

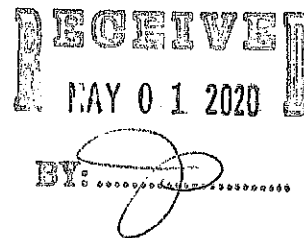


DEPARTMENT OF ECONOMIC SECURITY

Your Partner For A Stronger Arizona

Douglas A. Ducey
Governor

Cara M. Christ, MD, MS
Interim Director



April 30, 2020

Anita Payne
Yavapai County Local Workforce Development Board Chair
Northern Arizona Council of Governments (NACOG)
221 North Marina Ste. 201
Prescott, Arizona 86301-3188

Dear Ms. Payne:

With this correspondence, I respectfully submit my resignation as the State of Arizona, Wagner Peyser Title III representative. It has been my privilege and honor to serve on the Yavapai County Workforce Development Board.

Thank you for the opportunity and experience to serve on the board and I look forward to working together in other capacities in the future. Please feel free to contact me at (520) 330-0446 or by email at ctafoya@azdes.gov.

Sincerely,

Christopher Tafoya

Christopher Tafoya
Workforce Development Deputy Administrator
Division of Employment and Rehabilitation Services

cc: Teri Drew



MAY 06 2020

Yavapai County Workforce Development Board Membership Application

Please read the **WDB Overview** Document *before* completing this application. You may utilize the back of this page if additional space is needed in providing information for the questions listed below.
PLEASE PRINT.

Name: [Redacted] Gamero-Hernandez

Sector Representation: (Please check one):

- Private Sector Organization
- Local Education
- Labor

- Economic Development
- One Stop Partner

Resident of Yavapai County? Yes If "Yes", how many years? No

Phone: Work (____)____ Home (____)____- Cell [Redacted]

Email: [Redacted]

Business: Department of Economic Security **Job Title:** Deputy Administrator

Type of Business: Government

Job Responsibilities:

Oversight of Employer Engagement programs and Business Services teams across the state.

Are you an "optimum policy maker" for your business? Yes No

Please describe:

I have the authority to represent the department and decision making.

A representative with optimum policy-making authority is an individual who can reasonably be expected to speak affirmatively on behalf of the entity he or she represents and to commit that entity to a chosen course of action, including hiring authority.

Please provide a brief description of your interest and qualifications to be a WDB member (experience, desire, profession, etc.)

I have served as a Member of the City of Phoenix Workforce Board representing Title III for 4 years and have a desire to contribute towards innovation and strategy

development that meets the needs of local areas

Briefly describe your knowledge of Yavapai County's labor market (workforce skills needed, industry/business trends, needs of employers, etc.)

I have knowledge of local area workforce needs as our ARIZONA@WORK team serves both job seekers and employers in the area.

How many hours per month can you contribute to WDB activities?

I am flexible as needed

Please Attach a Current Resume and Letter of Recommendation

Gamero-Hernandez

PROFESSIONAL PROFILE

Resourceful, motivated leader with extensive expertise workforce management. Analytical and skilled in strategy development that fosters continuous improvement and sustainable results.

SKILLS AND ABILITIES

- Strategic Planning
- Project Planning/Management
- Process Improvement
- Change Management
- Staff Development
- Training and Facilitation

PROFESSIONAL EXPERIENCE

Employer Engagement Administration, Phoenix, AZ 10/18 – Present
Department of Economic Security (DES)
Deputy Administrator

- Lead and support a team of 35 across five employer serving programs
- Develop strategic program goals and operational performance metrics
- Evaluate key performance indicators and provide direction, training, and support
- Lead strategic projects and implementation efforts across all programs
- Inform State Rapid Response activities, tracking and state performance outcomes
- Provide representation internally and externally with stakeholders
- Work in partnership with key stakeholders to ensure service delivery alignment and optimal efficiency

Reemployment Assistance Administration DERS, Phoenix, AZ 12/16 – 10/18
Department of Economic Security (DES)
Regional Program Manager (Region III – Maricopa and Pinal Counties)

- Oversight of 7 Field offices and Supervision of 11 Direct Reports
- Manage diverse activities related to Employment/Veteran Services and Unemployment Insurance
- Create staff development plans that promote continuous growth and address gaps in performance
- Establish and implement performance goals and monitor for accountability and adherence
- Assess operational needs and establish priorities that align with division goals and measures
- Develop business strategies, execute plans and monitor to ensure timelines and objectives are met
- Lead efforts of implementation and sustainability of the Arizona Management System components
- Work in alignment with other Region Program Managers to ensure consistency across state
- Leverage and maximize resources through staff cross training and program integration
- Develop and sustain working relationships with multiple stakeholders at various levels
- Participation and facilitation in business meetings, and community partner events

