

## BOARD NOMINATION PROCESS



# TMHRA

### Section 6.1 **Nominations of Offices.**

- (a) The Executive Board shall appoint a Nominating Committee. Two of the members must not be members of the Executive Board.
- (b) The Nominating Committee shall submit, at the TMHRA Annual Conference:
  - (1) at least two nominees for each trustee with a vacancy or term due to expire;
  - (2) at least one nominee for Vice President from trustees who have served for at least one-year on the TMHRA Board; and
  - (3) at least one nominee for TML Board Representative in compliance with Section 5.5(b) if that Representative's current term is expiring.
- (c) In nominating trustees, the Nominating Committee shall strive to achieve representation from across the State.
- (d) Additional nominations may be made by Active voting members, from the floor, at the TMHRA Annual Conference.

# 2024-2025 TMHRA BOARD NOMINATIONS

The Executive Board shall appoint a Nominating Committee. Two of the members must not be members of the Executive Board.

Nomination Committee:

- Tadd Phillips, Vice President
- Lauren Safranek, President
- LaShon Gros, Trustee
- Elliott Harper, Trustee



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# 2024-2025 TMHRA BOARD NOMINATIONS

## Summary:

- Vice President – Requires 1 nominee
- TML Representative – Requires 1 nominee
- Board Trustee - each vacancy requires 2 nominees; 4 vacancies



# NOMINATIONS – VICE PRESIDENT

## Veronica Sanchez

- Director of Human Resources
  - City of Cibolo, Region 7
  - Current Trustee and Secretary/Treasurer
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Veronica possesses over 22 years of HR experience working in both the private and public sector. Areas of expertise include civil service administration, compensation, benefits administration, performance management, employee relations, and organizational analysis and development. She has served in several capacities as a board member for the Concho Valley SHRM Chapter to include two terms as President where she led the Chapter in obtaining a Gold Chapter and Platinum Chapter designation. She was honored with being named the 2012 HR Professional of the Year by the Concho Valley SHRM Chapter for displaying leadership skills that accomplished the Chapter's vision to heighten the recognized value of the HR profession as essential strategic business partners in the community. Additionally, Veronica was recognized by the community as one of San Angelo's 20 under 40, an annual program which highlights 20 individuals under the age of 40 who have enhanced life in the city in which they reside through their overall leadership, career choices, motivation and community involvement. Veronica has maintained her Professional in Human Resources Certification since 2008, is a graduate of the 2011 Texas Certified Public Manager program from Texas State University and is pursuing a Bachelor of Science degree in HR Management from Western Governors University, Texas. Veronica has previously served as a Trustee on the TMHRA Board, as well as Membership Chair, Programs Chair, Secretary and Vice President.



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# NOMINATIONS – TML REPRESENTATIVE

Cheree Bontrager

- Director of Human Resources
- City of University Park, Region 13
- TMHRA Past President

Chereé is currently the Director of Human Resources for the City of University Park. She has over eighteen years of experience in Human Resources with municipal government and a total of 23 years of experience in Human Resources. Chereé obtained her Bachelor's Degree in Business and Human Relations at Amberton University and a Master's Degree in Conflict Management & Dispute Resolution at SMU. In 2008, Chereé' obtained her SPHR certification through the Human Resources Certification Institute and obtained her SHRM-SCP through the Society for Human Resources Management in 2015. Chereé' has served on the TMHRA since 2016 and has been a member of TMHRA since 2003. She is passionate about partnering and building connections with HR professionals across the state of Texas in order to provide caring services to municipal employees.



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# NOMINATIONS - TRUSTEE

## Holly Guidry

- Human Resources/Civil Services Director; Deputy City Manager
  - City of Nederland, Region 16
  - Incumbent Trustee
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Holly is a Southeast Texas native and earned a Bachelor of Business Administration in Human Resources Management from Lamar University. Holly joined the City of Nederland in 2010 and has served as the Human Resources Director/Civil Service Director since 2013. She also serves as Deputy City Manager.

Her areas of responsibility include all personnel related operations (including civil service and collective bargaining), benefits administration, compensation, compliance and risk management. Working in a small city often presents unique challenges but she truly enjoys the opportunity it creates to partner directly with departments to meet their needs and work one on one with employees.

In her spare time, Holly enjoys traveling and spending time with her family and friends.



