

**CITY OF LAREDO
SPECIAL CITY COUNCIL MEETING
M-2015-SC-01
CITY COUNCIL CHAMBERS
1110 HOUSTON STREET
LAREDO, TEXAS 78040
FEBRUARY 23, 2015
12:00 NOON**

I. CALL TO ORDER

With a quorum present, Mayor Pete Saenz called the meeting to order.

II. PLEDGE OF ALLEGIANCE

Mayor Pete Saenz led in the pledge of allegiance.

III. ROLL CALL

Pete Saenz,	Mayor
Rudy Gonzalez,	District I
Esteban Rangel,	Mayor Pro-Tempore, District II
Alejandro Perez, Jr.,	District III
Juan Narvaez,	District IV
Roque Vela, Jr.,	District V
Charlie San Miguel,	District VI
Roberto Balli,	District VIII
Gustavo Guevara, Jr.	City Secretary
Jesus Olivares,	Interim City Manager
Cynthia Collazo,	Deputy City Manager
Horacio De Leon,	Assistant City Manager
Raul Casso,	City Attorney

IV. STAFF REPORT

1. Discussion with possible action on the appointment of a new City Manager, including potential interviews of applicants, and any matters related thereto.

Motion to postpone indefinitely the hiring of a permanent City Manager, continue with the interview process today in the open, and close the application process on March 11, 2015, and then address the second batch of applicants at the March 16th meeting and vote electronically.

Moved: Cm. Vela

Second: Cm. San Miguel

For: 5

Cm. Gonzalez

Cm. Perez

Cm. Narvaez

Cm. Vela

Cm. San Miguel

Against: 2

Mayor Pro Tem Rangel

Cm. Balli

Abstain: 0

Interim Human Resources Director Monica Flores stated that they had seven candidates and three would be interviewed through Skype. She added that three applicants were present but that all interviews would be done alphabetically. She concluded that out of the seven, two had decided to proceed with the interviews and the rest would wait until after March 16, 2015.

Motion to not interview the candidates today and give them an opportunity to come in at another date to interview.

Moved: Cm. Balli.

Second: None

Motion dies.

The first candidate interviewed by Skype was Richard Davis.

By Way of Introduction

- ICMA Credentialed Manager (ICMA-CM).
- Began municipal career in 1996.
- Began public sector career in 1994 as a performance auditor with the State of Arizona.
- Prior to my public sector career, was the PR Director of the largest financial services company west of the Mississippi, Beneficial Life.
- My first city manager position was West Point Utah, where I served for 8 years.
- Fountain Hills Arizona and West Jordan Utah.
- Presenter at ICMA conferences and author of an ICMA report and one book "Strategically Planning Your Community."
- My BA and MPA from Brigham Young University.
- Husband of Aimee and Dad of Aubrey, Zach, and Malorie. (Our Bichon Frise "Max" also believes I'm his Dad.)

Administrative and Management Ability

- Nearly 20 years of municipal management experience.
- Best and worst of times.
- Open and inclusive approach.

- Emphasis on accountability and synergistic problem solving.
- Guided all of my communities through the strategic planning process.
- Widely recognized as an expert in the field of strategic planning.
- Also known for expertise in financial leadership.
- My past councils and team members will describe me as an effective relationship builder and communicator.

Governmental Budget and Finance

- Served as both city manager and finance director.
- Budgets from as little as \$6 million to \$114 million.
- Always recognized by GOFA for reporting excellence.
- Managed through Great Recession without use of reserves.
- Quintupled West Jordan fund reserves after near insolvency.
- Currently serve on the State of Utah's Federal Funds Commission.

Labor/Personnel Relations Experience

- Brought morale up in West Jordan from rock bottom.
- Programs to connect employees with their organization again – Food for Thought, Open Fridays, and Idea Incubators.
- Formed strong coalitions with the Police Department, Firefighter Association, and the Employees' Association.
- "This is the best relationship we have ever had with Administration." (Betty Naylor, 40 year veteran employee and President of the EA, December 2013.)