Workforce Administration DERS, Phoenix, AZ 6/16 – 12/16
Department of Economic Security (DES)

Workforce Manager

- Guide and support office teams towards consistent quality delivery of services
- Develop collaboration and initiative within teams and promote creativity and innovation
- Set productivity goals that challenge and encourage maximum performance results
- Mentor and support staff by encouraging career development and personal growth
- Strategic thinking and planning to ensure success of projects and set target goals
- Facilitate and lead meetings, develop communication and team building activities

Employment Administration DERS, Phoenix, AZ 7/15 – 6/16
Department of Economic Security (DES)

Workforce Supervisor

- Supervise and evaluate daily activities of local office field staff
- Monitor productivity and procedures to ensure program goals are met
- Establish performance objectives and benchmarks
- Promote teamwork, participation and staff development
- Maintain effective working relationships with colleagues and community partners

Employment Administration/DES/DERS, Phoenix, AZ 6/12 – 7/15
Department of Economic Security (DES)

Employment Specialist

- Interview applicants to assess skills, and abilities
- Identify needs and barriers and develop an individualized plan to reemployment
- Provide referrals to partner programs and supportive services
- Follow up and encourage participation, capture outcomes
- Facilitate group orientations
- Serve as team lead for office

ADDITIONAL PROFESSIONAL EXPERIENCE:

Vangent, Phoenix, AZ 3/11 – 5/12
Information Technology Specialist

Metro Care, Phoenix, AZ 8/07 – 2/11
Habilitation Coach

EDUCATION

Grand Canyon University
Bachelor of Science in Sociology 2016



DEPARTMENT OF ECONOMIC SECURITY

Your Partner For A Stronger Arizona

Douglas A. Ducey
Governor

Cara M. Christ, MD, MS
Interim Director

May 5, 2020

Teri Drew
Regional Director -
Northern Arizona Council of Governments (NACOG)
221 North Marina Ste. 201
Prescott, Arizona 86301-3188

Dear Ms. Drew:

The Department of Economic Security, Division of Employment and Rehabilitation Services, is nominating [REDACTED] Gamero-Hernandez, Deputy Administrator to replace Christopher Tafoya our previous Title III representative on the Yavapai County Workforce Board.

[REDACTED] Gamero-Hernandez holds the leadership position of a Deputy Administrator for the Employer Engagement Administration. [REDACTED] Gamero-Hernandez brings 13+ years of progressive workforce experience in the public and private sector. Her extensive knowledge of the workforce programs, and partnerships across all state local areas will provide a valuable resource as a Title III partner for the Yavapai County Workforce Development Board.

[REDACTED] Gamero-Hernandez office is located at 1789 West Jefferson Street, Mail Drop 5571, Phoenix, Arizona, 85007-3202 and her contact number is (480) 216-1146.

If you have any questions or need further information, please do not hesitate to contact me at (602) 542-2261.

Sincerely,

Lynn Larson
Deputy Assistant Director
Division of Employment and Rehabilitation Services

Enclosure: Yavapai Workforce Development Board Membership Application

Application for NACOG Workforce Development Board submitted by [REDACTED] Helney, 5-12-20

Qualifications

In my role with the City of Prescott, I oversee the economic development department. Prescott has been previously represented ably by [REDACTED] Bridges. I would like to continue to represent the City on this committee.

Knowledge of Northern Arizona's Economic Development/Business/Labor Market: Please give a brief synopsis.

Prescott, and much of Northern Arizona is a rapidly growing region in terms of housing and population growth. The region's available job market is dominated by service sector, government, education and healthcare. Given the strong tourism base, there is a high reliance on hospitality and the service sector for job creation. Housing costs relative to income are out of balance in many parts of Northern Arizona as well.

By and large, wages lag behind urbanized areas of Arizona and the nation. Workforce training and availability is a key issue in Prescott. Partners like CTEC at Yavapai College need more students to participate in training for good paying jobs. Prescott and Northern Arizona are highly desirable in terms of quality of life for employers and their staff. We must look for ways to bring some of the high tech positions that we see in the Phoenix metro area.

The City of Prescott appreciates NACOG's leadership to think regionally, and explore opportunities for all stakeholders to work together, and endeavor to encourage more diverse opportunities for our region.