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# NOMINATIONS - TRUSTEE

Kelly Rodriguez

- Human Resources Manager
  - City of Killeen, Region 9
  - Incumbent Trustee
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Kelly Rodriguez is a Human Resources Generalist for the City of Killeen. She began this role in January 2020, working primarily with the City's Public Works, and Recreation Services Departments. Her duties include managing the entire employee life cycle, employee relations matters, and acting as an advisor for the department leaders she works with. Kelly has also acted as the City of Killeen's Wellness Coordinator and was instrumental in creating a successful Wellness program for the City. She discovered her love for Human Resources after obtaining an entry level position with the Killeen Independent School District's Human Resources Office, where she managed the pre-employment process for the District's Auxiliary staff. She earned her bachelor's degree in Human Resources Management from Texas A&M University – Central Texas in 2018. Kelly was named TMHRA's Rising Star in 2021 and is currently working on becoming a IPMA -HR Certified Professional.



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# NOMINATIONS - TRUSTEE

## Jeriana Staton-Hemb

- Director of Human Resources
  - City of Sanger, Region 8
  - Incumbent Trustee
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Jeriana is currently serving as the Director of Human Resources and Special Projects for the City of Sanger. Jeriana joined the City of Sanger team in late 2016 as the Human Resource Coordinator and Deputy City Secretary. In April of 2020 she was promoted to Director of Human Resources, Special Projects and Deputy City Secretary. In August 2020 she was appointed into the position of Interim City Manager and City Secretary in addition to her Human Resources duties. Jeriana stepped out of this position in July 2021 and returned to Director of Human Resources. She has over 10 years of Human Resources experience in both private and public sector along with 6 years of experience volunteering on different boards.

Jeriana currently serves as a department of one in Human Resources, she is responsible for recruiting, onboarding, training, benefits management, risk management, ongoing employment growth and all things relations related under the big umbrella of Human Resources. When Jeriana isn't studying the newest changes in local and federal government that could impact her team, she can be found at her home in Ponder, TX with her two teenage boys, Fiancé and Corgi. She enjoys family trips back home to Florida or just a weekend getaway to float one of the many great Texas River.

Jeriana's passion to server others in the workplace as a resource is what lead her to what she does today.



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# NOMINATIONS - TRUSTEE

J.W. Bramlett

- Administrative Services / Civil Services Director
  - City of Texarkana, Region 15
  - Awards Committee member
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J.W. Bramlett, SHRM-CP is the Administrative Services Director for the City of Texarkana, Texas, overseeing Human Resources and the Municipal Courts. He has spent 7 years with the City, 6 of those years being in Human Resources. During his tenure with the City's Human Resources Department, J.W. has worked primarily in the areas of recruiting, performance management, and professional development while also serving as a member of the City's collective bargaining team during negotiations with the Firefighters Union in 2019, 2020, and 2023.

J.W. served as the President of Tri-State SHRM Texarkana in 2020 and 2021, and he has served on the Tri-State SHRM Texarkana Board since 2018 as the Digital Marketing Coordinator. Prior to working in Human Resources, J.W. spent 8 years in education as a teacher and coach at Pleasant Grove ISD in Texarkana, Texas. J.W. holds a bachelor's degree in Political Science from the University of North Texas. He is married to his wife Martha, and recently welcomed their first child Trey in April 2023.



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# NOMINATIONS - TRUSTEE

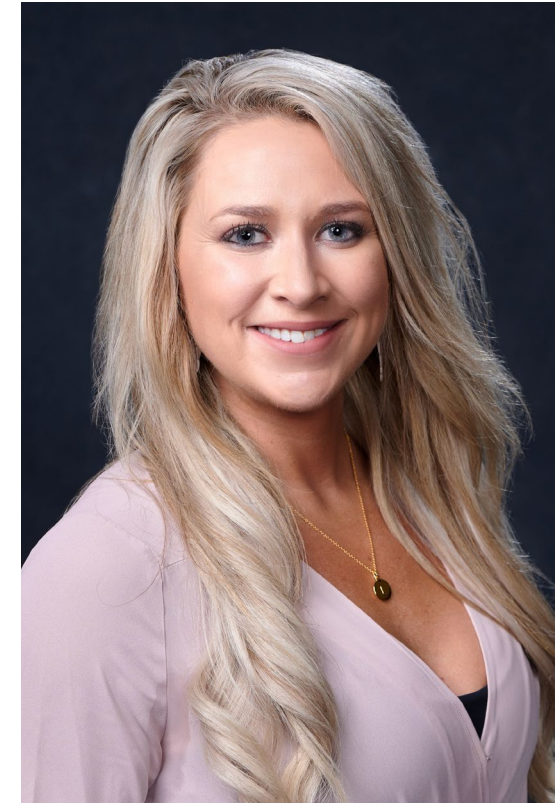
## Lindsey Cox

- Assistant Director of Human Resources
  - City of New Braunfels, Region 7
  - Program Committee member
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Lindsey worked in private sector Human Resources for 5 years as the Human Resources Director for Schlitterbahn Waterparks prior to beginning her municipal service with the City of Schertz in 2017. She is now the Assistant Director of Human Resources with the City of New Braunfels where she is responsible for the oversight of team member benefits, learning & development, Civil Service, and compensation.

