

***CURRICULUM VITAE
OF
ROBERTO M. GARCIA***

BUSINESS ADDRESS

1939 W. Owassa Rd.
Edinburg, TX 78539

██████████

████████████████████

URL: rgarcialaw.com

EDUCATION

1964-1968	McAllen High School McAllen, Texas
1968-1969	Pan American University Edinburg, Texas
1969-1972	Texas A & I University Kingsville, Texas Degree: Bachelor of Arts Major: Government Minor: Sociology

POST GRADUATE

1973-1976	Texas Southern University Thurgood Marshal School of Law Houston, Texas Degree: Juris Doctor
-----------	---

MILITARY SERVICE

1970-1976	United States Army Reserve Rank: Sp. 4 Active Service: 01/1971-05/1971 Fort Polk, Louisiana Honorably Discharged: 06/1976
-----------	---

LANGUAGES

Fluent in English and Spanish

EMPLOYMENT HISTORY

- 2006-Present Law Offices of Roberto M. Garcia
P.O. Box 3960
McAllen, Texas 78502
956-223-2550 (o)
956-223-2552 (f)
e-mail: roberto@rgarcialaw.com
- 2011-2016 Rio Grande Valley Regional Attorney
Combined Law Enforcement Associations of Texas
1939 W. Owassa Rd.
Edinburg, TX 78539
956-223-2550 (o)
956-223-2552 (f)
Email: roberto.garcia@cleat.org
- 2001-2014 General Counsel
National Border Patrol Council, Local 3307
1939 W. Owassa Rd.
Edinburg, Tx 78539
956-223-2550 (o)
956-223-2552 (f)
- 1982-2006 Garcia & Lopez
Attorneys at Law
Edinburg, Texas 78539
- 1980-1982 Allee & Garcia
Attorneys at Law
Edinburg, Texas 78539
- 1976-1980 Law Offices of Ramon Garcia
Attorneys at Law
Edinburg, Texas 78539

Roberto M. Garcia has been engaged in the private practice of law in the Rio Grande Valley of Texas since his return from law school in 1976.

Mr. Garcia has served as General Counsel for various Rio Grande Valley public entities such as Valley View ISD, La Villa ISD, Donna ISD, Edinburg CISD, Hidalgo County Housing Authority, Edinburg Housing Authority, Hidalgo County Fire Districts 2 and 3, City of Donna, City of La Villa and the City of Progreso. Mr. Garcia also served as an elected member of the Board of Trustees of the McAllen ISD.

As General Counsel to the various public entities, Mr. Garcia performed complex executive and professional level work as legal advisor to the City Commissions, Boards of Education, Housing Authority Boards, their chief executives such as City Manager, School Superintendent and Executive Director, as well as to their committees and department heads. Mr. Garcia's duties included, but were not limited to rendering oral and written legal opinions, preparing legal documents such as contracts, resolutions and ordinances, researching, interpreting and applying laws, court decisions, and other legal authority to the operations of the entities, representing the entities in lawsuits and administrative hearings and attending meetings and rendering legal advice on matters on the agenda.

Mr. Garcia has also actively represented public service employees and their respective unions on a contract basis at the municipal, county, state and federal levels through the International Association of Firefighters (IAFF), Texas Municipal Police Association (TMPA), the Combined Law Enforcement Associations of Texas (CLEAT), and with the National Border Patrol Council (NBPC). Mr. Garcia was instrumental in forming and establishing the first police officer and firefighter unions in McAllen, Texas, and in spearheading successful civil service and collective bargaining referendums. Mr. Garcia has also successfully negotiated police collective bargaining agreements in the cities of McAllen, Harlingen, Weslaco and Brownsville, Texas. Mr. Garcia has represented public sector labor unions and employees in all forums including arbitration tribunals, Equal Employment Opportunity Commission (EEOC) and Merit Systems Protection Board (MSPB) as well as in state and federal courts. Mr. Garcia has been involved in arbitrations and hearings as an employee advocate concerning issues such as absence/leave, alcohol/drug abuse, bonuses, classification, demotion, discharge/discipline, discrimination, grievances, hiring, pay, layoff, management rights and past practice.

Mr. Garcia also has extensive experience as an employee advocate in handling Internal Investigations, Critical Incident Responses, Officer Involved Shootings, Death in Custody Matters, Federal Suspension and Removal Proceedings, Disciplinary Appeals, Arbitrations, Grievances and EEOC and MSPB matters. Mr. Garcia also represents Federal Officers/Agents in Department of Justice Civil Rights Investigations, Federal Grand Jury Civil Rights Investigations as well as investigations before the Federal Bureau of Investigation (FBI), Department of Homeland Security Office of Inspector General (DHS/OIG), Immigration and Customs Enforcement Office of Professional Responsibility (ICE/OPR), Department of Homeland Security Customs and Border Protection Office of Internal Affairs (DHS/CBP/IA). He also represents Municipal Police Officers, County Deputy Sheriffs, County Deputy Constables and Department of Public Safety (DPS) Troopers before their respective Office of Professional Responsibility, Disciplinary Review Boards, Shooting Review Boards, Civil Service Commissions and Independent Hearing Examiners.

