



# Veteran and Military Affairs Update

Paul Albright, Chief Military Officer  
Veteran and Military Affairs

Goal 1 – Cultivate an Environment Conducive to Strong, Sustainable  
Economic Development

Goal 5 – Promote Transparent and Consistent Communication  
Amongst all Members of the Community

Goal 8- Nurture and Promote a Healthy, Sustainable Community



# *City of El Paso Veteran and Military Affairs Cross Functional Team*



**Paul Albright**, Chief Military Officer

**Cecilia Mungaray**, Human Resources

**Kelly Kotlik**, Economic Development

**Abraham Gutierrez**, Community & Human Development

**Soraya Ayub**, Strategic Communications





# The City of El Paso Veteran and Military Affairs

## Veteran Community Engagement

- ❖ 82D Airborne Division Veteran Organization Parking lot restoration
- ❖ Our Community Salutes: Recognizing our High School Seniors who have volunteered to join the Armed Forces
- ❖ Replacing the Flag Pole at Old Glory memorial
- ❖ Texas Women's Veterans day recognition ceremony
- ❖ Hidden Heroes Community: Supporting our Veteran Care Givers
- ❖ Renaming a portion of US 54 to Korean War memorial Highway
- ❖ City of El Paso Memorial Day Message: "What Memorial day means to me".



### HELP KEEP OLD GLORY FLYING

El Paso Texas Flags Across America needs your help to raise funds for a new flag pole at the Old Glory Memorial in Northeast El Paso. The Old Glory Memorial flag was forced to be removed due to damage the pole sustained from high winds. For 18 years, the American flag soared above Northeast El Paso to serve as a symbol of patriotic unity and honor the sacrifices our men and women endure to ensure our freedom.

If you would like to help, visit  
[www.oldglorymemorial.org/take-action](http://www.oldglorymemorial.org/take-action)  
to make a donation.

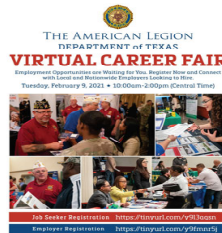
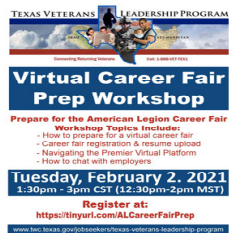




# The City of El Paso Veteran and Military Affairs

## Key Focus Areas

- ❖ Received \$7M in Defense Economic Adjustment Assistance Grants (DEAAG) from the Texas Military Preparedness Commission. Future project to be submitted in September.
- ❖ EPIA is awaiting the award of a \$9M Defense Community Infrastructure project.
- ❖ Processing three IGSA's for Architecture & Engineering Services and Storm Water Drainage with EP Water and the City.
- ❖ Expanding employment opportunities and resources through insightful HR programs
- ❖ Building a Defense Industry footprint with academic institutions, Economic Development Departments and El Paso Community leaders
- ❖ Connecting our Veteran Small Businesses to opportunities for success
- ❖ Collaboration with the TX Army NG and the EPFH food Bank to ensure smooth delivery of emergency food.
- ❖ Leveraging multiple media platforms to connect our veterans to resources and information











# The City of El Paso Veteran and Military Affairs

## Responding to Committee Requests

### VAAC Requests

### City Staff Response

- |   |  |
|---|--|
| ❖ Utilize Title 6 CHP 657 “Veterans Employment Preference” of the State of Texas, to incorporate a 20% Interview Rule for Veteran Hiring.                            | ❖ Mandating hiring managers to interview protected classes violates the City Charter. Since October 2020 HR has tracked Veterans the average rate is 28%.          |
| ❖ Educate, inform, and connect Department Directors and Hiring Managers of the key skills and attributes that Veterans and Military Spouses bring to the workforce.  | ❖ PM-Prolearn provided an outstanding class to Departmental Directors. The class received positive feedback. Future classes to be scheduled in October.            |
| ❖ Change job posting language to state “degree preferred” or “related experience” when referencing job qualifications. Add MOS job specifications to postings.      | ❖ Job posting language has changed to show “Minimum Qualifications” for employment rather than “Must Have” Currently working with O*Net to incorporate MOS fields. |
| ❖ Develop a program that focuses on Veteran Homelessness that will reduce or eliminate the total number of Veterans unhoused.                                     | ❖ Collaboration with the El Paso Coalition for the Homeless and the Department of the VA resulted in a Veteran Tenet Based Rental Assistance program.              |
| ❖ Expand marketing opportunities to multiple media platforms and include Ft Bliss logos on the City Splash page.    | ❖ Leveraging multiple media platforms to connect veterans to resources. Logos are on the splash page.  |
| ❖ Add Veterans to the Strategic plan in the area of Employment and Strategic Communications   | ❖ Adding Veteran specific language to the Strategic plan will be discussed during the strategic planning session.  |





