

DATE: 1.25.22

TO: City Clerk

FROM: City Representative Cassandra Hernandez

ADDRESS: 300 N. Campbell TELEPHONE 915.212.0003

Please place the following item on the (Check one): CONSENT X REGULAR \_\_\_\_\_

Agenda for the Council Meeting of 2.1.22

Item should read as follows: Appointment of Rodney Washington to the Veterans Affairs Advisory Committee by Representative Cassandra Hernandez, District 3.

**BOARD COMMITTEE/COMMISSION APPOINTMENT/REAPPOINTMENT FORM**

NAME OF BOARD/COMMITTEE/COMMISSION: Veterans Affairs Advisory Committee

NOMINATED BY: City Representative Cassandra Hernandez DISTRICT: 3

NAME OF APPOINTEE Rodney Washington  
(Please verify correct spelling of name)

E-MAIL ADDRESS: \_\_\_\_\_

BUSINESS ADDRESS: \_\_\_\_\_

CITY: El Paso ST: TX ZIP: \_\_\_\_\_ PHONE: \_\_\_\_\_

HOME ADDRESS: \_\_\_\_\_

CITY: \_\_\_\_\_ ST: \_\_\_\_\_ ZIP: \_\_\_\_\_ PHONE: \_\_\_\_\_

**1. DOES THE PROPOSED APPOINTEE HAVE A RELATIVE WORKING FOR THE CITY?** YES: \_\_\_\_\_ NO X

**2. IF SO, PLEASE PROVIDE HIS OR HER NAME, CITY POSITION AND RELATIONSHIP TO THE PROPOSED APPOINTEE:** N/A

**3. HAS APPOINTEE BEEN A MEMBER OF OTHER CITY BOARDS/COMMISSIONS/COMMITTEES? IF SO, PLEASE PROVIDE NAMES AND DATES:** NO

**4. LIST ALL REAL ESTATE OWNED BY APPOINTEE IN EL PASO COUNTY (BY ADDRESS):**

**WHO WAS THE LAST PERSON TO HAVE HELD THIS POSITION BEFORE IT BECAME VACANT?**

NAME OF INCUMBENT: Don Parrott

EXPIRATION DATE OF INCUMBENT: 10.21.21

REASON PERSON IS NO LONGER IN OFFICE (CHECK ONE): TERM EXPIRED: \_\_\_\_\_  
 RESIGNED X  
 REMOVED \_\_\_\_\_

DATE OF APPOINTMENT: 2.1.22

TERM BEGINS ON : 2.1.22

EXPIRATION DATE OF NEW APPOINTEE: 9.5.23

PLEASE CHECK ONE OF THE FOLLOWING: 1<sup>st</sup> TERM: \_\_\_\_\_  
 2<sup>nd</sup> TERM: \_\_\_\_\_  
 UNEXPIRED TERM: X

# RODNEY WASHINGTON

## VETERAN EMPLOYMENT REPRESENTATIVE

Dedicated and driven professional with over 13 years of experience in operations management and Veteran assistance. Possess four years focused in providing service to Veterans, dependents and survivors at the Department of Veteran Affairs. Display expert ability to build rapport and lasting patient and client relationships. Proven track record of improving processes and increasing efficiency. Possess expert knowledge in veteran benefits, various software systems and rules and regulations governing Veteran benefit programs. Display a constant passion to learn and grow. Strong time management skills and articulate attention to detail. Employ active problem-solving skills on a daily basis.

### Key Strengths:

• Veteran Services • Benefit Assistance • Career Counseling • Project Management • Event Coordination & Planning • Case Management  
• Recruitment & Placement • Community & Veteran Outreach • Personnel Management • Customer Care  
*Fluent English & Conversational Spanish*

## PROFESSIONAL EXPERIENCE

### TEXAS VETERANS' COMMISSION

12/2019 - Present

#### Local Veterans Employment Representative (Public Entity) (01/2021 - Present)

El Paso, Texas

- Contact and act as a liaison and primary contact to various private and local government employers to encourage the hiring of qualified Veterans. Establish and maintain ongoing relationships with corporate industry staff, small business agencies and local chambers of commerce.
- Connect with local, state, and government authorities to provide seminars. Employ multi-channel recruitment strategies, talent location marketing strategies, and employer-focused training on hiring, retention of Veteran job seekers, and Veteran's preference law.
- Coordinate all aspects of employer showcases, job fairs, career fairs and hiring events to include contacting and attracting employers, networking with Veterans to attend and coordinating logistics, advertising and marketing.
- *Key Achievements: Received numerous letters of recognition from employers and Veterans commending dedication and professionalism. Conducted 55 employer outreaches within first three months in position. Developed and facilitated the first 'March to Success' Employer Showcase event in West Texas; 131 Veterans signed up and event attracted numerous employers for future events.*

