



# City of Santa Fe, New Mexico

# memo

**DATE:** August 7, 2015  
**TO:** City Council  
**FROM:** Mayor Javier M. Gonzales  
**RE:** Appointments

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I would like to make the following appointments:

**Planning Commission**

Roman "Tiger" Abeyta (District #3) – to fill unexpired term ending 6/2017 (Resume attached)

**Public Works/CIP and Land Use Committee**

Councilor Ives (Replacing Councilor Rivera)

# ROMAN "TIGER" ABEYTA

4325 Camino Lila, Santa Fe, New Mexico, 87507, Phone: 505-919-9722 or 505-470-2224,  
Email:roman@romanabeyta.com

- ◆ **Extensive Background in Government and Non-Profit Sectors**, including experience in Land Use and Planning, Community Services, Budget and Finance, Public Relations, Fund Development.
- ◆ **Extensive Background in Management**, policy development, execution, leadership, superior creative problem solving, and motivational speaking.

## Skills

*Strategic Planning*

*Public Speaking*

*Media Relations*

*Ordinance Enforcement*

*Board Development*

*Legislative Lobbying*

*Organizational Development*

*Meeting Facilitation*

*Planning and Land Use*

*Fundraising and Development*

*Performance Management*

*Budget Development*

## PROFESSIONAL EXPERIENCE

### BOYS AND GIRLS CLUBS OF SANTA FE

*NON-PROFIT ORGANIZATION*

**Chief Professional Officer**, June 2011 to Present

Oversee the daily operations of Boys and Girls Clubs in Santa Fe and Rio Arriba County. Responsible for managing the strategic planning and operation of the clubs in support of organizational mission and goals. Collaborates with the Board of Directors in developing organizational goals, attaining and allocating resources, and establishing policies. Provides direction to staff in carrying out the key roles assigned to them.

#### KEY RESULTS:

- ◆ Opened a new Boys and Girls Club on the Southside of Santa Fe in the Tierra Contenta Neighborhood.
- ◆ Negotiated the sale of property and utilized proceeds to pay off an existing \$150,000 mortgage.
- ◆ Negotiated a settlement with the City of Santa Fe that resulted in the removal of a \$1.3 million dollar building debt.
- ◆ Successfully lobbied the State Legislature in 2012 that resulted in the allocation of \$50,000.00 for capital outlay improvements to the Boys and Girls Club.
- ◆ Negotiated a 65% increase in fees for service from Santa Fe County that resulted in \$130,000 a year, multi-year contract.
- ◆ Took over and assumed operations of two existing Boys and Girls Clubs in Northern New Mexico.
- ◆ Successfully negotiated a contract to provide funding for after school programs in the Espanola Public Schools.
- ◆ Oversaw the re-organization of financial operations including the establishment of financial policies and procedures ensuring appropriate controls and compliance with generally accepted accounting principles.

### SANTA FE COUNTY — Santa Fe, NM

*Local Government employing 900 professionals.*

**County Manager**, October 2006 to July 2010

Oversee daily operations, services and activities of the County organization. Prepare and administers a \$200 Million annual operating budget. Responsible for all Human Resources actions of approximately 900 County Employees. Inform Board of County Commissioners of the financial status, major projects, programs and issues. Develop and implement County goals, objectives, policies, and priorities. Coordinate with elected officials to provide highly responsible and complex

administrative support to the County Commission. Represent the County to the Governor of the State of New Mexico, the State of New Mexico Legislature and New Mexico's Federal Congressmen and Senators. Coordinate County activities with those of other counties, cities, and tribal entities and the State of New Mexico. Explain, justify, and defend County programs, policies and activities to the general public and the media.

**Key Results:**

- ◆ Created and implemented first ever County Strategic Plan.
- ◆ Negotiated and implemented Regional Transportation Tax for the City and County of Santa Fe to fund the North Central Regional Transit District.
- ◆ Represented Santa Fe County in the AAMODT regional water settlement negotiations.
- ◆ Worked with Federal Department of Justice to make substantial improvements in the operations of the Santa Fe County Jail. Santa Fe County was under a CRIPA investigation by the Federal Department of Justice (DOJ) due to unconstitutional conditions of confinement. In December 2009 DOJ closed the investigation and issued a statement of compliance.
- ◆ Served as the Santa Fe County representative in the annual intergovernmental summits. Attendees included the City of Santa Fe, Espanola, Rio Arriba County, Pojoaque Pueblo, Tesuque Pueblo, Santo Domingo Pueblo, and Ohkay Owingeh.
- ◆ Created County Public Information Office.
- ◆ Partnered with Santa Fe League of Women Voters and conducted a transparency audit.
- ◆ Established Employee Focus Groups to solicit input on county-wide initiatives.
- ◆ Partnered with the Santa Fe Community College and created a "College For Working Adults Program."