Summary

I am a seasoned professional, with a proven track record in communications, economic development and municipal management. This diverse background enables me to provide effective leadership, management and strategic planning, while exercising budgetary discipline and creative problem solving. I am a proven leader who is known as a highly effective communicator and consensus builder.

Employment

**Community Outreach Manager
City of Prescott, Arizona
201 S. Cortez Street, Prescott, AZ-86303**

Under direction of the City Manager and elected officials, I oversee in the planning, organizing, direction, and coordination of the Communications, Economic Development and Tourism division. I work with City leadership to establish goals and objectives for each of these areas. Providing leadership and oversight; instilling a spirit of teamwork, partnering, and cooperation to achieve favorable outcomes in the following areas:

- Communications – Serving as the public information officer for the City, and assuming all essential duties of successful internal and external communications.
- Economic development – Achieving economic vitality through community investment in projects and partnerships promoting economic development, business attraction, retention, expansion, and diversification.
- Tourism Office- Directing and overseeing the destination marketing and sales activities of the Prescott Tourism Office to make Prescott a premier destination for leisure and business travelers.

Other Related Activities

- Member, Arizona Association for Economic Development (AAED) since 2017
 - Public Affairs Committee
- Board Member, Prescott Downtown Partnership, representing City of Prescott since 2017
- Board Member, Granite Mountain Interagency Hotshot Crew Learning and Tribute Center since 2019
- Member, Urban Land Institute, Arizona since 2019

**Executive Director-City of Birmingham Principal Shopping District
151 Martin Street, Birmingham, MI- August 1999 to Present**

Oversight of activities and operations of a downtown commercial tax authority with an annual budget of approximately \$1,100,000. Primary responsibilities include marketing, business attraction, special event development and promotion, downtown maintenance and beautification. Interaction with a City-appointed Board of Directors consisting of business stakeholders, the City Commission and City Manager on a regular basis for public hearings, including budget, long range planning, and various initiatives.

- Business recruitment and retention efforts designed to bring desirable businesses to the district. During my tenure, I successfully recruited several notable businesses to our 1.5 million square foot retail district. The city also saw a ten year growth of high-tech companies focused on advertising, digital media production and online. I work directly with the City Manager to recruit and retain many of these businesses within a 2.5 million square foot commercial district.
- Advertising, marketing and public relations campaigns designed to make Birmingham a more attractive destination for visitors, businesses and employees who work in the business district. Recently we completed re-branding and development of an all new website and social media platform.
- Strategic planning, market research, budget creation and management. We recently updated our 2014 Strategic Plan with updated research and Board adoption of new goals and objectives.

Other Related Activities

- Member, Michigan Economic Developers Association (MEDA).
- International Council of Shopping Centers, Michigan, State Committee Member and -Michigan Idea Exchange Co-Chair.
- Served on program committee for five consecutive events, three as program co-chair.
- Board member and Treasurer, Woodward Dream Cruise Incorporated .
- Member, Detroit Metro Convention and Visitors Bureau.
- Michigan Downtown Association, Program Committee Member.
- Affiliate Member of the Main Street Oakland County program Member, Event Program Committee for NEXT, a senior community center.
- Past Member, South Oakland Tourism Destination District directed by Detroit Metro Convention and Visitors Bureau.
- Work with key stakeholder organizations including the Birmingham Bloomfield Arts Center, the Guild of Artists and Artisans, Birmingham Bloomfield Chamber of Commerce, the Detroit Metro Convention and Visitors Bureau and other organizations on local and regional cultural, tourism and economic matters.

**Communications Manager -Mercy Health Plans-Farmington Hills, Michigan
January 1998-August 1999**

Oversaw marketing efforts for several managed health care insurance products, including a commercial HMO and PPO, plus Medicare and Medicaid plans. In this role, I was responsible for writing and production of various health management newsletters; worked with Federal regulatory agencies to assure readability for Medicare and Medicaid audiences.

**Communications Coordinator, St. Joseph Mercy Hospital--Pontiac, Michigan
July 1988-December 1997**

Responsibilities included writing/editing of employee newsletter and medical staff newsletter; produced various marketing and health education materials; conducted community outreach and education; PR and media relations. Coordinated press conferences, crisis communications, and acting as hospital spokesperson. Also, coordinated community relations efforts with local Chamber of Commerce, schools, churches and clinics.