## Community Partners of Excellence

1. *City of El Paso*
2. *County of El Paso*
3. *University Medical Center*
4. *YWCA of Greater El Paso*
5. *Socorro ISD*
6. *Canutillo ISD*
7. *Hospitals of Providence*
8. *Housing Authority of El Paso*
9. *Fort Bliss*
10. *Ysleta ISD*
11. *El Paso ISD*
12. *El Paso Water*
13. *UTEP*
14. *City of Pharr*

## The Bridge Program

The Bridge Fellowship is a Program designed to assist our Servicemembers, Military Spouses, and Veterans to obtain employment in the civilian Workforce

**\*\*\*30 Fellows have participated in the program. 30 Fellows have Obtained Employment! \*\*\***



RECOGNIZING YOUR SERVICE



# The City of El Paso HR Veteran Focus



Job #	Job Title	Total # of Applications Received	Total # on Eligible List	# of Veterans on Eligible List	# of Veterans Interviewed	# of Veterans Hired
<b>Sun Metro</b>						
18110-082	Fleet Maint	30	18	1	0	0
18120-092	Fleet Maint	36	6	1	1	0
18210-072	Fleet Body	14	2	0	0	0
<b>Fire (&amp; Animal Services)</b>						
19755-012	Public Safety	39	19	1	1	1
U9816-092	COVID-19	220	194	17	15	6
22340-092	Senior Animal	41	8	1	1	0
<b>Total</b>				<b>106</b>	<b>27</b>	<b>8</b>
<b>Apr-21</b>					<b>28%</b>	<b>15%</b>

Job #	Job Title	Total # of Applications Received	Total # on Eligible List	# of Veterans on Eligible List	# of Veterans Interviewed	# of Veterans Hired
<b>Airport (CID &amp; IB)</b>						
12460-102	Senior Case	100	9	0	0	0
12065-102	Business &	40	15	0	0	0
18630-012	Electrician	132	5	0	0	0
<b>Police Department</b>						
19520-092	Vehicle for	120	28	6	2	1
12255-102	CB Payroll	128	14	0	0	0
19770-092	Public Safety	120	25	2	0	0
19250-082	Police Rec	120	40	4	0	0
<b>TOTAL</b>				<b>138</b>	<b>40</b>	<b>22</b>
<b>May-21</b>					<b>29%</b>	<b>12%</b>

Job #	Job Title	Total # of Applications Received	Total # on Eligible List	# of Veterans on Eligible List	# of Veterans Interviewed	# of Veterans Hired
<b>Streets &amp; Maint</b>						
12460-102	Senior Case	100	9	0	0	0
12065-102	Business &	40	15	0	0	0
18630-012	Electrician	132	5	0	0	0
<b>HR</b>						
19520-092	Vehicle for	120	28	6	2	1
12255-102	CB Payroll	128	14	0	0	0
19770-092	Public Safety	120	25	2	0	0
19250-082	Police Rec	120	40	4	0	0
<b>TOTAL</b>				<b>80</b>	<b>23</b>	<b>5</b>
<b>Jun-21</b>					<b>28%</b>	<b>12%</b>

**Three Month Average**  
**28% of all interviews conducted were Veterans.**  
**13% of the total number of employees hired were Veterans**







## *HR4VETS Veteran Recruitment*

The City of El Paso recognizes the immense value of hiring Military Veterans and is committed to the recruitment and hiring efforts for their successful transition to the civilian workforce.

### **Connecting With Veteran Talent for City Employment Opportunities**

- Job Fairs – Fort Bliss, Western Tech, EPIA
- Collaboration with Texas Workforce Commission's Veterans Leadership Program
- Promoting the City's Veteran Bridge Fellowship Program
- Advocate to increase Veteran Hiring by providing information and assistance with City's hiring process and online application system.

