



# CITY COUNCIL MEMBER APPOINTMENT APPLICATION

Original Applications must be received by the City Clerk  
By NOON Thursday, January 3, 2019 OR Postmarked by December 31, 2018  
Applications received after this time will not be accepted or considered

100 Civic Center Plaza Lompoc, CA 93436 – Ph: (805) 875-8241

**INSTRUCTIONS:** Please type or print in ink this application in full. For more complete information or assistance, please contact the City Clerk's Department. All applicants must be residents and registered voters within the City of Lompoc. Appointed applicants must file a Statement of Economic Interest Form pursuant to Fair Political Practices regulations.

<b>NAME:</b> Braxton                      Edwin                      R. _____ Last                      First                      Middle	<b>ARE YOU 18 YEARS OF AGE OR OLDER?</b> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
<b>ADDRESS:</b> _____ Lompoc _____ 93436 Number              Street                      City              Zip	<b>ARE YOU REGISTERED TO VOTE?</b> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If no, Explain _____ (optional).
<b>TELEPHONE:</b> Hm (805 ) _____ Wk (805 ) _____ <b>E-MAIL ADDRESS:</b> _____	<b>Are you related to any City Employee or City Official?</b> (See Attachment A for definition of relative), If yes, please explain and list the department in which they are employed: No. _____ <b>City of Lompoc employees are not eligible for appointment.</b>

**CURRENT OCCUPATION AND EMPLOYER:** Chief HR Officer-Lompoc Valley Medical Center

**EDUCATION (Highest Grade Completed):** Master's Degree in Human Resources Management

**LICENSES OR SPECIAL CERTIFICATES HELD:** N/A

**APPLICANT QUESTIONS:** The following questions must be answered for consideration of appointment. For each question please limit answers to no more than the attached lined pages.

1. What will you bring to the dais that you feel is currently missing?
2. Are there any conflicts of interest that the public should be made aware of at this time?
3. What is your experience working with, or for, a government body (explain how it works differently than a business or non-profit.)?
4. Explain in detail your experience in analyzing a budget. (size, frequency, your role, etc).

**ADDITIONAL INFORMATION:** Explain the reason(s) you desire to be appointed. Describe your relevant education, experience, training, volunteer activities, community organization membership, or personal interests that you think are relevant to this position. Resume/Bio may be attached. Please limit answers to no more than the attached lined page.

I declare under penalty of perjury that all statements in this application and attachment, if any, are true and complete to the best of my knowledge and belief.

Signature of Applicant *[Signature]* Dated 12/20/2018

**FOR USE BY CITY CLERK'S DEPARTMENT:**

Application Received by: *[Signature]*

(Date Stamp) **DEC 20 11:35 AM 2018**  
**CITY CLERK'S OFFICE**  
**CITY OF LOMPOC**  
**RECEIVED**

**Applicant Question No. 1 - What will you bring to the dais that you feel is currently missing?**

As a resident of the City of Lompoc (the "City"), I care very deeply about the vitality of our City. There are many challenges that Council and City staff must address in the near term to position the City to flourish in the future. In my view, the most concerning challenge to the City is it's pension liability. I have more than twenty (25) years of experience in the administration of employee benefit plans, including defined benefit and defined contribution retirement plans. I earned a post-baccalaureate paralegal diploma in employee benefits law prior to earning my master's degree in human resources management.

As the human resources officer for Lompoc Valley Medical Center, which is a special district subject to the Brown Act, I have a very strong background with respect to the workings of a public agency, including its governance, since the Board of Directors of Lompoc Valley Medical Center is a publicly-elected governing body. In the human resources officer role, my desire is to ensure that the staff at Lompoc Valley Medical Center is the most qualified possible and are paid market-competitive wages. There has been much in the media regarding the City's hindered ability to retain highly qualified and talented staff due to lower wages, especially in the realm of public safety. I would like to be involved in getting the City recognized as an "employer of choice". This is not only defined by competitive wages, but also as a fulfilling place to work. Finally, I have a keen interest in public safety. I have been a first responder (fire service) and I come from a family of law enforcement officers. I am well-versed in issues that face our public safety personnel, having been one myself in the past.

From all of this, I bring another layer of perspective to the dais given my experience in the things I have mentioned. This perspective is complementary to the perspectives that the Mayor and the other Councilmembers already bring to it. I also will bring thoughtful consideration to all issues brought before the Council and will vote independently in accordance to what serves the best interests of the City.

