



Please return completed application to:
Karen Thompson, City Secretary
100 East Main Street, Suite 300
P.O. Box 589 (78691)
Pflugerville, TX 78660
By fax 990-4364
By email to citysecretary@pflugervilletx.gov

APPLICATION FOR APPOINTMENT TO THE PERSONNEL APPEAL BOARD

All information provided in this application is public information pursuant to the provisions of the Texas Public Information Act.

The Personnel Appeal Board conducts hearings and renders decisions regarding employee appeals to suspensions, demotions, and terminations. Not less than 5 members are appointed by the Mayor with the advice and consent of the City Council to serve for up to 3 years. Any given board is composed of 3 appointed members. Members must be at least 21 years of age, have no criminal record, no prior employment with the City, and are required to have 3 years city residency. Because vacancies may arise before the next regular appointment period, all applications are kept on file until the next application period.

Name: Melvin Clark Telephone: _____

Residential Address: 1003 Duke Cove

E-mail Address: _____ Alternate Telephone: _____

Resident of the City of Pflugerville for 3.5 years.

Are you a registered voter of the City of Pflugerville? ☒ Yes ☐ No Voter Registration No. 1178537246

Are you at least 21 years of age? ☒ Yes ☐ No Do you have a criminal record? ☐ Yes ☒ No

Do you have prior employment with the City? ☐ Yes ☒ No

Have you been a resident of the City of Pflugerville for at least 3 years? ☒ Yes ☐ No

Does any potential conflict of interest exist which may interfere or inhibit you to carry out the duties of a Personnel Appeal Boardmember? ☐ Yes ☒ No (If Yes, please explain.)

What experience do you have regarding escalated employment relations issues?

What experience or skills would you bring to the Personnel Appeal Board that pertains to adjudicating a dispute between employees and employers?

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What is your interest in serving on the Personnel Appeal Board?

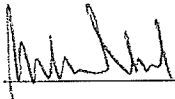
What is your work experience (or submit a resume)?

See Resume

Have you ever served on an arbitration or similar appeal panel?

Please provide any additional information you feel would be useful to the Mayor and City Council in considering your application. Please use additional sheets as necessary. A cover letter and/or resume may also be submitted with the application.

By signing this application, I hereby affirm that I am aware of the requirements for the position and certify that I meet those requirements.

Applicant Signature:  Date: 24 March 2014

MELVIN CLARK

APPLICATION FOR APPOINTMENT TO THE PERSONNEL APPEAL BOARD CITY OF PFLUGERVILLE

Norfolk Southern Railroad:

- Front Line Supervisor handling front line labor grievances (Brotherhood of Railway Signalman).

Saint Louis Metro:

- Second level of appeal for labor grievances (International Brotherhood of Electrical Workers),
Final appeal officer for management level (nonunion) grievances member of labor relations negotiating team for rail contract.

Los Angeles Metropolitan Transportation Authority:

- Third level hearing officer for labor grievances and support member of contract negotiating team, (United Transportation Union)
- Second level hearing officer and support member of contract negotiation team (American Federation of State, County, and Municipal Employees [Supervisor's Union])
- Third level hearing officer for labor grievances (Amalgamated Transit Union)
- Defendant in management termination case, responder for rail operations management team in investigations involving hostile work environment, sexual harassment and various types of discrimination.

Greater Cleveland Regional Transit Authority:

- Second Level Hearing officer) Amalgamated Transit Union, agency representative in arbitration cases.

I have been a union member and a member of management involved and several layers of addressing disputes which have involved labor management and intra-management. I know how to research labor law, read contracts by laws, etc. for details and am aware that there are a number of effective tools available for handling disputes such as clarification of policies and procedures, training, professional assistance, warning, suspension, demotion, and termination depending on the nature of the dispute.

My greater interest is in serving the City of Pflugerville. I have come to the conclusion that I need to become involved in serving my community at the municipal level. My personal interest is that I enjoy seeking out mutually beneficial solutions between two conflicting parties if possible. I also am aware that at times, separation is the best option.

See Resume

Yes. When I was the Rail District Director at Saint Louis Metro, I served as the final decision maker on three management termination cases. I have also represented my employer in two labor management arbitration cases.

I am able to make decisions in accordance with the applicable law and agreements, past practice and non written principals of conduct if necessary.

MELVIN CLARK

SUMMARY OF QUALIFICATIONS:

Rail Transportation and Systems Operations, Engineering, and Maintenance professional.

CAPITAL METROPOLITAN TRANSPORTATION AUTHORITY

2011 – Present

Vice President Rail Operations

January 2011 - Present

Responsible for overseeing the operations and maintenance contractors for freight and commuter passenger service. Reduced run time for passenger trains resulting in additional service without increasing equipment. Point of contact for rail issues involving the TxDOT, FRA, TCEQ, Lone Star Rail District, City of Austin, and the municipalities located along the railroad. Implemented segmented temporal separation and associated midday freight window.

GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY

2008 – 2011

District Director-Rail

April 2008 – January 2011

Responsible for planning, directing, and managing the operation and maintenance functions of the Rail District (Vehicles, Transportation, Traction Power, Signals, Track, Facilities, and Janitorial). Ensured compliance with applicable governmental and agency guidelines and procedures including health and safety. Implemented track and signal maintenance programs in accordance with industry standards. Hearing officer for labor issues from second step to arbitration. Interfaced with engineering, service delivery, instruction, service planning and ODOT to address rail issues. Developed and implemented winterization programs including installing snow plows on heavy rail vehicles and operational strategies to minimize on board ice buildup.