Education

**Bachelor of Arts Degree in Communications, Journalism Minor, Concentration in German
Oakland University, Rochester, Michigan. Magna Cum Laud**

- Gold Key National Honors Society
- First Vice President and co-founder, Sigma Pi Fraternity Zeta Pi Chapter



Mayor's Office
201 S. Cortez St.
Prescott, AZ 86303
928-777-1248

May 11, 2020

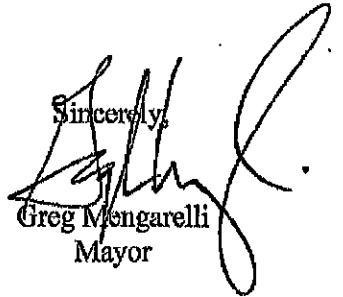
Teri Drew, Regional Director
NACOG
221 N. Marina Street,
Prescott AZ 86301

Dear Teri:

I am writing this letter in support of [REDACTED] Heiney's application for the NACOG Workforce Development Board.

[REDACTED] is our Community Outreach Manager, and oversees Communications, Economic Development and Tourism for the City. He will serve your committee well, and will be an excellent representative of the City of Prescott. Please feel free to contact me if you have any questions.

Sincerely,



Greg Mengarelli
Mayor



Yavapai County Workforce Development Board Membership Application

Please read the **WDB Overview** Document *before* completing this application. You may utilize the back of this page if additional space is needed in providing information for the questions listed below. **PLEASE PRINT.**

Name: Rhodes

Sector Representation: (Please check one):

- Private Sector
- Local Education
- Labor Organization
- Economic Development
- One Stop Partner

Resident of Yavapai County? Yes If "Yes", how many years? < 1
 No

Phone: Work Home () - Cell
Email

Business: Arizona Public Service **Job Title:** Service Planning Supervisor

Type of Business: Electric Utility

Job Responsibilities: Responsible for all new customer projects and new service applications in the Quad-City area. Supervises a team of customer project representatives, designers, service coordinators and trench/conduit inspectors.

Are you an "optimum policy maker" for your business? Yes No

Please describe: Supervises the Prescott service planning team to ensure adherence to APS standards of construction, customer service/satisfaction. Approval authority for all new construction projects as well as the department hiring authority.

A representative with optimum policy-making authority is an individual who can reasonably be expected to speak affirmatively on behalf of the entity he or she represents and to commit that entity to a chosen course of action, including hiring authority.

Please provide a brief description of your interest and qualifications to be a WDB member (experience, desire, profession, etc.) APS is a key community partner in Yavapai County . I have a desire to continue APS's representation on the WDB. As a military Veteran and spouse, I have lived around the globe to understand the importance of a skilled workforce to support the local economy.

Briefly describe your knowledge of Yavapai County's labor market (workforce skills needed, industry/business trends, needs of employers, etc.) Yavapai County is in need of skilled workers beyond what is required for entry-level positions. The unemployment rate is currently the lowest it has been since the 2007 recession, making hiring a challenge for business owners coupled with the growth. Experienced and trained professionals are needed.

How many hours per month can you contribute to WDB activities? 8-12

Please Attach a Current Resume and Letter of Recommendation

Executive Summary

Results focused management professional successful in building and motivating dynamic teams. Cultivates a company culture in which staff members feel comfortable voicing questions and concerns, as well as contributing new ideas that drive company growth. Organized and diligent, with excellent written, oral and interpersonal communication skills.

Core Qualifications

- Proven leadership, interpersonal, communication, organizational and complex problem solving skills.
- Experienced maintenance supervisor with a practical application knowledge of safe maintenance practices, corrective actions reporting, planning and inspection techniques.
- Highly proficient in maintenance data collection and work management systems.
- Demonstrated ability to interpret technical data/instructions to diagnose and solve maintenance discrepancies on multiple mechanical systems.

Professional Experience

Supervisor Service Planning

December 2018 to Current

Arizona Public Service – Prescott Service Planning – Prescott, AZ

- Supervises a team of 15 service planning personnel, servicing the state from Sunset Point to Baghdad & Paulden to Yarnell.
- Responsible for execution oversight, safe operation, design and project management of new OH/UG electrical distribution facilities.
- Develops annual operations & maintenance budget; provides monthly department variance reporting.
- Maintains trusting relationships with local leaders including the business community, Non-Governmental Organizations (NGOs), non-profits, diverse communities and others.
- Establishes department goals and objectives, evaluates employee performance and establishes employee development plans.

