



Thursday, November 30, 2006

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Human Resources
RECOMMENDATION FOR COUNCIL ACTION

ITEM No 16

Subject Approve a resolution confirming the appointment of Janis Guerrero Thompson, Ph D to the Firefighters' and Police Officers' Civil Service Commission

Fiscal Note There is no unanticipated fiscal impact, a fiscal note is not required

Additional Backup Material

(click to open)

- ☐ Resolution
- ☐ Resume
- ☐ Historical Information - Civil Service

For More Information Terrence A Powers, Civil Service Administrator,
974-3314

The Firefighters' and Police Officers' Civil Service Commission performs important functions with respect to the hiring, promotion, discipline, and removal of Fire Fighters and Police Officers pursuant to Chapter 143 of the Local Government Code. Appointments. The three (3) members of the Firefighters' and Police Officers' Civil Service Commission are appointed by the City Manager, and confirmed by the City Council under the provisions of Chapter 143 of the Local Government Code.

In accordance with applicable provisions of Chapter 143 of the Local Government Code, the City Manager has appointed Janis Guerrero Thompson, Ph D to fill a vacancy on the Commission. The City Council is respectfully requested to confirm the appointment of Janis Guerrero Thompson, Ph D, to the Firefighters' and Police Officers' Civil Service Commission. She is a highly-qualified individual, who meets the statutory prerequisites for appointment to the position.

Board and Commission Applicant Information

Guerrero Thompson, Ph.D., Janis

Date of Application Received October 26 2006

Applicant Name Guerrero Thompson, Ph D Janis

Mail Address 2401 Jarrat Avenue, Austin TX 78703

Email Address jthompson@jthompson.com

Phone Number (512) 000-0000 (Preferred) (512) 478-2077 (Home) (512) 585-1549 (Cell Phone)

Ethnicity

Gender Female

Geographic Area

City of Austin Resident Yes

Employer Austin Independent School District

Occupation Executive Director for Planning and Community Rela

Disability

Resume

resume attached

Board or Commission Name and Specific Qualifications

Firefighters' and Police Officers' Civil Service Commission

1 Appointed and Confirmed by Municipal CEO and Council

JANIS GUERRERO THOMPSON, Ph.D

2401 Jarratt Avenue
Austin, Texas 78703
Email .. 5 ..

Home (512) 478-2077
Mobile (512) 585-1549

Respected education professional with a proven record of achieving objectives in high-pressure environments. Analytical thinker and problem-solver with a broad range of expertise in public school, university, philanthropic, and legislative settings. Demonstrated leadership abilities and highly skilled in strategic planning and business process management.

Dynamic project manager with a recognized ability to analyze and prioritize objectives, then plan and implement creative solutions. A consummate professional adept at managing the concerns of multiple constituencies. Proven communications, public relations, and fundraising skills. Strong record of research and publication.

PROFESSIONAL STRENGTHS

Applied Research
Program Leadership
Communications
Organizational Management

Process Improvement
Team Building
Public Relations
Facilitation and Negotiation

Strategic Planning
Project Management
Fundraising
Public Speaking

SELECTED ACHIEVEMENTS

- Successfully led the process to develop a 5-year strategic plan for a large urban school district—an extremely complex, year-long endeavor that involved research, extensive stakeholder participation and thorough consensus building. *Result:* A widely supported plan that is currently being used to align other district planning efforts, guide the consideration and implementation of new district initiatives, align budget considerations, and gauge the district's progress towards academic achievement.
- Led the design of administrative structures to support implementation of a 5-year strategic plan, including a communications plan that targets key stakeholder groups and streamlined business processes. *Result:* Stakeholders know about and support the strategic plan and systems are in place to filter new initiatives, align other planning efforts, and review progress annually.
- Spearheaded the development of a 4-year strategic plan for Austin Partners in Education and oversaw the process to transition this long-time district program into a successful 501(c) 3 entity. *Result:* A separate nonprofit organization that is attractive to investors and has strengthened the district's partnership with the Greater Austin Chamber of Commerce.
- Developed and implemented a district wide customer service initiative, including establishment of an ombudsman office, customer service training, and monitoring system. *Result:* A downward trend in numbers of complaints, heightened staff awareness about customer service and proactive efforts at the central office and campus levels to implement practices that support good service.
- Managed a Texas Education Agency field study that implemented high-quality professional development and technical support at 17 middle school campuses across Texas including the development and statewide dissemination of teaching materials and training products. *Result:* 7,650 middle school students participated in rigorous learning experiences led by over 250 teachers who were trained to use assessments and advanced instructional strategies.
- Supervised a Texas Education Agency research study that examined higher education faculty's perspectives about the academic preparation of their freshman honors students. *Result:* Study findings published and well received at numerous professional meetings.

