

Application Form

Profile

Melissa B Rogers
First Name Middle Initial Last Name

Preferred Name

[Redacted]
Email Address

[Redacted] Suite or Apt

Austin TX 78730
City State Postal Code

Residency and District Information

Are you a City of Austin Resident? *

☒ Yes

Are you, or your employer, a registered lobbyist with the City or have you, or your employer, been registered as a lobbyist with the City Clerk within the past three years?

No

Home: [Redacted] Mobile: [Redacted]
Primary Phone Alternate Phone

Cell Phone

[Redacted]

Home Phone

[Redacted]

Business Phone

[Redacted]

Select Your District

☒ District 10

Employer Job Title

Interests & Experiences

Please tell us about yourself and why you want to serve on a board or commission

Why are you interested in serving on a board or commission?

I served for a number of years on the Municipal Civil Service Commission. I enjoyed using my legal skills to assist the City.

[Resume.doc](#)

Upload a Resume

Resume

Qualifications

I am a former employment attorney. I have 17 years experience as an attorney with 10 years of experiencing specializing in employment law and human resources. I worked in a heavily unionized environment and am familiar with labor relations and collective

Demographics

Some boards and commissions require membership to be racially, politically or geographically proportionate to the general public. The following information helps track our recruitment and diversity efforts.

Ethnicity

☒ Caucasian/Non-Hispanic

Gender

☒ Female

Sexual Orientation

☒ Straight/Heterosexual

06/23/1966

Date of Birth

Disability or Impairment Information

Do you have an auditory/hearing disability or impairment?

☒ No

Do you have a visual disability or impairment?

☒ No

Do you have a mobility disability or impairment?

☒ No

Melissa B Rogers

Do you have a cognitive disability or impairment?

☒ No

Do you have another disability or impairment you'd like to share?

Board Requirements

Which Boards would you like to apply for?

Municipal Civil Service Commission: Submitted

Some boards have additional requirements for appointees. Additional requirements will appear below as they apply to each board. They may not necessarily exclude a individual from service.

Question applies to City of Austin Firefighters ' Police Officers' and Emergency Medical Services Personnel Civil Service Commission

Please select the requirements you have met (City of Austin Firefighters,' Police Officers' and Emergency Medical Services Personnel Civil Service Commission): *

- ☒ A United States Citizen over the age of 25
- ☒ Appointed and Confirmed by Municipal CEO and Council
- ☒ Resident of the municipality for more than 3 years
- ☒ Not have held office within preceding three years

Question applies to Municipal Civil Service Commission

Please select the requirements you have met (Municipal Civil Service Commission): *

- ☒ Experience or knowledge in labor/employment law.
- ☒ Experience or knowledge of the administration of human resources or labor relations
- ☒ Qualified voter of the City

Texas Open Records Act

City of Austin Officials are able to choose whether or not their home address, home telephone numbers, emergency contact information, social security number, and information that reveals whether they have family members are available to the public on request. The Texas Public Information Act is a State law that requires the City of Austin to disclose this information to anyone who requests it. The only exceptions are for: 1) commissioned peace officers; and 2) Official who file a written request to withhold this information. Officials who are not peace officers and who do not submit such a written request will have this information made available to anyone who requests it. Do you choose to have your home address, home telephone number, emergency contact information, social security number and information that reveals whether you have family members withheld from the public?

☒ Yes ☐ No

MELISSA B. ROGERS

EXPERIENCE

March 2016 to
May 2022

Municipal Civil Service Commissioner, Austin, TX.

June 2007 to
February 2009

Independent Contractor, Arlington, VA. Deliver Harassment Prevention training for Morgan Lewis Resources as independent contractor to various companies for management and agreement-covered employees.

February 2000
to June 2007

National Railroad Passenger Corporation, Washington, D.C.
Associate General Counsel – Labor and Employment. Experience in litigating cases, managing litigation, advising internal clients, and training involving labor and employment issues:

Litigation. Pre-trial, trial and appellate litigation including taking and defending depositions, drafting discovery, drafting and editing pleadings and briefs, preparing for and participating in mediations and settlement conferences, and writing petition for writ of certiorari and petitioner's briefs in United States Supreme Court case, National Railroad Passenger Corporation v. Morgan, 536 U.S. 101 (2002). Cases include Kim v. National Railroad Passenger Corporation, 2003 U.S. App. LEXIS 19976 (D.C. Cir. Sept. 26, 2003), Crump v. National Railroad Passenger Corporation, 2003 U.S. App. LEXIS 14245 (D.C. Cir. July 15, 2003); Anderson v. National Railroad Passenger Corporation, 360 F. Supp.2d 8 (D.D.C. 2003).

