




# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Troika L. Braswell</i>		
<b>Board/Commission Name:</b> <i>Seattle LGBTQ Commission</i>		<b>Position Title:</b> <i>Member</i>
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>		<b>Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input checked="" type="checkbox"/> Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other:	<b>Date Appointed:</b>	<b>Term of Position: *</b> 5/1/2022 <b>to</b> 4/30/2024 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b>	<b>Zip Code:</b>	<b>Contact Phone No.:</b>
<b>Background:</b> <i>Troika Braswell is a Senior Human Resource professional with King County Metro. In addition to creating an inclusive work environment that welcomes diversity promotes creativity and innovation, Troika leads a team that leads with Diversity, Equity, and Inclusion in all aspects of Human Resources, including talent acquisition, employee engagement, and employee development. He advocates for LGBTQ and BIPOC communities, and is a believer in speaking out and spreading awareness for mental health and wellbeing for LGBTQ and BIPOC communities.</i>		
<b>Authorizing Signature (original signature):</b> 	<b>Appointing Signatory:</b> <i>Councilmember Tammy J. Morales</i> <i>Seattle City Council</i>	

*\*Term begin and end date is fixed and tied to the position and not the appointment date.*

## Troika L. Braswell

I pride myself on having a commitment to equality and social justice, collaboration, and customer-focused while working in a wide variety of specializations within Operations, Finance, and HR compliance. My work history details selection and recruitment design practices, classification/compensation, policy/procedure development and administration, workforce development, career planning, training, marketing/outreach, data analysis, budget, and operation management.

Additional Career Related Competencies includes:

- Human Resource Consulting
- Employee Relations
- Human Resource Project and Programs
- Operational Compliance
- Conflict Resolution

### SKILLS & ABILITIES

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- Organizational Strategic planning
- Employee benefits programs
- Excellent interpersonal and customer service skills.
- Organizational skills and attention to detail and strong analytical and problem-solving skills.
- Ability to comprehend, interpret, and apply appropriate sections of applicable laws, guidelines, regulations, ordinances, and policies.
- Manage and resolve employee relations issues through effective and objective investigations
- Guidance on business unit structures, workforce planning, and succession planning.
- Practitioner of diversity and inclusion within the workplace and community.
- Classification and Compensation.
- Fiscal and budget management.
- Providing HR services within a unionized environment.

Unions currently partnering with:

- Amalgamated Transit Union (ATU)
- Professional and Technical Employees (ProTec)
- Ferry Coalition
- International Brotherhood of Electrical Workers (IBEW)
- Technical Employees' Association (TEA)

Software management-

- Peoplesoft, NEOGOV, Workday, Oracle, Microsoft Power BI, Laserfiche, Tableau, SharePoint, Content Manager, and Microsoft Office Suites.

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## EXPERIENCE

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- January 2019- Present
- Senior Human Resource Analyst, King County Metro**
- Communicating effectively to large, cross-functional teams and business stakeholders to drive adoption and feedback collection
  - Monitor and oversee employee recruitment and selection processes in King County Metros – Rail, Marine, Facilities, and Vehicle Maintenance divisions.
  - Provide strategic direction and input to business leaders regarding overall people strategies that support the culture, company direction, and the growth needs of the business and its employees
  - Work collaboratively with the HR Crew HR support teams to ensure the effective development of transparent, meaningful, and accessible leadership training, tools, and resources to enable and support employee careers. Effectively partner with team members and stakeholders to achieve success in attracting, developing, and training top talent
  - Provide expert and objective advice, coaching, and counsel to leaders and employees on HR programs, policy, and procedures, employment/labor laws, conflict resolution, change management, diversity, and organizational development to promote a fair and equitable work environment
  - Assists management with developing position descriptions and performs job evaluations for classification and compensation.
  - Develops plans focusing on career development, performance concerns, and conflict management issues.
  - Development of specialized human resource tools, processes, and structures to ensure the quality, timeliness, and appropriateness of work and provide information and consultation on programs and procedures, as well as researching and responding to inquiries.
  - Works closely with senior management and employees to improve work relationships, build morale, increase productivity and retention.
  - Guides conflict resolution by assisting with direction and encouragement, working collaboratively with the parties to find creative ways to reach a mutually satisfying solution.
- December 2016- January 2019
- Regional Senior Human Resource Business Partner, YRC Freight**
- Supervise employees working on a human resource program including planning, organizing, and directing work and evaluating employee performance.
  - Provide advice, coaching, and counsel to managers and employees on HR Programs, policies, and procedures, employment, conflict resolution, change management, diversity, and organizational development and design to promote a fair and equitable working environment.
  - Worked closely with senior management and employees to improve work relationships, build morale, increase productivity and retention.