# HR4Vets Veteran Focus

## *United States Military Occupational Specialty Codes*

MOS (Army) - NEC (Navy / Marine Corps) - AFSC (Air Force) - ER (Coast Guard)

Utilizing Google Jobs and O\*Net to add specialty codes to Job Postings where applicable

## *Marketing the value of the Veteran and Military Spouse*

Provide resources to assist with translating military experience and skills, interviewing skills, and creating resumes

Providing Education to Hiring Managers

## *Recruiting A Veteran Workforce for the City of El Paso*

*Prioritized attendance at federal, State and Local Job Fairs*

# Supporting Veteran-Owned Businesses

**Develop Veteran-Owned Business resource page to connect Veterans to established programs:**

- VA Vets First Verification Program
- SBA Veterans Business Outreach Center (VBOC)
- Texas Veteran Entrepreneur Program

**Create outreach and engagement program:**

- Currently there are only 32 *verified* Veteran-Owned Businesses in El Paso
- Outreach campaign will leverage existing City media channels to inform the public of the benefits of becoming a verified Veteran-Owned Businesses
- Utilize relationships with local Veteran organizations and Ft. Bliss to educate Veterans and transitioning service members about the available benefits and programs for Veteran entrepreneurs

## City of El Paso Veteran Resources

The City of El Paso has generated a list of services for veterans needing to connect with nonprofit, employment, educational, and VA resources, in order to provide a path towards self-sufficiency.



# Creating Veteran Opportunities

Ongoing efforts to develop a local pipeline of opportunities for veterans to easily transition into employment at companies that seek their military training and expertise:

## 1. Assessing existing local companies and supply chain presence

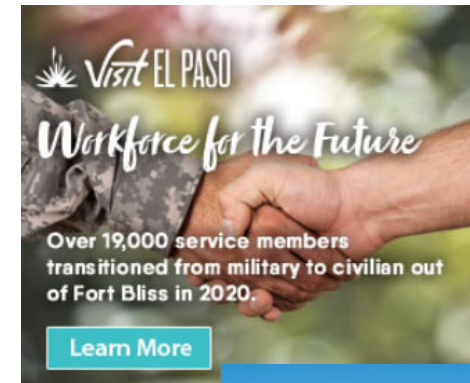
- Joint effort with EP Chamber to survey El Paso companies that currently, or potentially could, function within the defense and aerospace manufacturing supply chain
- Survey will assess the current status of the businesses and explore opportunities for growth/expansion
- Direct engagement with businesses will inform the next steps we and our partner organizations can take to support these businesses and create expanded opportunities for veteran employment

## 2. Targeting defense, aerospace, and advanced manufacturing companies

- Digital advertising campaign partnership with Destination El Paso
- Strategy to target C-level executives in the specific industries in specific geo-targets
- Variety of digital advertising tactics to promote the benefits of working and living in our region
- Messaging pillars of workforce & education, quality of life, cost of living, power of our 3 cities, 2 countries, and 1 region

## 3. Emphasizing City incentives for hiring a Veteran workforce

- Newly amended Chapter 380 Incentive Policy allows for a bonus incentive should the company actively employ a workforce that is at least 15% Veteran



# Current State of Veterans Homelessness

## The Veterans Master List

### Total

75

On Veterans  
Master List

*\* Based on Veterans  
Master list as of 8/16/21*

### Sheltered

42

Actively in the  
shelter system

### TBRA/SSVF

17

Enrolled in housing

### Open Cases

16

- 1 removed from the Master List
- 1 MIA
- 3 requiring extensive care
- 1 pending SSVF
- 5 identified as “self resolve”
- 5 pending housing offers

Endeavors is actively reaching out to veterans who have yet to receive a housing offer to determine eligibility for locally funded TBRA + Case Management program.



# Veteran-Specific Programming

Response Initiatives are inclusive of **outreach and housing** for individuals experiencing homelessness. Community + Human Development leverages *limited resources* from **various sources** to support the Veterans TBRA Program.

**10**

veterans  
served in  
FY21

*\* Total served is 10, 4  
have exited positively  
and 6 are currently being  
served.*

**\$369 K**

dollars  
committed in  
FY 21

## Programs Currently Funded for FY 21

- CASFV, Shelter for Survivors of Sexual and Domestic Violence
- Emergence Health Network, Street Outreach
- Opportunity Center for the Homeless, Outreach Initiative
- Opportunity Center for the Homeless, Willie Sanchez Rosales Family Center
- Reynold's Home, Moving Forward Program
- The Salvation Army, Red Shield Family Center



# Other Services for Veterans and Active-Duty



HUD and TDHCA funded programs that serve the El Paso community as a whole, also serve veteran and active-duty military families

**187**

Veteran and Active-Duty  
Families served in FY 21

*\* Sept 2020 through June 2021*

## Programs include:

- Children + Youth Services
- Seniors + Persons w/ Disabilities Services
- Mental + Medical Health Services
- Homeless Services
- FTHB Education
- Volunteer Housing Rehabilitation