Manage Litigation. Partner with outside counsel to manage and litigate cases including managing a nationwide race discrimination class action, Campbell et. al. v. National Railroad Passenger Corporation, Civ. Action No. 99-2979 (EGS) (D.D.C.). Strategize with outside counsel, oversee outside counsel activities, coordinate internal resources and personnel and outside counsel to optimize use of resources and reduce costs, and serve as an interface between outside counsel and internal clients.

Advice. Provide advice to internal clients regarding compliance with employment laws. Serve on the Americans with Disabilities Panel charged with reviewing requests for reasonable accommodation from employees; served on the Religious Accommodations Panel charged with reviewing requests for accommodations based on religious practice; provide continuing advice to FMLA administrators regarding

administration of the Family and Medical Leave Act and interact with Department of Labor regarding FMLA issues; provide advice to and review probation and termination decisions for Human Resources field offices; provide advice to managers and supervisors regarding employment discrimination issues, including issues involving Family Medical leave, the Americans with Disabilities Act, harassment and discrimination issues, and trans-gendered employees; provide advice to the Health Services department regarding medical standards and privacy issues; work with Equal Employment Opportunity managers to conduct investigations and interact with local, state and federal fair employment agencies.

Training. Create and deliver three-hour training course for managers on the Americans with Disability Act and the Family Medical Leave Act, including writing and producing a video for use during training. Deliver sexual harassment training. Create and deliver training on management practices. Create on-line training module regarding Ethics Code.

Implement Ethics Hotline. Design voluntary Ethics and Compliance program including use of hotline through outside vendor, approval of Ethics Code and policy and draft and implement on-line training program for all management employees.

July 1998
To February 2000

United States Department of Justice, Civil Division, Commercial Litigation Branch., Washington, D.C.

Trial Attorney. Extensive pre-trial and trial experience including interviewing witnesses, taking and defending depositions, working with expert witnesses to prepare expert reports, deposition and trial testimony, drafting pleadings, arguing motions in limine, conducting direct and cross examinations of fact and expert witnesses. Preparing for and participating in trial of \$1.4 billion claim and \$300 million claim against the United States of American involving complex banking issues.

June 1993
to June 1998

Swilder and Berlin, Chtd., Washington, D.C.

Associate. Pre-trial and trial experience including trying cases, taking and defending depositions, working with expert witnesses, drafting discovery, pleadings and briefs, and arguing appellate case before the Supreme Court of the State of Georgia. Tried age discrimination case before state administrative agency (first chair); Tried age discrimination case in federal court (second chair); conducted sexual harassment and race discrimination investigations; drafted employment policies; conducted sexual harassment training workshops for clients and for firm; co-taught Federal Publications, Inc. course entitled, *Preventing, Managing and Litigating Employment Discrimination Claims*.

October 1991
to May 1993 **Morgan, Lewis & Bockius**, Washington, D.C.
Litigation Associate. Pre-trial experience primarily focused on legal research and writing including drafting discovery, motions, appellate briefs and petition for writ of certiorari to United States Supreme Court.

EDUCATION **Boalt Hall School of Law**
University of California, Berkeley
J.D., May 1991
First Year Moot Court Advocacy Award
Member, Environmental Law Quarterly, 1988-1989
Prosser Prize in Legislation

William Smith College
Geneva, NY
B.A. in Political Science, summa cum laude, 1988
Minor in Economics
Phi Beta Kappa – Election Junior Year

BAR MEMBERSHIPS

District of Columbia
United States District Court for the District of Columbia
United States District Court for Colorado
United States Court of Federal Claims
United States Court of Appeals for the Federal Circuit
United States Court of Appeals for the District of Columbia
United States Court of Appeals for the Tenth Circuit
Supreme Court of the United States

VOLUNTEER

September 2019 -
Present **President, Save Austin's Cemeteries**, Austin, TX.

September 2014 -
March 2020 **The Bullock Texas State History Museum**, Austin, TX.

December 2016-
Present. **Travis County, Texas**. Volunteer Deputy Voter Registrar.