#### Local Veterans' Employment Representative (LVER) (12/2019 - 01/2021)

El Paso, Texas

- Provided weekly briefings for Veterans and transitioning members on employment and training opportunities through collaboration with local counterparts, such as, Workforce Business Services Units and Soldier for Life.
- Utilized knowledge of applicant tracking systems and ability to conduct labor market and employment trend analysis to develop strategic initiatives and regional plans that drove effective employer recruitment strategies.
- Reviewed and analyzed Veteran qualifications to ensure they meet the requirements for employer's job opportunities, while encouraging credentialing and licensing opportunities. Conducted seminars for employees on job search, career training and available placement services furnished to Veterans.
- Coordinated with Veteran Career Advisors and partner staff, employers, organizations and other service providers to conduct job search workshops and establish job search groups. Utilized networking and marketing material to promote career goals and objective of Veterans and transitioning active personnel to secure gainful employment.
- *Key Achievements: Received outstanding rating for exceeding job performance quotas and standards, 4 months ahead of the deadline. Cultivated team environment that was process-oriented and deadline-driven. Assisted 9 out of 12 Veterans to secure employment as a result of stellar employer outreach techniques. Conducted employee workshops to improve Veterans' assistance customer service; efforts were recognized and praised by the Employment Services Chief.*

### INVERNESS TECHNOLOGIES - TRANSITION ASSISTANCE PROGRAM

04/2019 - 12/2019

#### Career Counselor

El Paso, Texas

- Assisted transitioning and separating service members and family members to obtain new career opportunities. Assessed needs, created detailed transition plans, conducted career counseling, followed-up with clients and monitored progress. Assisted service members to utilize community resources to the fullest.
- Conducted sessions to provide information and teach job search, resume and interview skills. Provided in-depth resume assistance and translate military service into clear, concise language. Participated in marketing events and presentations to recruit service members.
- *Key Achievements: Counseled or trained 800+ military personnel. Improved organizational morale and teamwork by coordinating various social events to foster cohesion. Completed training period two weeks ahead of time surpassing the expectation.*

## PROFESSIONAL EXPERIENCE (CONTINUED)

### DEPARTMENT OF VETERAN AFFAIRS

04/2014 - 02/2018

#### Voluntary Service Assistant (01/2016 - 02/2018)

El Paso, Texas

- Provided case management assistance to the Department Chief of Voluntary Services. Managed a caseload of volunteers. Interviewed Veterans and dependents to assess specific skills to create the proper placements.
- Conducted monthly meetings in the absence of the Department Chief. Communicated with department chiefs concerning caseloads and volunteer employment services. Created and implemented all marketing strategies.
- Compiled data into reports and prepared detailed presentations. Presented valuable information concerning statistics and training for volunteers across all departments. Trained and mentored new volunteers.
- *Key Achievements: Revamped office in-processing procedures, which reduced processing time by 50 percent, saving 2.5 hours per week and \$15K in allocated resources. Created and implemented an inventory system and log which resulted in less waste and greater accountability for equipment valued at \$150K.*

#### Patient Advocate / Work Study Employee (05/2015 - 01/2016)

- Provided in-depth customer care and patient advocacy to Veterans receiving medical care. Received inbound calls and resolved issues. Provided Veterans with information on services and programs to include health, disability claims and unemployment services. Managed schedule of patients' appointments. Counseled Veterans on Choice program procedures and prescription needs. Identified specific client and patient needs.
- *Key Achievements: Accumulated over 1,500 hours of volunteer and work-study hours. Gained federal employment after receiving repeated encouragement from management due to excellent work ethic and dedication.*

#### Patient Administration / Work Study Employee (05/2014 - 05/2015)

- Assisted Veterans to update demographics and insurance information using Kiosk and MyHealtheVet. Scheduled mental health appointments. Monitored the Kiosk electronic wait list (EWL).

### U.S. AIR FORCE

06/2005 - 04/2013

#### Aviation Resource Management Superintendent

Glendale, Arizona

- Served as the Commander's senior enlisted advisor. Managed the accountability and distribution of the account valued at \$131K. Managed, tracked and validated over 6K flying hours and verified 350K aviation flying hours valued at \$600K. Maintained and managed building facility projects and budget for a facility valued at \$5M.
- Enforce military regulations governing professionalism. Provided verbal and written feedback concerning job and training performance. Communicated flying procedures to trained leadership and 30+ personnel.
- Managed squadron fiscal year flying budget by screening Flying Hour Program (FHR). Resolved discrepancies and updated status to squadron leadership. Obligated funds as necessary. Tracked and logged expense items.
- *Key Achievements: Recovered \$20K worth of lost automated systems and established an inventory tracker to monitor all squadron office equipment (valued at 100K) with zero discrepancies during inspections.*

## EDUCATION

Master of Arts in Human Resource Management, Webster University, El Paso, Texas

Bachelor of Science in Organizational Management, Ashford University Online Program

## PROFESSIONAL TRAINING

Governor's Management Development Course 04/2021

Developing Your Leadership Philosophy, LinkedIn Training 04/2021

Executive Leadership, LinkedIn Training 02/2021

Local Veterans' Employment Representative (LVER) Core Competency Development 09/2020

Legal Guidance and Working with Veterans with SBEs. 08/2020

Removing The Employability Gap for Veterans with SBEs 05/2020

Veterans At Work Certification, SHRM Foundation 04/2020

Legal Guidance Affecting Employment Services 03/2020

10 Steps to a Federal Job, Resume Writing Training ACS, 10/2018