Lindsey attended Texas State University where she received a B.A. in Management with a concentration in Human Resources. Lindsey obtained her SHRM-CP in 2016 and earned her IPMA-SCP in 2022. On top of her wealth of technical expertise, Lindsey is an inspiring leader who leads with eagerness, energy, and genuine care for others.

In 2020 Lindsey earned a City Manager's Coin of Excellence in Schertz for her implementation of new HRMS software that led to the streamlining of recruitment, onboarding, and performance management. In her time with the City of New Braunfels, Lindsey has received the City Manager's Award for her leadership of the Human Resources team and the progressive initiatives implemented for city team members. She serves as the Vice President of Membership with the Hill Country Human Resources Management Association, where she has leads efforts to significantly increase membership numbers for the chapter.



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# NOMINATIONS - TRUSTEE

## Sandra Cuellar-Wilson

- Director of HR and Risk Management
- City of Mont Belvieu, Region 14

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Sandra Cuellar-Wilson is currently the Human Resources & Risk Management Director for the City of Mont Belvieu and holds over 22 years of experience in human resources. She was appointed as the first HR Manager for this new department in the City of Mont Belvieu in 2019 and was promoted to HR & Risk Management Director in 2021.

In her current role, she manages employee relations, employee life cycle, compensation and benefits administration, and performance management, in addition to overseeing the City Wellness program, City Risk Management program, and the Municipal Court. She manages a phenomenal HR team that works side-by-side with her to help serve the City employees and the public in a positive, seamless manner. Her passion is to serve her community and customers - be internal or external. Her goal is great customer service and to leave a space better than the way she found it.

Sandra holds a Bachelor's Degree in Biological Sciences from the University of Houston and will start her MBA in the fall of 2023. She is a member of SHRM, HR Houston, and TMHRA and was awarded TMHRA's HR Professional of the Year award in 2020.

She enjoys spending her time off with her husband, 3 children, and 2 fur babies (toy schnauzer and standard golden doodle).



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# NOMINATIONS - TRUSTEE

## Irene Kasujja

- Director of Human Resources
- City of Ennis, Region 13



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Irene Kasujja, MBA is currently the Human Resources Director for the City of Ennis. She has served in this role since February 2017 and has over 26 years of HR experience with 20 being in municipal HR. She is passionate about employee educational development, building relationships through networking and helping small cities ‘clean up’ and compete with bigger cities.

Irene has an MBA, HR Management from Texas Christian University and a BA degree in Education, Economics and Geography from Makerere University, Kampala – Uganda.

In her spare time, Irene loves travelling to different countries and experiencing different cultures and dances. She is also heavily involved in diaspora affairs for Ugandans in North America and has served as Director of Development – Uganda North America Association and Keep a Child Inspired and Informed (KACI &I).

Irene, her husband Douglas and 2 children, Kalungi - a TCU Nurse graduate and Kagimu - a Senior at Texas A & M, Prairie View live in Grand Prairie.



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# NOMINATIONS - TRUSTEE

## Nicole Weaverling

- Assistant Director of Administrative Services
  - City of Midland, Region 4
  - Program Committee member
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Nicole is the Assistant Director of Administrative Services, bringing over 14 years of experience in local government and private sector within the City of Midland and the Midland Chamber of Commerce. Known for her innovative approach to human resources, Nicole excels in areas such as recruitment, employee relations, performance management, leadership skills and retention.

At the City of Midland, Nicole has played a key role in enhancing employee engagement through initiatives like recruitment, onboarding, appreciation events, budgeting, benefits, and programming. Her passion for people drives her to support and develop the city's workforce, aiming to create a more diverse, skilled, and motivated team to deliver exceptional service to the community.

Nicole earned a Bachelor's degree in Public Relations and Advertising from Drury University in 2005 and completed the Certified Public Managers program at Texas Tech University in 2023. She is actively involved in the Greenwood ISD CTE advisory board and serves on the Midland College Bachelor of Applied Technology advisory board. Nicole has graduated from several leadership initiatives throughout Midland including Midland 101, Leadership Midland, and the Non Profit Management Center's Generations program. Nicole is also a member of the Texas Municipal Human Resources Association program committee board as well as the Permian Basin SHRM.

Outside of her professional work, Nicole enjoys being a mother to one child and three pets. She is an avid crafter and shirt maker, and she's known for her clever "mom jokes" that rival even the best dad jokes.



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