## • Building Capacity ...

HACEP's HUD-VASH Program

**204**

Tenant-Based Housing  
Choice Vouchers for  
Veterans

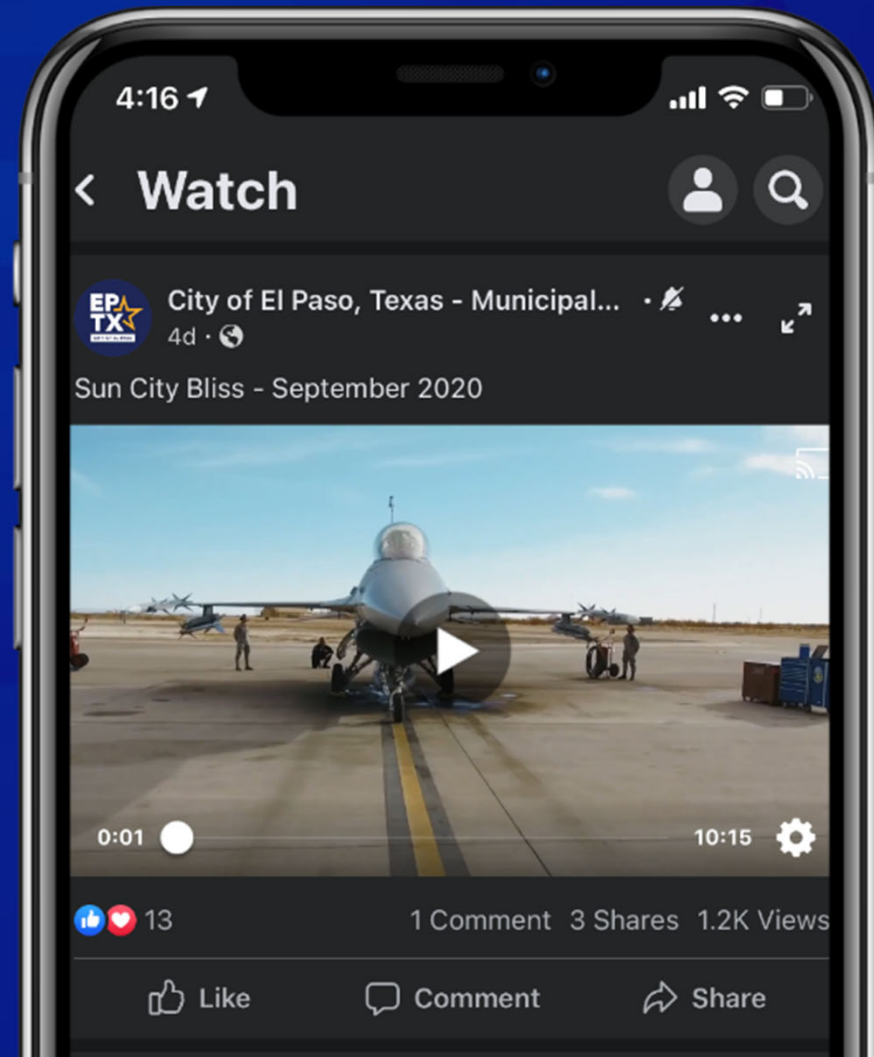
**Veterans in the program  
receive case management  
services through the VA**

- **To qualify, veterans must be referred to HACEP through the VA**
- **Veterans then pay up to 30% of their adjusted income, while the VASH Voucher pays the remainder of the rent.**

# SUN CITY BLISS

The Strategic Communications Office continues to produce an online show aimed at reaching out to the Fort Bliss community and incorporate our veterans, soldiers, and their families.

Watch Sun City Bliss



# SOCIAL MEDIA

The City of El Paso's Veteran and Military Affairs Facebook page was created to connect with our local veteran and military community and share daily updates.



# ONLINE RESOURCES

The City of El Paso has generated a list of services for veterans needing to connect with nonprofit, employment, educational, and VA resources, in order to provide a path towards self-sufficiency.





# ONLINE RESOURCES

The City of El Paso in collaboration with Destination El Paso and the El Paso Chamber of Commerce generated a list of Quality of Life services and opportunities for the military community.





# OUR COMMUNITY SALUTES

The City of El Paso leaders recognized area high school seniors who have enlisted in the United States Armed Services during LIVE online celebration called “Our Community Salutes.”



<https://youtu.be/r7LM3UdUReA?t=18>



## Mission

Deliver exceptional services to support a high quality of life and place for our community



## Vision

Develop a vibrant regional economy, safe and beautiful neighborhoods and exceptional recreational, cultural and educational opportunities powered by a high performing government



## Values

Integrity, Respect, Excellence, Accountability, People