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- Facilitate programs and processes with management to plan, source, recruit and retain the highest quality employees.
- Partnered with Employee Relations Investigations and Office of Legal Compliance in investigations of serious cases and implemented appropriate remediation in conjunction with abusiness, region, and geography to assist with leading investigations for a business, region, orgeography where resources are limited.
- Collaborated with reviewal of local employment laws and HR best practice policies in the following state Washington, California, Colorado, Nevada, Idaho, Utah, Arizona, and Montana.
- Ensure compliance with all employment/labor laws through programs, practices, policies, investigations, training, and actions. Maintain a current and complete understanding of Federaland State employment laws such as (Title VII of the Civil Rights Act, FLSA, ADA, FMLA, ADEA, sexual harassment, and NLRA). Protect the company’s interests by ensuring all legal requirementsare met and complied with through proactive practices, investigations, and actions. Interpret and administer policies fairly and, consistently within legal boundaries.
- Developed and implemented diversity strategies.
- Partner with union business agents, legal, and compliance teams developing improved employee relations.
- Led the annual Affirmative Action Plan development process, providing guidance and recommendations to business heads on policy and standards of achievement in areas of affirmative action, equal employment opportunity, and diversity initiatives.
- In partnership with the appropriate support resources, responds to employee concerns regarding performance management, improvement, harassment, discrimination, misconduct, employee safety, teamwork, etc. The primary point of contact for the client is to ensure an optimal work environment, serve as an advocate for all employees, and enable and support employeecareer success

**February 2017-January 2018 – Regional Westcoast Operation Manager, YRC Freight**

- Directed and coordinated operations to obtain optimum use of equipment, facilities, and personnel to meet customer needs.
- Ensured necessary resources of labor, equipment, and time is available to all employees to allow maximum productivity of operations staff.
- Managed regional operations to budget and is responsible for achieving service growth and targeted goals.
- Recruited, developed, and retain qualified personnel to ensure effective operations in support.
  - Responsibilities included the selection, training, motivation, and correction of city terminal employees.
- Conducted performance reviews and focuses on the development and career planning.
- Established and maintained a good working relationship with union labor leadership (Teamster)
- Administered safety programs that encourage a safe work environment and focus on the prevention of accidents and injuries.

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- Ensured compliance with government and company regulations, policies, and procedures. – DOT and OSHA.
- Lead and tracked operation projects to provide status updates, deliverables, and milestones.
- Developed key processes, policies, tools, metrics, and performance indicators to measure overall annotation performance and provide the foundation for continuous and scalable improvement.

August  
2015-  
December  
2016

**International Senior Human Resource Business Partner, *Hines (Amazon-GREF)***

- Partner with leadership to develop and execute strategies and plans in HR-related fields such as talent management, leadership development, workforce planning, organization optimization, performance and career development, early-career innovation, and overall employee engagement.
- Partnered with developed training section of Human Resources to design and implementation of local Human Resource projects or programs, provided project guidance related to prioritization, timelines, budget, resourcing, and impact.
- Facilitate, coach, and execute talent, change, and performance management engagement strategies
- Collaboration with Amazon – GREF (Global Real Estate Facilities) team to adhere to employment laws.
- Partner with leadership to design and implement workforce strategies to meet organization objectives.
- Managed and maintained Diversity and Inclusions, resource groups.
  - Partnered with CFO and Controller to ensure accuracy of financial reporting and budgets.
  - Review and analyze financial records ensuring compliance with GAAP.
  - Assist in quarterly plan/budget preparation process, reviewing projections and variance analysis.

