

**Membership
Directory Update
Deadline March 7**
See page 3 for details
on how to update
your record.

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MANAGEMENT MESSENGER

MARCH 2008

The Texas City Management Association is pleased to send you this month's edition of the *Management Messenger*. It features recent changes in city management positions around the state, current job listings, names of new members, information about upcoming educational events, and news about our colleagues. This newsletter and past issues are also posted at <http://www.tcma.org/newsletter.htm>.



You play an important role in the ethics process. Acquaint yourself with the Code of Ethics at http://www.tcma.org/dev_ethics.html and its Rules of Procedure for Enforcement at http://www.tcma.org/dev_rules.html.

Please remember to browse through YOUR Web site, <http://www.tcma.org>.

TCMA Annual Conference

The TCMA Annual Conference will center around the theme "Leading Texas Cities: Anticipating the Twists and Turns." Mark your calendars now for June 27-29. The conference will be held at the Arlington Convention Center. Registration information will be available soon.

The *Management Messenger* would like to introduce three exciting keynote speakers scheduled for the TCMA Annual Conference.



Dr. Michael Maccoby will speak at the Opening General Session on Friday. Dr. Maccoby is an anthropologist and psychoanalyst, globally recognized as an expert on leadership. For more than 35 years, he has been a consultant and

coach to leaders in corporations, unions, universities, the World Bank, and the State and Commerce Departments of the U.S. Government. He has worked in 24 countries in the Americas, Europe, Asia, and North Africa.



Eric Henry will speak at the General Session on Saturday. Mr. Henry is the Executive Director of the Texas Municipal Retirement System. He also serves as the System's chief investment officer. Before coming to TMRS, Mr. Henry served as the executive director of Pennsylvania State Employees Retirement System and executive director and chief investment officer for the New Hampshire Retirement System.



The Power Up Luncheon on Saturday will feature **Will Bowen**. Mr. Bowen is the lead minister at the Christ Church Unity in Kansas City, Missouri, and

dubbed one of the most innovative Christian leaders. Mr. Bowen spent more than 20 years in sales and marketing. He credits his success with clearly communicating with his clients and helping manage their expectations.



Bryan Dodge will speak at the Closing General Session on Sunday. Mr. Dodge is a professional speaker, radio personality, and author. He stresses the importance of keeping your professional life and personal life in balance.

Management Transitions

Dorothy Bristow is no longer the city administrator for the City of Lorenzo. **James Lively** is the interim city administrator. **Robert Camareno** (current city administrator for the City of Buda) will begin his new position as assistant city manager for the City of New Braunfels on March 10.

David Chavez is the city manager for the City of Ferris.

Visit tcma.org to see if you

Christopher Coffman is the new city manager for the City of Sealy, effective April 1.

qualify for TCMA

Michael Dunn (utilities director) is the city administrator for the City of Emory.

In-transition Services.

Marie Garland is the city administrator for the City of Meridian.

John Horst will retire as city manager for the City of Pampa at the end of March.

Jerry Jones (public works director) is the new city manager for the City of Bridge City.

Sarah Mangham (current finance director) is the interim city manager for the City of Buda.

Jim Murray retired as the city manager for the City of Vernon on February 20.

George Patterson announced his retirement as town administrator from the Town of Highland Park, effective June 30. George has been the town administrator for 29 years.

Merle Taylor (current city manager for the City of Brady) will be the new city manager for the City of Snyder beginning in April.

For a list of current city management job openings in Texas, please visit http://www.tcma.org/jobs_openings.html.

New Member Applicants

At its March 30, 2007, meeting, the TCMA Board approved a recommendation that names of new member applicants be published each month in the *Management Messenger*. Any written objection during a subsequent 30-day period will be reviewed by the TCMA Membership Committee. If no objections are received during this time, the names will be submitted for Board approval at the next scheduled Board meeting. Written objections can be mailed to: TCMA, Attention: Membership Committee, 1821 Rutherford Lane, Suite 400, Austin, TX 78754. Applications received for the month of February:

Full: **David Chavez**, City Manager, City of Ferris; **Finley DeGraffenried**, City Manager, City of Llano; **Chuck L. Upton**, City Administrator, City of Whitney; **Ronald R. Wood**, City Manager, City of Liberty

Cooperating: **Jim Tharp**, Architect and Project Manager, GSBS Architects, North Richland Hills

From the Coaching Dugout...

Thanks for the positive response to the recent call for mentors. For the first time, TCMA has more mentors than mentees, and the program is working to expand to every region of the state.

A recent article in *Money Magazine* stated that one of the top ten best ways to invest \$5,000 right now is to invest in your career and hire a mentor in your profession. TCMA is offering this benefit free to its membership!