In the area of Alternative Dispute Resolution (ADR) Mr. Garcia has been trained and qualified by the American Arbitration Association (AAA) as a Mediator. He has also been trained and qualified as a Family Law, and as a Child Protective Services Mediator by Mediators & Arbitrators of America. Based upon his training and experience, he holds a Credentialed Advanced Mediator designation conferred by the Texas Mediator Credentialing Association. He has been trained and qualified by the Federal Mediation and Conciliation Service (FMCS) as a Labor Arbitrator. He is trained and qualified through the American Health Lawyers Association (AHLA) in Health Care Arbitration and in Peer Review Hearings. He is also trained and qualified through the AHLA as a Mediator of Health Care Controversies. Mr. Garcia is trained and qualified by the Texas Education Agency to serve as a Mediator in Special Education controversies and is listed in the agency's Roster of Special Education Mediators. Mr. Garcia has also been trained and qualified by the Texas Education Agency as an Independent Hearing Examiner and has presided over termination hearings involving school districts and school teachers for eight years. Mr. Garcia is a Registered Arbitrator with the Texas Comptroller of Public Accounts Office and presides over hearings involving property appraisal disputes between property owners and county Appraisal Districts.

As a Mediator, Mr. Garcia is a neutral and does not act as a judge or decision-maker but rather works to build, maintain, and improve communication between the disputants. In doing so, he facilitates information to and between the disputants, cultivates a willingness to engage in cooperative negotiation and serves as a neutral reality checker.

As an Independent Hearing Examiner or Arbitrator, Mr. Garcia presides over hearings involving disputed matters. Mr. Garcia directs the proceedings including conducting pre-hearing conferences and motion hearings, establishing discovery procedures, making rulings on issues of procedure, evidence and law, resolving scheduling issues and logistics, maintaining an accurate record, marshaling witnesses and exhibits, ensuring a fair hearing on the merits, reviewing post hearing briefs and making a determination and award.

LEGAL HONORS AND PROFESSIONAL ASSOCIATIONS

05/1973 American Jurisprudence Award for Excellence in the Study of Contracts. Awarded by the law school faculty of Texas Southern University, Thurgood Marshall School of Law

05/1976 – Present: Member, State Bar of Texas

05/1976 – Present: Member, Hidalgo County Bar Association

05/1976 – Present: Member, ADR and the Family Law sections of the State Bar of Texas

- 01/2003 – 2016: Member, National Employment Lawyers Association
- 01/2003 – 2016: Member, Texas Employment Lawyers Association
- 04/2014 – 2016: Member, American Health Lawyers Association
- 01/2006 – Present: Member, Texas Association of Mediators
- 01/2006 – Present: Member, The College of the State Bar of Texas
- 01/2007 – Present: Member, Family Law Section of the Hidalgo County Bar Association
- 02/2014 – Present: Member, Texas Mediator Credentialing Association
- 02/2014 – Present: Credentialed Advanced Mediator, Texas Mediator Credentialing Association
- 01/2018 – Present: Member, American Bar Association
- 05.2018 – Present: Member Academy of Professional Family Mediators

PROFESSIONAL LICENSES AND CERTIFICATIONS

- 05/1976 Licensed, State Bar of Texas
- 03/1977 Licensed, United States District Court for the Southern District of Texas
- 02/1993 Mediator-- American Arbitration Association
- 07/1993 Commercial Transaction Mediator—Settlement Consultants International, Inc.
- 06/2003 Licensed, United States 5th Circuit Court of Appeals
- 01/2006 Independent Hearing Examiner-- Texas Education Agency
- 04/2006 Labor Arbitrator--Federal Mediation and Conciliation Service
- 02/2014: Credentialed Advanced Mediator - Texas Mediator Credentialing Association
- 02/2014: Registered Arbitrator - Texas Comptroller of Public Accounts

- 09/2015: Special Education Mediator – Texas Education Agency
- 05/2018: Family Law Mediator – Mediators & Arbitrators of America
- 05/2018: Child Protective Service Mediator – Mediators & Arbitrators of America

