



Management Messenger



TEXAS CITY MANAGEMENT ASSOCIATION • SEPTEMBER 2009



Ethics Requirement Update

On March 6, 2009, the TCMA Board modified the ethics requirement. The TCMA Code of Ethics now requires **two hours** of ethics training **every two years** as a condition of continued membership in TCMA for **Full** and **Associate** members only. Since the original requirement was met as of December 31, 2008, all **Full** or **Associate** members must meet the new requirement by **December 31, 2010**. You can meet this requirement by attending a TCMA- or ICMA-sponsored ethics session.

TCMA members may satisfy the ethics training requirement through the TCMA online ethics course. This course was developed by the TCMA Ethics Committee to address the major points of the TCMA Code of Ethics. The Web site address for the course is **www.esslearning.com/tcma**. When you log in, you will be required to create a login and password. Individuals taking the online course will be required to pay a \$35 administrative fee payable to E-Strategy Solutions, the company hosting the course.

The TCMA Board also requires that all new TCMA membership applicants complete the online course to be considered for approval. Individuals must take the TCMA online ethics course and attach the course completion certificate to their TCMA membership application. Individuals joining TCMA as a "student" or "intern" need only pay the \$35 administrative fee to take the online ethics course, and their first year's TCMA membership dues will be waived.

If you have questions, please contact Rockwall City Manager Julie Couch at 972-771-7700 or jcouch@rockwall.com or Kyle Jung at 512-231-7450 or kjung@tml.org.

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.

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Management Messenger

Management Transitions

Dewey Cashwell is no longer the city manager for the Town of South Padre Island.

John Castillo is the city manager for the City of Los Ybanez.

Ronny Fite is no longer the city manager for the City of Whitehouse. **Mike Peterson** (current community development director) is the interim city manager for that city.

Mark Hindman will be the new city manager for the City of North Richland Hills. His tenure will begin following the retirement of the current city manager, **Larry Cunningham**, effective October 1.

Manuel Leal is no longer the city manager for the City of Caddo Mills. **Ed Locker** is the interim city manager for that city.

David Maddox is the interim city manager for the City of Colorado City.

Wilfredo Mata is no longer the city administrator for the City of La Villa. **Javier Rodriguez** is the city administrator for that city.

John Moran is no longer the city manager for the City of Lorena. He will be the new city manager for the City of Farmersville effective September 21.

Roger Nelson is the new city administrator for the City of Clyde.

Nat Parker is the city manager for the City of Lincoln Park.

Ford Patton is no longer the city manager for the City of Beeville. **Joe Montez** is the interim city manager for that city.

Roger Roecker is the new city manager for the City of Friendswood effective August 19.

Hans Schneider is no longer the city administrator for the City of Cottonwood Shores. **Karrie Cummings** is now the city administrator for that city.

Joe Shephard is no longer the city administrator for the City of Seymour.

Manny Soto is no longer the interim city manager for the City of Socorro.

Chip VanSteenberg (former city administrator for the City of Shenandoah) will return to the city as a consultant to provide city administrator-type services until October 31.

Rebecca Waldman announced her retirement as city manager for the City of Alamo Heights effective September 30.

Reggie Winters will leave his position as city manager for the City of Kenedy to become the new city manager for the City of Aransas Pass effective October 5.



Meet Your Colleagues

The TCMA *Management Messenger* introduces and welcomes **Hector Forestier** to his new position as the city manager for the City of Willis. Hector's appointment began August 3. He started in the management profession in April 1995 for the City of Cleveland and has served as city manager for the cities of Uvalde and Giddings.

Hector received his bachelor's degree in business administration from the University of Puerto Rico and his master's degree in personnel management from Webster University in Missouri. Hector is a retired Air Force officer.

Hector and his wife Sarah have been married 29 years and have three daughters—Suzette, Melissa, and Michelle. His hobbies are golf and furniture restoration.

