multiple employee sites. Transitioned through four ownerships. Partnered to grow the business through strategic, innovative human resources and management practices. Achieved the highest employee satisfaction survey in the Texas divisions in 2008 and in same year, employees voted the company one of the best places to work in San Antonio. Designed and presented management training programs to diverse groups ranging from front line supervisors to senior management teams to facilitate understanding of employee relations, diversity, employment law, recruitment, organization development, union avoidance, and employee retention to ensure an environment of ongoing learning and continuous improvement. Manager, Personnel and Industrial Relations Lone Star Brewing Company San Antonio, Texas 1977 to November 1985 Directed all aspects of personnel and industrial relations for 500 union and non-union employees. Directed Affirmative Action Plans, EEO Programs, Wage and Salary Programs, Supervisory Training and Development, Workers Compensation programs and successfully hosted two OSHA on-site inspections. Settled union grievances and managed arbitrations with eight separate bargaining units including the Teamster and IBEW. Actively participated in the negotiating committee during two rounds of contract negotiations. Successfully decertified the Laboratory Workers of the Teamsters. Managed staff and activities of employee-centered facilities that enhanced being a workplace-of-choice.</p>
Describe your Volunteer Experience & Community Service	<p>COMMUNITY/CIVIC ORGANIZATIONS • Past member, Northeast Independent School District Drug and Alcohol Advisory Council • Past Member Big Brothers/Sisters Board of Directors • Past Member - Business Advisory Council Computer Technologies for the Disabled San Antonio College • Past Member - South Texas Blood and Tissue Center, Human Resources Committee • Past Board Member - Family Violence Prevention Services (Battered Womens Shelter)</p>
Please provide a brief narrative outlining your reasons for	<p>My extensive background in business and in teaching HR Management, Training and Development, and Safety would be an asset to the city. I also teach Management courses at A and M San Antonio and along with</p>

seeking appointment to this board or commission:	several other professors, teach the HR Certification Study Course in preparation for the national HRCI and SHRM exams which keeps me very current on changes in HR. I would like to give back to the community by volunteering my services for this position.
APPLICATION SIGN-OFF	
As a board, commission, or committee member, you will be asked to adhere to: Code of Ordinances, City of San Antonio, Part II, Chapter 2, Article IX, Sec.2-534. All board and commission members must file a Financial Disclosure Report with the Office of the City Clerk upon appointment, and annually thereafter, throughout the member's term. Failure to file a Financial Disclosure Report within the time required by the City's Ethics Code will be considered an automatic removal.	
I understand that if any member of the public makes a request for information included in this Application for Appointment, most of the information must be disclosed under the Public Information Act. I understand that the City of San Antonio will attempt to maintain the confidentiality of highly private matters by seeking an Attorney General's opinion in accordance with the Public Information Act. I understand that it may not be legally possible to maintain the confidentiality of such information, and I hereby release the City of San Antonio, and its agents, employees and officers, from any and all liability whatsoever if the information must be released pursuant to the Public Information Act or any other law requiring its release.	Acknowledged
I recognize that I am an	Acknowledged

<p>applicant for Municipal Civil Service Commission~At Large~Alternate~08, as a City of San Antonio board or commission that is more than advisory in nature. As a city officer, I understand that I, my immediate family members, and any business in which I and/or they hold a 10% or greater ownership interest will be prohibited from seeking or accepting contracts with the city for the duration of my service on this board. I further understand that this restriction will extend with regard to many types of discretionary contracts for a period of one year after leaving city service.</p>	
<p>OATH: I have read and understand the guidelines set out in this application. The foregoing statements are true, accurate, and complete. I agree that any misrepresentation or omission of facts may result in my disqualification for appointment.</p>	<p>Acknowledged</p>
<p>I further request, as a part of my application, that all law enforcement officials and criminal justice agencies release any criminal history records concerning me to the Office of the City Clerk of the City of San Antonio in order that qualifications may be checked.</p>	<p>Acknowledged</p>
<p>Enter Your Name</p>	<p>Brenda Wingert</p>
<p>Date of submission.</p>	<p>7/29/2020</p>
<p>The Texas Public Information Act provides that each government official may choose whether to allow the public access to the information in the custody of the City that contains your home address, home telephone number, or reveals whether you have family members. Please note that this does not</p>	

<p>apply to business addresses, which are subject to public disclosure. If an open records request is filed requesting to view or obtain records that contain your personal information, the City will take steps to protect your personal information as authorized by the Texas Public Information Act, but only if you have elected to protect personal information.</p>	
<p>I want the public to have access to my Home Address.</p>	No
<p>I want the public to have access to my Home Telephone Number.</p>	No
<p>I want the public to have access to my Social Security Number.</p>	No
<p>I want the public to have access to my Emergency Contact Information.</p>	No
<p>I want the public to have access to my Family Information.</p>	No
<p>Please attach any additional information, such as a current resume, using the Attachments panel at the bottom of this page.</p>	