SPEAKING ENGAGEMENTS / PRESENTATIONS

- 2000: “Introduction to Collective Bargaining”, International Union of Police Associations / South Texas Organization of Police Local 51. Harlingen, TX, October 28, 2000.
- 2005: “Collective Bargaining Overview and Planning”, International Union of Police Associations / Deputy Sheriff’s Association of Bexar County, Texas. San Antonio, TX. May 28, 2005.
- 2009: “A Primer on Internal Affairs Investigations”, National Border Patrol Council, Local 2455 Union Representative Training. Laredo, Texas. June 3, 2009.
- 2010: “A Primer on Internal Affairs Investigations”, National Border Patrol Council, Local 3307 Union Representative Training. Pharr, Texas. June 17, 2010.
- 2011: “Law Enforcement and Unionization”, South Texas College Criminal Justice Class. La Joya, Texas Campus. February 21, 2011.
- 2012: “Use of Force and Critical Incident Responses”, National Border Patrol Council, Local 3307 Advanced Union Representative Training, Weslaco, Texas. December 10-12, 2012.
- 2013: “An Overview of Use of Force and the CBP Use of Force Policy Handbook”, 2013 National Border Patrol Council Training Seminar and Convention. Las Vegas, Nevada. March 1, 2013.
- “A Primer on Internal Affairs Investigations”, National Border Patrol Council, Local 3307 Union Representative Training. Mercedes, Texas. September 16, 2013.
- “A Primer on Internal Affairs Investigations”, National Border Patrol Council, Local 3307 Union Representative Training. Kingsville, Texas. September 17, 2013.

- 2016-2017: “How to Legally Survive a Deadly Use of Force Incident”, Attorney Guest Speaker, Texas Law Shield – Firearms Legal Defense Program. Quarterly RGV Presentations.
- 2017: “An Overview of Evidence in Public Corruption Cases”, Federal Law Enforcement Training Centers (FLETC), Inspector General Criminal Investigator Academy. San Antonio, Texas. May 9, 2017.
- 2017: “How to Legally Survive a Critical Incident”, Texas Municipal Police Association, Region 3, RGV President’s Training, Edinburg, TX. June 28, 2017.

PROFESSIONAL APPOINTMENTS

- 1992-2007: General Counsel, South Texas Organization of Police, Local 51, International Union of Police Associations
- 2001-2014: General Counsel, National Border Patrol Council, Local 3307, American Federation of Government Employees
- 2006-Present: General Counsel, Rio Grande Valley Diabetes Association (Pro Bono)
- 2006-2015: Qualified and listed as an Independent Hearing Examiner, Texas Education Agency
- 2007-2010: Rio Grande Valley Regional Contract Attorney, Texas Municipal Police Association
- 2011-2016: Rio Grande Valley Regional Attorney, Combined Law Enforcement Associations of Texas, CLEAT Rio Grande Valley Regional Office
- 2014-2016: Qualified and listed as an Arbitrator in the American Health Lawyers Association Roster of Neutrals for Health Care Arbitrations and Peer Review Hearings
- 2014-2016: Qualified and listed as a Mediator in the American Health Lawyers Association Roster of Neutrals for Health Care Controversies
- 2014-Present: Registered Arbitrator, Texas Comptroller of Public Accounts
- 2014-Present: Labor/Management Consultant, Clear Point Southwest, Edinburg, Texas

- 2014-Present: Qualified and listed as a Registered Arbitrator in the Texas Comptroller of Public Accounts Roster of Neutrals for Property Tax Appraisal disputes
- 2014-Present: Qualified and listed as an Arbitrator and as a Mediator in the List of Alternative Dispute Resolution Providers for the United States District Court, Southern District of Texas
- 2015-Present: Qualified by and listed as a Special Education Mediator in the Texas Education Agency Roster of Mediators for Special Education controversies
- 2017-Present: Rio Grande Valley Regional Contract Attorney, Texas Municipal Police Association
- 2016-Present: Attorney Guest Speaker, Texas Law Shield – Firearms Legal Defense Program

Approved Panel Attorney for:

Legal Shield Pre-Paid Legal Services

Union Plus Legal Services

PORAC Legal Defense Fund

PUBLIC OFFICE

- 1983-1986 McAllen Independent School District
Member, Board of Trustees

**PAST AND PRESENT
COMMUNITY/CIVIC ORGANIZATIONS**

Image Youth Services Systems, Inc.
Member, Board of Directors

Casa Mirasol, Inc.
Member, Board of Directors

McAllen Voter Registration and Education Project
Member, Steering Committee

Leadership McAllen
Graduate, Class II

Member - Leadership McAllen Alumni Association

Member - Knights of Columbus, Holy Spirit Parish, McAllen, Texas

McAllen Youth Baseball, Inc.
Member, Board of Directors

Member - Our Lady of Sorrows Parish, McAllen, Texas

Rio Grande Valley Diabetes Association
General Counsel (Pro Bono)

El Milagro Clinic
Chair, Board of Directors

ENVIRONMENTAL LICENSES AND CERTIFICATIONS

2002: Certified Mold Remediator, Indoor Air Quality Association of Maryland

2002: Certified Indoor Environmentalist, Indoor Air Quality Association of Maryland

2003: Licensed Asbestos Supervisor/Contractor and Licensed Asbestos Worker, Texas Department of State Health Services

2004: Certified Water Damage Restoration Technician, Institute of Inspection Cleaning and Restoration Consultants

2005: Certified Phase I and Phase II Environmental Site Assessments, ASTM International

2005: Licensed Mold Remediation Contractor, Texas Department of State Health Services