**Applicant Question No. 2 - Are there any conflicts of interest that the public should be made aware of at this time?**

I am the Chief Human Resources Officer of Lompoc Valley Medical Center. I would need to recuse myself of any matter of Council business related to Lompoc Valley Medical Center. Other than that, I can not identify any other real or potential conflicts of interest.

**Applicant Question No. 3 – What is your experience working with, or for, a government body? (explain how it works differently than a business or non-profit.)**

As earlier mentioned, I am the human resources officer for Lompoc Valley Medical Center, which is a California healthcare District. As such, the governing body consists of five (5) publicly-elected members, voted into office by those registered to vote within the geographic boundaries of the Lompoc Healthcare District. In my role, I interact with members of the governing body on a regular basis. I am deeply familiar with the Brown Act and what it requires. I have recently attended and completed the AB-1234 sponsored by the City of Lompoc in connection with my involvement with the City's Economic Development Committee.

Working for a healthcare district that operates a hospital is much like working in the private sector or in the non-profit environment, in that ongoing operating revenue is crucial to the continuity of day-to-day operations. Both an operating and a capital budget are formulated, approved by the governance, and staff is accountable to operating within the established budget. This contrasts with the revenue received by the City in the form of tax proceeds, which is not as regularly received. This certainly creates cash flow issues and, consequently, funding of expenses.

The biggest difference between the fiscal liabilities held by the City versus private-sector or non-profit entities is the defined benefit pension liability. My professional experience is that private sector and non-profit employers have moved away from defined benefit pension plans over the course of the last few decades because of changes in accounting principles that forced plan sponsors to recognize the entire pension liability on their balance sheet. Coupled with the underperformance of investment markets, this has pushed more funding burden in the form of cash on participating entities. However, governmental defined benefit plans have not gone by the wayside like private sector or non-profit plans have. This issue is not going away anytime soon, and local governments have to stop kicking the can down the road. The emerging liability can have serious negative effects on many municipalities, not just the City of Lompoc.

**Applicant Question No. 4 – Explain in detail your experience in analyzing a budget (size, frequency, your role, etc).**

I have managed multi-million dollar budgets with respect to my professional duties throughout my career. This includes formulation, governance approval and adherence to such budgets. I am also well-versed in financial reporting statements, such as income statements, balance sheets and financial indicators. With regard to working within the public sphere, I am also familiar with funding mechanisms available to public entities, such as general obligation bond and revenue bond issues.

At Lompoc Valley Medical Center, the budget is constantly monitored. Each department head receives responsibility reports with regard to financial performance with regard to revenue, expenses and staffing. Department heads are held accountable to their departmental budgets. Financial budget performance is reported to the department heads and to the governing board on a monthly basis and are made publicly available in the monthly board packet in great detail.

**Additional Information – Explain the reason(s) you desire to be appointed. Describe your relevant education, experience, training, volunteer activities, community organization membership, or personal interests that you think are relevant to this position. Resume/Bio may be attached. Please limit answers to no more than the lined area below.**

I believe that in being appointed to City Council, I will bring a well-needed perspective on fiscal issues that challenge the City, especially with regard to pension obligations, staffing and budget issues. I want to see this City succeed and flourish. Here is some other information about me to consider:

Education: Master of Science-Human Resources Management: Saint Joseph's University (Philadelphia, PA)  
Postbaccalaureate Diploma-Employee Benefits Law: The Philadelphia Institute for Paralegal Training  
Bachelor of Arts-American Studies: Temple University (Philadelphia, PA)

Experience: Chief Human Resources Officer-Lompoc Valley Medical Center (2009 to Present)  
Director of Compensation and Benefits-Jefferson Health/Aria (Philadelphia, PA, 2008 to 2009)  
Director of Employee Benefits-St. Luke's University Health Network (Bethlehem, PA, 2002-2008)  
Manager of Compensation and Benefits-GST AutoLeather (King of Prussia, PA, 1999-2002)

Community Involvement: Board of Managers-Lompoc Family YMCA (Board Chair from 2013-2015). Resigned 2018.  
Board of Directors-Lompoc Valley Chamber of Commerce and Visitors' Bureau (Board Chair from 2015-2016). Resigned from Board in 2018.  
Economic Development Committee-City of Lompoc (appointed 2018)  
Rotary Club of Lompoc (2010-Present)-Past Treasurer and current President  
CTE Advisory Board-Lompoc Unified School District (2017-Present)  
Board of Directors-Manzanita Public Charter School (appointed 2018)

LEAVE THIS AREA BLANK