January  
2012-  
August  
2015

**Human Resource Operations Relations Consultant, *Coca Cola***

- Facilitate, coach, and execute talent, change, and performance management engagement strategies.
- Partner with leadership to design and implement workforce strategies to meet organization objectives.
- Manage and resolve employee relations issues, reducing risk and ensuring regulatory compliance.
- Partner with the appropriate support resources, respond to employee concerns regarding performance management, improvement, harassment, discrimination, misconduct, employee safety, and teamwork.
- The primary point of contact for the client to ensure an optimal work environment, serve as an advocate for all employees, and enable and support employee career success.

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- January 2007-August 2012      **Marketing Consultant, Emerson Network Power**
- Develop and facilitate innovative marketing strategies for new products to ensure the company's continued success in new and withstanding marketing conglomerates.
  - Acquire and retain new accounts set up face-to-face meetings with clients on average 6 per month to guarantee continued market profitability.
  - Process and maintained client orders to maximize product sale efficiency with a goal of \$500,000 – \$750,000 monthly.

## EDUCATION

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- 2003-2007      Business- Marketing, Westerville, Ohio, *Otterbein University*
- 2021              Project Management Professional Certification (PMP)

## MEMBERSHIPS

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- *Seattle Diversity Equity and Inclusion.*
- *State of Washington Human Resources Association*
- *Seattle Recruiter Association.*
- *AFE- Association for Facilities Engineering.*
- *IFMA – International Facility Management Association.*
- *BOMA – Building Operation Management Association*
- *Pays – Veterans and transition active Military.*
- *True North PNW – Native American Employment Resource Group*
- *COMTO – Washington State Education Member*
- *National LGBTQ Task Force*
- *SHRM*

### Board of Directors

Seattle Counseling Services – LGBTQ (Human Resource Board)

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# Seattle Lesbian, Gay, Bisexual, Transgender and Queer Commission

## June 2022

Members: Pursuant to SMC 3.14.920, all members subject to City Council confirmation, 2-year terms:

- 8 City Council-appointed
- 9 Mayor-appointed
- 4 Other Appointing Authority-appointed: Commission-appointed

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
			1.	Member	VACANT	5/1/21	4/30/23	1	City Council
			2.	Member	VACANT	5/1/21	4/30/23	1	Mayor
			3.	Member	VACANT	5/1/21	4/30/23	1	City Council
			4.	Member	VACANT	5/1/21	4/30/23	1	Mayor
			5.	Member	VACANT	5/1/21	4/30/23	1	City Council
			6.	Member	VACANT	11/1/21	10/31/23	1	Mayor
			7.	Member	VACANT	11/1/21	10/31/23	1	Commission
			8.	Member	Steven Pray	11/1/21	10/31/23	1	Mayor
			9.	Member	Troika L. Braswell	5/1/22	4/30/24	1	City Council
			10.	Member	Nathaniel Higby	5/1/22	4/30/24	2	Mayor
		3	11.	Member	Alex Mielcarek	5/1/22	4/30/24	1	City Council
			12.	Member	Brett Pepowski	5/1/22	4/30/24	1	Mayor
			13.	Member	Raja Fouad	11/1/20	10/31/22	1	City Council
			14.	Member	VACANT	11/1/20	10/31/22	1	Mayor
			15.	Member	VACANT	11/1/21	10/31/23	1	City Council
			16.	Get Engaged	Lillian M. Williamson	9/1/21	8/31/22	1	Mayor
			17.	Member	Jackson Cooper	5/1/22	4/30/24	1	City Council
			18.	Member	VACANT	11/1/21	10/31/23	1	Mayor
			19.	Member	Victor Loo	11/1/21	10/31/23	2	Commission
			20.	Member	Andrew Ashiofu	5/1/22	4/30/24	1	Commission
		7	21.	Member	Juan Monroy	5/1/22	4/30/24	1	Commission

### SELF-IDENTIFIED DIVERSITY CHART

			(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)		
	Men	Women	Transgender	Unknown	Asian	Black/African American	Hispanic/Latino	American Indian/Alaska Native	Other	Caucasian/Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor													1
Council													
Comm													
Total													

Key:

\*D List the corresponding *Diversity Chart* number (1 through 9)

\*\*G List *gender*, M = Male, F= Female, T= Transgender, U= Unknown

RD Residential Council District number 1 through 7 or N/A

*Diversity information is self-identified and is voluntary.*

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