Supervisor Construction Maintenance

December 2017 to November 2018

Arizona Public Service – Buckeye Construction Maintenance – Buckeye, AZ

- Supervises team of 28 service planning and maintenance personnel, servicing 1,200 sq miles of service territory in SE division.
- Responsible for execution oversight, safe operations, maintenance and construction of OH/UG electrical distribution facilities.
- Develops annual \$912K operations & maintenance budget; provides monthly department variance reporting.
- Maintains trusting relationships with local leaders including the business community, Non-Governmental Organizations (NGOs), non-profits, diverse communities and others.
- Establishes department goals and objectives, evaluates employee performance and establishes employee development plans.

Work Week Coordinator

May 2014 to Current

Arizona Public Service – Distribution Operations and Maintenance – Phoenix, AZ

- Execution oversight of work management processes for 6 Distribution maintenance docks in Phoenix Metro area.
- Manage all aspects of weekly, monthly and quarterly work management metric reporting and analysis.
- Review weekly maintenance schedules to verify materials, clearances/switching, and pre-construction activities are complete.
- Consult as Maximo and Work Management SME, triaging user issues and assisting I.T. with various application testing.
- Integral member of EWM Maximo 7.5 Project, implementing standardized work management policies and processes in T&D.

Planner

November 2011 to May 2014

Arizona Public Service - West Phoenix Power Plant - Phoenix, AZ

- Planned and scheduled work packages to include procedures, prints, Pre-job brief, JHA, LOTO, and environmental impact.
- Reviewed work packages for required materials, costs, equipment, craft skills, task durations and manpower.
- Created detailed schedules in P6; provided scheduling updates; reported deviations to operations and maintenance.
- Coordinated with plant operations and maintenance in the execution of planned work ensuring proper work scope and energy isolation (LOTO) prior to work; acted as single point of contact for problem resolution in maintaining schedule adherence.
- Utilized Maximo and Primavera P6 in the execution of work week and outage planning per the work management process.
- Coordinated emergent work and analyzed impact of scheduled activities and changes of work priority within limited time frame.

Project Coordinator

September 2010 to November 2011

Arizona Public Service - Fossil Generation - Phoenix, AZ

- Provided direction, advice and leadership to ensure environmental project milestones were achieved; communicated expectations and initiatives; chaired peer group meetings to resolve program deficiencies.
- Assisted in environmental policy and procedure development and ISO14001 program rollout in Fossil Generation; achieved site certifications at all Gas and Oil Plants in 2011.
- Reinforced expectations of Environmental best practices and integration of environmental ISO14001 requirements into Fossil Operations Manual and Corporate Procedures; coordinated with teams to ensure integration at Fossil Plants.
- Developed project schedules; analyzed resources and strategies for timely completion; tracked task completion and provided reports to executive management.

Departmental Specialist

February 2007 to May 2010

Idaho Power Company - Transmission & Distribution - Boise, ID

- Assisted in procedure development for overhead/underground transmission and distribution construction standards.
- Maintained construction manuals and made text revisions and detailed drawing updates as necessary.
- Coordinated/scheduled apprenticeship training courses; monitored/tracked training progression, reported results to leadership and foremen.
- Performed technical writing for apprenticeship program training and field competencies; maintained documents

Education

Bachelor of Science: Healthcare Administration 2009
University of Phoenix - Phoenix, AZ

Associate of Arts: Aviation Maintenance Technology 61 credits
Community College of the Air Force - Maxwell AF



P.O. Box 53999
Phoenix, AZ 85072

May 10, 2019

Teri Drew
Regional Director NACOG
221 N Marina St. Ste 201
PO Box 2451
Prescott, AZ 86301

Re: Letter of Recommendation for [REDACTED] Rhodes

Dear Ms. Drew:

I am writing on behalf of [REDACTED] Rhodes in support for her application for Board Membership for NACOG.

[REDACTED] has been an employee at APS for over 15 years, and has contributed during those years to support many initiatives within the utility industry. [REDACTED] recently moved to the Prescott area full time and has previously lived in a number of states and cities that has given her a unique perspective on the workforce in Yavapai County. She is getting involved in the community through many volunteer efforts supported by APS, and has a genuine desire to continue to connect to our community and further develop the strong partnership that APS has with the community.

[REDACTED] attends monthly and quarterly community meetings with local Mayors, staff and our business owners in order to state up-to-date on current events and trends and growth within our community.

I believe that [REDACTED] addition to the NACOG board would not only be an asset to your Board Membership but to the community as a whole.

Sincerely,

A handwritten signature in black ink that reads "Mackenzie Rodgers". The signature is written in a cursive, flowing style.

Mackenzie Rodgers
APS Northwest Division Manager