LOS ANGELES COUNTY METROPOLITAN TRANSPORTATION AUTHORITY

2002 – 2008

Deputy Executive Officer Rail Operations

March 2003 – April 2008

Responsible for providing heavy and light rail transportation to approximately 225,000 daily passengers over 73 route miles. Managed four rail lines, Rail Control Center, Rail Instruction, and Rail Scheduling. Implemented Gold Line run time reduction program and express service.

Acting General Manager Rail Operations

April 2007 – July 2007

Management Responsibility for the entire Metro Rail Light and Heavy Rail System including Fleet Services, Transportation, Engineering, Labor Relations, Wayside Systems, Administration, Budget, and Bus Operations Control Center.

Director Rail Activation

April 2002 – March 2003

Responsible for test and start-up activities of the Metro Gold Line.

BI-STATE DEVELOPMENT AGENCY

1996 – 2002

Division Director Rail Systems

February 1998 – March 2002

Responsible for managing MetroLink's signal, communications, track, and traction power engineering and maintenance including consultant and contractor interface. Oversee the division's maintenance program and its ancillary programs and functions such as safety, labor relations, capital and budget, labor forecasting, and payroll. Responsible for developing and managing small to medium scale maintenance projects. Provide engineering and construction support for the Agency's light rail extensions from design criteria and scope of work to construction, test and startup. Optimized nearside crossing and curve braking models.

Manager of Signals and Communication

October 1996 – February 1998

Responsible for managing MetroLink's signal and communication engineering and maintenance consisting of vital processor semi-automatic train control, CCTV, SCADA, PA, and emergency telephone systems.

METROPOLITAN ATLANTA RAPID TRANSIT AUTHORITY

1991 – 1996

Chief Train Control Engineer

March 1993 – October 1996

Oversaw the general engineering consultant and construction contractor responsible for the design, procurement, installation, and test of the train control system. Program manager for the reliability, safety, quality, and maintainability disciplines as related to the train control system contracts. Participated in first article inspections, design reviews, factory test, systems test, integrated test, and start up. Initiated incremental design changes from relay logic to vital processor logic and wayside signal aspect standardization. Rail Operations Task Force member.

Train Control Engineer

January 1991 – March 1993

Responsible for automatic train control (ATO, ALS, ATP) engineering, encroachment detection, factory test, safe braking and control line tests and operational enhancements.

RAIL TRANSPORTATION SYSTEMS

1989 – 1991

Signal Engineer

May 1989 – January 1991

Responsible for factory testing, SCADA interface testing, test procedures, test data review, control line modifications, circuit changes, operational testing, performed block design and other signal design functions on various light, heavy, commuter and inter-city passenger rail systems.

NORFOLK SOUTHERN CORPORATION

1986 – 1989

Signal and Electrical Supervisor

March 1987 – May 1989

Supervised signal and electrical forces responsible for the maintenance and inspection of signal (CTC, AB, APB, Interlocking, grade crossing) and electrical distribution systems ensuring compliance with applicable company and FRA standards. Provided technical assistance to subordinates, managed material inventory, maintained fleet, oversaw territorial safety program.

Electronic Specialist

January 1987 – March 1987

Responsible for the computer and electronic operation, maintenance, and repair for an automated hump classification yard. Maintained safe coupling speeds within specifications.

Management Trainee

June 1986 – December 1986

General railroad familiarization including: train dispatching, saturation checks, safety program, claims verification, track construction and maintenance, welding, switchman/trainmen training, accident investigation, and labor relations. Project oversight for the pole line removal project.

COMSTOCK ENGINEERING

1982 – 1986

Signal Designer

July 1982 – May 1986

Analyzed maximum terminal headway, set up signal power distribution network and layout, verified location plans, assisted with block and circuit design, conducted traffic studies on several light, heavy, and commuter rail systems.

CHICAGO TRANSIT AUTHORITY

1981

Signal Design Intern

January – May & August – November

Introduced to railroad signaling consisting of automatic train protection and semi-automatic train control with audio frequency train detection. Functioned as train operator, towerman and rail controller.

NATIONAL RAILROAD PASSENGER CORPORATION

1979, 1980

Service Attendant

Seasonal

Addressed passenger safety, comfort, and information needs, served meals, prepared a pantry on Amtrak's short and long distance trains.

EDUCATION

ESI	Contract Management	2012
Harvard University	Senior Executives in State and Local Government	2001
Auburn University	Project Management	1993
Carnegie Mellon University	Electric Traction Systems for Rail Transit	1993
Chicago Transit Authority	Technical Institute	1981
Southern Illinois University – Carbondale, Illinois		
Associate in Applied Science – Electronics Technology		May 1983
Bachelor of Science – Electronics Management		May 1986

APPOINTMENTS & MEMBERSHIPS

Southern Illinois University – Faculty Advisement Committee

American Railway Engineering and Maintenance Association

Eastern Signal Engineers

Transit Cooperative Research Program Panels A34, A35, D16, D17, G14