**CITY OF SANTA FE — Santa Fe, NM**

*Local Government employing 1600 professionals.*

**Deputy City Manager** *May 2006 to September 2006*

Assist City Manager with the oversight of the operations, services and activities of the City organization with 1600 employees and an annual operating budget of \$400 million dollars. Independently plan and perform work assignments provided by the City Manager. Serve as City representative in various projects, committees, and programs involving interaction with other governmental jurisdictions. Serve as Human Resources Director with a staff of fifteen. Serve as Chief Negotiator for management regarding collective bargaining agreements with AFSCME, Fire and Police unions using both traditional bargaining techniques and interest based bargaining techniques. Conduct employee pre-disciplinary hearings. Served as Director of Permits and Enforcement for the City Planning and Land Use Department. Represent City Manager at meetings. Provide direct supervision and oversight of eight City Department Directors.

**Key Results:**

- ◆ Served as Chief Negotiator for management and successfully negotiated salary increases for city staff.
- ◆ Researched, prepared and presented property tax increase to City Council for purposes of funding salary increases for Police Officers and pay for new fire fighter equipment. City Council approved property tax increase.

**SANTA FE COUNTY — Santa Fe, NM**

*Local Government employing 900 professionals.*

**Deputy County Manager** *March 2004 to April 2006*

Responsible for oversight of the day to day operations, services and activities of the County organization. Provide direct supervision and oversight of all eleven County Department Directors. Provide direct oversight of Human Resources Department with a staff of twelve. Serve as Chief Negotiator for management to negotiate collective bargaining agreements with AFSCME, Firefighters,

and Police unions. Conduct employee pre-disciplinary hearings. Independently plan and perform work assignments provided by the County Manager. Serve as County representative in various projects, committees, and programs involving interaction with other governmental jurisdictions. Attend meetings with the County Manager and represented the County Manager at meetings during his absence.

**Key Results:**

- ◆ Participated in the development and adoption of the City and County of Santa Fe Regional Land Use Plan which includes water, wastewater, transportation, parks, trails, open space, and economic development elements.
- ◆ Participated in the review of proposals to award the design contract for the New Mexico Rail Runner.
- ◆ Introduced Interest Based Bargaining to Santa Fe County management and collective bargaining unions.
- ◆ Served as interim County Finance Director for twelve months with direct supervision of a staff of thirty employees. Developed, presented, and implemented a \$200 million dollar annual operating budget.

**Planning and Land Use Director** June 2000 to February 2004

Manage the County's Planning and Land Use Department which includes the direct oversight of a staff of forty employees and the preparation and maintenance of the department budget. Coordinate with federal, state and local government entities on matter of regulation and long term planning which includes, urban, community and transportation planning. Oversee the preparation, adoption, implementation and enforcement of land use rules, policies, resolutions, ordinances, and plans. Work with boards and committees. Work with the public and private entities to ensure county code compliance.

**Key Land Use Related Results:**

- ◆ Negotiated and implemented Regional Transportation Tax for the City and County of Santa Fe to fund the North Central Regional Transit District.
- ◆ Oversaw the planning and adoption of the Santa Fe Community College District Plan and Ordinance.
- ◆ Oversaw the planning and adoption of Community Plans and Ordinances for Agua Fria, Arroyo Seco, Cerrillos, Madrid, and La Cienega.

**Permits Supervisor** November 1999 to May 2000

Supervise the Development Permit staff of five in both the Code administration and regulation areas. Render written opinions on site plan applications, transportation, terrain management, and flood plain related topics utilizing all available data. Evaluate and critiqued development permit applications related to construction and zoning regulations.

**Development Review Specialist** May 1994 to October 1999

Perform professional planning work of high difficulty in developing plans for the utilization of land, transportation, and physical facilities in Santa Fe County. Review development plans for conformance with zoning and subdivision ordinances. Research, prepare, and present zoning and subdivision cases to the County Development Review Committee, Extraterritorial Zoning Commission, Extraterritorial Zoning Authority, and Board of County Commissioners. Counsel interested persons or organizations on development requirements, projections, plans and zoning ordinances as well as specific project proposals.

**Plans Examiner** February 1992 to April 1994

Review and screen Land Development permit applications and submittals to ensure that the applications were complete and the information provided was accurate. Consult with permit

applicants and/ or their agents to ensure applications complied with County Land Development Code minimum submittal requirements.

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### **Education & Certifications**

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**SANTA FE COMMUNITY COLLEGE – Santa Fe, NM**

43 Semester Hours Completed

**CAPITAL HIGH SCHOOL – Santa Fe, NM**

Graduated 1991

**HR Designations:**

- ◆ SPHR (Senior Professional in Human Resources)

**Affiliations:**

- ◆ Human Resources Certification Institute
- ◆ Former member of City of Santa Fe Planning Commission (2000 to 2006)

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### **PROFESSIONAL REFERENCES**

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**Professional References:**

<b>Kathy Holian, Santa Fe County Commissioner</b>	<b>505-986-6200</b>
<b>Paul Campos, former Santa Fe County Commissioner</b>	<b>505-501-0003</b>
<b>Bernadette Salazar, Santa Fe County Human Resources Director</b>	<b>505-310-1072</b>