



Management Messenger



TEXAS CITY MANAGEMENT ASSOCIATION • OCTOBER 2009

TCMA Programs

Each year, TCMA provides educational sessions and opportunities to recognize and honor colleagues. Several programs are now underway to promote the ideals of the association. Please take time to review and promote each of these programs in your region. The deadline for application for each program is **January 15, 2010**. For more information and an application form for each of these programs, please visit www.tcma.org. Select the "Programs" link and simply select the program you wish to view.

Professional Awards

This program recognizes and honors outstanding individuals who have made significant contributions to local government in Texas. The three individual awards, which are open to any FULL member of TCMA, include:

Lifetime Achievement: This award recognizes the city management professional who has made significant contributions to the field of local government management for more than ten (10) years.

Administrator of the Year: This award recognizes the city management professional who has made significant contributions to the field of local government management in the past eighteen (18) months.

Mentoring Award in Memory of Gary Gwyn: This award recognizes the city management professional who has made significant contributions in the development of new talent and/or who has designed and implemented outstanding career development programs for local government employees.

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>.

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

INSIDE:

TCMA Programs	1
Management Transitions	2
New Member Applications	3
Memos on Meetings	3
TCMA Educational Events: Save the Dates	3
Causes of Management Turnover	3
TML Tidbits	4



Management Transitions

Brian Boudreaux is the city manager for the City of Giddings.

Dean Carrell is no longer the city manager for the City of Sonora.
Joe Pence is the interim city manager for that city.

Paul Catoe is no longer the city manager for the City of Madisonville.

David Cockrell is the new city manager for the City of Atlanta.

Richard Fletcher will retire December 31 as city manager for the City of Robinson. **Robert Cervenka** will be the new city manager for the City of Robinson. He will assume the duties of city manager beginning October 19.

Alfredo Gallegos is the new city manager for the City of Crystal City.

Dorothy Jackson is the new city manager for the City of Hubbard.

Mike Jones is the new city manager for the City of Lavon.

Ann McGlone is the new city manager for the City of Alamo Heights.

John Moran is the city manager for the City of Farmersville.

Mike Peterson is the interim city manager for the City of Whitehouse.

Bill Rankin is the city manager for the City of Eagle Lake.

Vicky Rudy is no longer the city administrator for the City of Rollingwood.

Manny Soto is no longer the interim city manager for the City of Socorro. **Lorenza Fraire** is the interim city manager for that city.

Cody Thompson is the new city manager for the City of Roscoe.

Visit [tcma.org](http://www.tcma.org) to see if you qualify for TCMA In-transition Services.

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



TCMA Programs (continued)

Terrell Blodgett Academician Award: This award recognizes an academician who has made significant contributions that have promoted careers in local government, developed beneficial research, and encouraged relationships between academia and those working in the city management profession.

City Council of the Year Award: This award recognizes and honors outstanding city councils that have made significant contributions to local government in Texas.

For a list of past Professional Awards recipients, please visit the TCMA Web site at www.tcma.org. Select the "Programs" link and choose "Award Programs."

Scholarships

Barney L. Knight, Texas CPM Scholarship:

This is an annual \$4,100 tuition scholarship awarded to one member of the Texas City Management Association. It provides a full tuition scholarship to the Texas CPM program, which is sponsored by the William P. Hobby Center for Public Service at Texas State University-San Marcos.

Clarence E. Ridley Scholarship:

This scholarship assists two students pursuing advanced degrees in public administration in qualified Texas colleges and universities. Individual scholarships of \$3,500 will be awarded. In addition, the recipient's university receives a \$1,500 credit toward Texas Municipal League and TCMA educational events.



New Member Applications

TCMA Board policy requires 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

September:

Full: Susan Bradley, City Administrator, Krugerville; Philip Sanders, City Manager, Anna; Eric Strong, City Manager, Ferris
Associate: Ron Ruthven, Interim Community Development Director, Colleyville; Noah Adam Simon, Director of Community Development, Forney

Memos on Meetings

The TCMA Board met on August 28 at the Texas Municipal Center in Austin. Minutes are available on the TCMA Web site at www.tcma.org. Select the "Board" link and then click on "Current Board Minutes."

The Membership Committee met September 25 at Love Field in Dallas. Minutes are available on the TCMA Web site at www.tcma.org. Select the "Committees" link, choose the link titled "Membership," and then select "Current Meeting Minutes."

TCMA Educational Events Save the Dates

William "King" Cole Series—Session I: Basics
January 28-29, 2010, Texas Municipal Center, Austin

City Management Clinic
February 18-19, 2010, Stagecoach Inn, Salado

William "King" Cole Series—Session II: Advanced
March 25-26, 2010, Campbell Centre, Dallas



Causes of Management Turnover

(Excerpt from *Public Management*, September 2009, submitted compliments of James Thurmond, former city manager and director of the MPA program, University of Houston)

After recent council elections, 16 Texas city managers were no longer employed, which is about 3 percent of the total city management profession in the Lone Star state. This number does not seem unwarranted, especially in the aftermath of the annual May city elections when turnover occurs frequently on councils, followed by increased city manager turnover. The first culprit identified in manager turnover is usually the elected officials who want change. Is this really the case, or is it just coffee table talk?

To read the answer to this question and the article in its entirety, please click on Management Turnover or visit www.tcma.org, click on the "Publications" link, and select "*Management Messenger* Online News."



TML Tidbits

Please make a note of these upcoming TML educational events:



TML Annual Conference and Exhibition, October 20-23, 2009

The Texas Municipal League Presents a Webinar



Changing Behavior that Destroys Productivity

November 18, 2009 • 10:30 a.m.




SMALL CITIES' PROBLEM-SOLVING CLINIC


TML Small Cities' Problem-Solving Clinic, December 4, 2009, Salado

Texas Municipal League Presents

Positioning Your Community for Retail: Bringing Retail to Underserved Markets

Friday, December 11, 2009

Austin Marriott North at Round Rock



We also encourage you to visit the entire TML Web site at www.tml.org.