The TCMA *Management Messenger* introduces and welcomes **Chris Reed** to his new position as the city manager for the City of Nassau Bay. Chris began his position on August 17. Prior to this appointment, he served with the neighboring City of League City for 18 years, starting as a police officer and retiring as the city administrator in July 2009.

Chris and his wife Jana have been married for 19 years and have three children, daughter Logan (16), son Chase (8) and daughter Alexis (7). Most of Chris' and Jana's free time is taken up by their very active children.

New Members

The TCMA *Management Messenger* welcomes new members. Their memberships were approved by the TCMA Board on August 28.

Full: **Jerry L. Blaisdell**, City Manager, Weatherford; **David M. Cockrell**, City Manager, Atlanta; **Murvat Musa**, City Administrator, Ransom Canyon

Associate: **Shawn Cox**, Assistant City Manager, Tomball

Student: **Emily Eckstein**, Graduate Intern, University of North Texas, Fairview; **Brett Beach-Kimball**, Student, Thunderbird School of Global Management, Glendale, Arizona

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.



Sympathy

TCMA extends sympathy to **Scott Wall**, assistant city manager for the City of Leander, in the passing of his wife Becky on August 19. Services were held on August 21 at the Beck Funeral Home in Cedar Park. Scott has asked that in lieu of flowers, donations be made to the The American Society for the Prevention of Cruelty to Animals (ASPCA). Information for donations can be found at www.asPCA.org/donate/.

Research Assistance

Rick Osburn, city manager for the City of Levelland, is requesting assistance for his final research project to complete the requirements to become a Certified Public Manager. The research will compare and contrast the challenges in leadership and management in the public versus the private sector. If you have managed in both the private and public sectors, or if you know a city manager who has left the public sector to pursue a management position in the private sector who would like to assist by participating in a confidential online survey, please contact Rick at rosburn@levellandtexas.org or 806-894-0113.

Memos on Meetings

The Professional Development Committee met August 13-14 at Moody Gardens in Galveston. The minutes are available on the TCMA Web site at www.tCMA.org. Click on "Committees," then select "Professional Development," and then click on "Current Meeting Minutes."

The TCMA Board met on August 28 at the Texas Municipal Center in Austin.

The Membership Committee will meet September 25 at Love Field in Dallas.

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 18-10, 2010, Stagecoach Inn, Salado

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



Ethics Notification

Joseph Painter, Castroville city administrator, was publicly censured and expelled from membership in TCMA for conduct that violated Tenet 7. Mr. Painter successfully ran for mayor of Live Oak while serving as the interim city administrator of Castroville. He continues to hold the position as an elected official while serving as the city administrator in Castroville. All members who serve in local government are covered by the principles outlined in Tenet 7 and should adhere to the guidelines, including:

Running for office. Members shall not run for elected office or become involved in political activities related to running for elected office. They shall not seek political endorsements, make financial contributions, or engage in other campaign activities.

Elections. Members share with their fellow citizens the right and responsibility to vote and voice their opinion on public issues. However, in order not to impair their effectiveness on behalf of the local governments they serve, they shall not participate in political activities to support the candidacy of individuals running for any city, county, special district, school, state, or federal offices. Specifically, they shall not endorse candidates, make financial contributions, sign or circulate, or participate in fund-raising activities for individuals seeking or holding elected office.