- In response to a request from the 1998 Texas Senate Education Committee directed multiple teams and complex processes to produce four research reports focused on improving the K-16 education pipeline in Texas *Result* Strengthened relations with key lawmakers, resulting in better informed decisions on critical education issues
- Managed one of six national public forums for the U S Department of Education, the Public Hearing on the High School Senior Year, in March 2001 *Result* The U S Department of Education policy report *Raising Our Sights No High School Senior Left Behind* was distributed to education leaders and decision makers across the nation
- Published numerous professional articles and white papers, and shared innovative ideas at numerous invited presentations
- Managed all communications and external relations for a university research center, taking responsibility for the web presence, publications and marketing communications *Result* 25 percent increase in website downloads and over \$23 000 in online sales of products in fiscal year 2002-03, comprehensive process improvements in publications production, resulting in a marked reduction in complaints about process inefficiencies key organizational publications developed and disseminated, including fact sheets, brochure, annual report, and internal newsletter, infrastructure established to support media relations and marketing collateral production, resulting in more than 70 story placements in local, state, and national media outlets
- Led fundraising efforts at a university research center, including prospect research, donor cultivation and stewardship, and proposal development. *Result* Substantial increases in funding from private foundations and an infrastructure to support a sustained increase in the number and quality of grant proposals
- Directed public relations for a non-profit, managed publicity, and created brand identity and a slogan *Result* Consistent branding for all publications, a long-range plan for public relations, 20 percent increase in state conference revenues and 10 percent increase in membership
- Performed a lead executive role in developing a process for strategic planning at a university research center, managed staff communications designed and executed the entity's first performance review process *Result* Organizational clarity about strategic direction and a performance review process that holds staff accountable for achievement of goals
- Led strategic planning for a non-profit, developed an organizational survey analyzed data, and facilitated planning teams *Result* High levels of member interest and participation in the process and organization-wide support for the resulting recommendations

EDUCATION

Doctor of Philosophy Educational Administration, The University of Texas at Austin, 1995

Master of Arts Curriculum and Instruction The University of Texas at Austin, 1985

Bachelor of Science Education, The University of Texas at Austin 1974

EMPLOYMENT HISTORY

Consistent record of leadership and effective problem solving in challenging environments Currently, at the Austin Independent School District, Executive Director for Planning and Community Relations (2003-present) Previously at the University of Texas at Austin's Charles A Dana Center, Program Director for Communications and External Relations and prior to that position Coordinator for the S T A R Center a regional technical assistance center of the U S Department of Education (1997-2003) Project Director for the Middle Grade School State Policy Initiative at the Texas Education Agency (1993-1997) Freshman Programs Coordinator at the College of Business at The University of Texas at Austin (1992-1993) Gifted Education Program Assistant at the Austin Independent School District and prior to that, a high school English and speech teacher (1974-1991)

COMMUNITY SERVICE AND HONORS

- Goodwill Board of Directors, Board Officer, 2003-Present
- Austin Partners in Education Board of Directors, 2003-Present
- Executive Women in Texas Government Board of Directors, President 2004, President-Elect 2003, Public Relations Director 2002
- Community Action Network. Administrative Council, Planning and Evaluation Committee 2003-Present
- Hispanic Magazine's Latinas of Excellence 2004, 'Top Latinas in Community Service'

RESOLUTION NO.

The City Council approves confirmation of the appointment of Janis Guerrero Thompson, Ph D to the Firefighters' and Police Officers' Civil Service Commission

ADOPTED: _____, 2006

ATTEST:

Shirley A Gentry
City Clerk

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CIVIL SERVICE COMMISSION

Background

Chapter 143 006 - Local Government Code

- Establishes a three-member Fire Fighters' and Police Officers Civil Service Commission with *Commission Members appointed by the municipality's chief executive and confirmed by the municipality's governing body*
- In Austin, Fire/Police Department heads have traditionally been notified of appointments in advance. No formal role in process for either Fire/Police Departments or Fire/Police Associations

March 1997 Agreement between the City of Austin and the Austin Association of Professional Fire Fighters

- A proposed expansion of the joint Commission from three members to five. Members did not occur due to lack of a similar provision in the initial Meet and Confer Agreement between the City and the Austin Police Association
- An alternative provision in the above-mentioned 1997 Agreement resulted in the creation of two Commissions (five-member Fire Civil Service Commission) (three-member Police Civil Service Commission)
- All three members of the Police Civil Service Commission were appointed in the traditional manner
- Three of the five Fire Civil Service Commission members were appointed in the traditional manner. The other two members were appointed by the City Manager from lists of names submitted by (1) the Fire Chief and (2) the Austin Association of Professional Fire Fighters

December 1999 Agreement between the City of Austin and the Austin Association of Professional Fire Fighters

- Five member Commission reduced to a three-member Fire Civil Service Commission
- Two members appointed by the City Manager from a list of names submitted by the Fire Chief / One member appointed by the City Manager from a list of names submitted by the AAPFF

When Fire Agreement expired on September 30, 2002, the Fire and Police Civil Service Commissions were rejoined to form the three-member Firefighters' and Police Officers' Civil Service Commission

Follow-up

- Recommendations were discussed with the Fire Chief and Acting Police Chief prior to going on the Council agenda
- In addition, the Human Resources Director discussed the appointments with Stephen Truesdell, President of the APFFA and Mike Sheffield, President of the APA – neither indicated any issues with the appointments