If you are a current mentor, mentees are ready to receive assistance in the following ways:

- A new, second-career manager has requested assistance as the town's first administrator. Assistance includes educating the city council on the benefits of an ad valorem tax base.
- A town administrator in the Austin-San Antonio area would like guidance from a mentor who has experience as a manager in a general law city.

If you would like to share your experience with one of these colleagues, if you are a current city manager and want to hone your personal skills with another Texas manager, or if someone in your organization has the potential to be a great city manager or director, the coaching and mentoring program is available. In addition, the program wants to continue learning how your city is addressing succession planning and mentoring.

For an application or to note your availability to assist, call Linda Groomer at 214-202-3199, or e-mail her at lgroomer@tx.rr.com.

Universities—An Untapped Resource

One of TCMA's goals has been to strengthen the relationship between TCMA and the university community. An article in the July 2006 issue of the *Management Messenger* encouraged TCMA members to be proactive in this effort. Universities can be helpful in a variety of ways, including citizen surveys, updating your comprehensive plan, class projects, updating the *Human Resources Policy and Procedure Manual*, or sending requests for proposals and requests for qualifications. Here are some tips for working with universities in your community:

- Establish a relationship with the different departments and professors at your area university(ies).
- Become familiar with the different services that each university provides. Even if you don't know if the service is provided, make a call to your contact at each university to discuss the project and see if other services that you need are available.
- Offer your city as a potential site for a class project each semester. Contact professors in the appropriate department (public administration, political science, applied economics, etc.) to let them know about upcoming city projects and to ask if they would be interested in using them as class projects.
- Offer to speak to classes at the university.

Excerpts taken from an article submitted by Julie Johnston, City Administrator, Dickinson.

Internships

The TCMA Board has approved five internships designed to assist graduate or undergraduate students who are currently enrolled in an accredited Texas college or university program, specifically those seeking degrees in public administration, urban affairs, or closely related fields. This will be an opportunity for students interested in a city management career to earn up to \$4,000 a semester while gaining invaluable, day-to-day experience in city government.

If your city would like to participate and have the opportunity to interview intern candidates, please review the section "Hosting Internship City Requirements" on page 3 of the application. If you meet these qualifications, please contact Kim Pendergraft at 512-231-7400 or kim@tml.org. Applications are available on the TCMA Web site at tcma.org. Click on the "Programs" link and select "Internship."

The deadline for application is April 30.

Membership Directory Update

It's time for the annual update of the TCMA "Online Membership Directory" and the "Hardcopy Directory." It is important for all members to review their contact information in order to have accurate records. To review and update your TCMA directory information, please follow these steps:

1. Go to www.tcma.org.
2. Click on "**Roster**," located in the table of contents.
3. Click on "**Online Membership Directory**."
4. Enter your name, scroll down, and select "**Submit**."
5. **Check your contact information** on the initial screen and then **click on your name**.
6. **Check your entire record** of information, including work history, education, and more.
7. You can make corrections in one of four ways:
 - Log in directly to your membership account at www.tcma.org.
 1. Click on "**Roster**," located in the table of contents.
 2. Scroll to the bottom of the page and click on "**Click here to update your membership information**."
 - E-mail to database@tml.org.
 - Fax to 512-231-7494 or 95.
 - Contact Kim Pendergraft at 512-231-7442 or kim@tml.org.

Please complete this process by Friday, March 7, for the corrections to be included in the printed directory. If you have any questions, please contact Kim Pendergraft at 512-231-7442, or send an e-mail to kim@tml.org.

MANAGEMENT
MESSENGER

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Visit your Web site
<http://www.tcma.org>

Educational Events

William “King” Cole Series—Session 2: Advanced
March 6-7, 2008, Mesquite Conference Center

TCMA Annual Conference
June 27-29, 2008, Arlington Convention Center

Memos on Meetings

The Membership Committee met on February 29 at 10:00 a.m. in the Dallas Room at Dallas Love Field. Recommendations for the Professional Awards, Ridley Scholarship, and CPM Scholarships will be presented at the next TCMA Board meeting on March 28.

The TCMA Board will meet on March 28 at 9:00 a.m. at the Texas Municipal Center in Austin.

TCMA and ICMA have partnered to present a Leading Practices Conference,
What Can You Do to Move Your Community from Good to Great?
April 24-25, 2008, Corpus Christi
For more information, please visit www.icma.org and click on the ICMA University link.

If you have some interesting news that you would like to see included in the
Management Messenger, please e-mail messenger@tml.org.

TML Tidbits

Please make a note of the upcoming TML educational events:

Annexation: Is It Really That Complicated? March 27, Austin

Planning and Development Regulations: What City Officials Need to Know,
March 28, Austin

Tourism: Thinking Through the Development of a Regional Plan, April 10, Schertz,
and May 1, Palestine

We also encourage you to visit the entire TML Web site at <http://www.tml.org>.