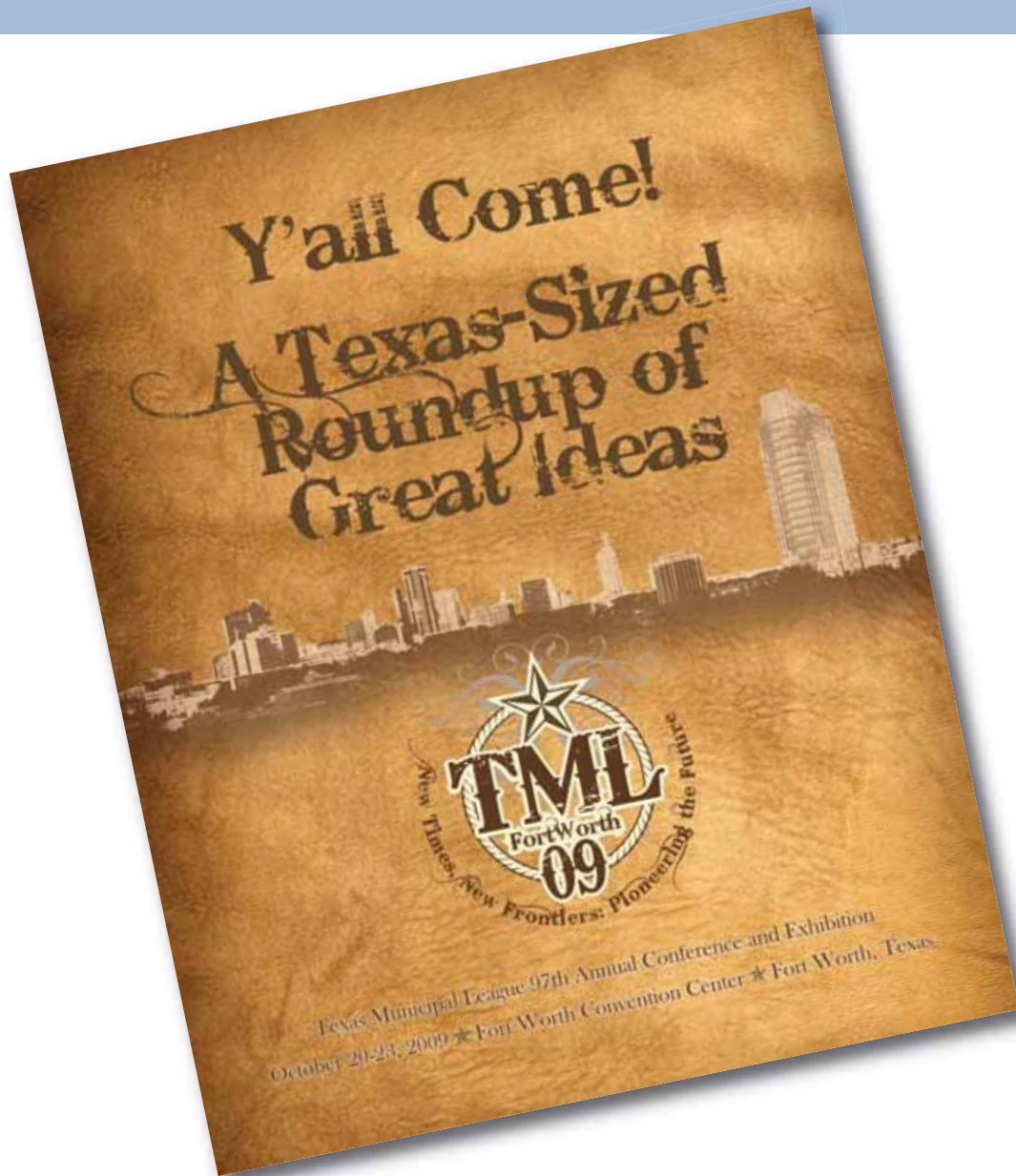
The TCMA Board privately censured a member for conduct that violated Tenets 2 and 3. The member was recently convicted of driving while intoxicated in 2005. All members are covered by the principles outlined in Tenets 2 and 3 and should adhere to the guidelines, including:

Public confidence. Members should conduct themselves so as to maintain public confidence in their professionalism, their local government, and in their performance of the public trust.



TML Tidbits

Please make a note of this upcoming TML educational event:



TML Annual Conference and Exhibition, October 20-23, 2009
We also encourage you to visit the entire TML Web site at www.tml.org.