Community Relations

- Primary directive has always been to engage citizens and businesses with their local government.
- Re-engagement with key stakeholder groups – legislature, management community, regional partners, service and volunteer groups.
- The power of volunteerism! (Take Pride, Give a Lift, West Pointers, I Love West Jordan Day, etc.)
- Engage with community on numerous fronts (Chamber, hospital board, service club participation and leadership, youth service).

Mayor and Council Relations

- Most important relationship in a municipality. It sets the tone and foundation for all other relationships.
- Have been called upon by colleagues to teach concepts and principles associated with council relations, orientations, and retreats.
- The key is to communicate, communicate, communicate.
- There is no single relationship or communication style. Effective managers take the time to completely understand the needs of each elected official.

Major Accomplishments

- Thriving during the Great Recession in Arizona.
- Bringing West Jordan back to fiscal health.
- Jumpstarting economic development (tripling private investment and bringing a \$150 million Boeing plant to town).
- Building a city from the dust.
- Rebuilding employee morale and reconnecting our staff.

The second candidate interviewed by Skype was Jody A. O'Guinn.

About Me

Jody O'Guinn

- Two sons
- Avid Photographer and camper
- Collects stamps and coins
- Shooting sports enthusiast

My Work Experience

- 32 Years in Law Enforcement
 - Freeburg PD (1983-1987)
 - Alton PD (1987-2009)
 - Carbondale PD (2009-2014)
 - Smithton PD (2014-Present)

My Education

- Associate of Science – Criminal Justice
- Bachelor of Science – Police Science
- Master of Public Administration and Policy Analysis

My Relevant Specialized Training

- Law Enforcement Executive Development – FBI Academy
- FBI National Academy
- State of Illinois Certified Firefighter II
- Dimensional Management Training
- Leadership Development for Supervisors
- First Line Supervision
- Police Resource Management
- Unified Command Instructor
- ICS/EOC Interface
- Critical Incident Response
- Emergency Planning
- Weapons of Mass Destruction Incident Command
- Homeland Security Certification Level III

My Management Experience

- Twelve years as a supervisor
- Sergeant supervising 52 patrol officers
- Tactical Team Leader supervising 45 officers
- Lead Homicide Detective supervising 11 detectives

Fourteen years as an administrator

- Support Services Lieutenant supervising five divisions
- Tactical Team Commander supervising 50 officers from 11 agencies
- Deputy Police Chief supervising 80 employees
- Police Chief supervising 90 employees

Administrative Skills & Management Ability

- Proven written and oral communication skills
- Excellent organizational skills
- Adept at researching and analyzing data
- Demonstrated ability to remain self-motivated at all times
- Keen understanding of government and citizen expectations

My Leadership Approach

- Management is not the same as leadership
 - Managers have subordinates
 - Leaders have followers
- I am a manager and a leader
 - As a manager
 - Authoritative and transactional
 - Strong work focus
 - Strive for comfort
 - As a leader
 - Charismatic and transformational
 - Strong focus on my people
 - Seek risk

My Budget and Finance Experience

- Alton Police Department (7 years)
 - Line-item budgeting
 - Simple
 - Easy to prepare
 - Presents little useful information for decision making
 - No performance information
- Carbondale Police Department (5 years)
 - Hybrid of performance-based budgeting and outcome-focused budgeting
 - Based on activities and levels of service using estimated actuals from previous budget cycle

- Evaluates program activities in relation to organizational goals
- Forces organization to focus on goals, objectives and outcomes tied to budget allocations
- Increased governmental security
- Rule driven, more efficient and effective
- Continual planning process

My Labor and Personnel Experience

- Alton Police Department
 - Ten years as Union President for rank-and-file officers
 - Extensive contract negotiation and collective bargaining experience
 - Seven years as the Deputy Chief of Police and liaison to bargaining units, including:
 - Patrol Officers
 - Sergeants
 - Lieutenants
 - AFSCME
 - Teamsters
 - City's collective bargaining representative
- Carbondale Police Department
 - Five years as City's collective bargaining representative and liaison to bargaining unit
 - Patrol Officers
 - Telecommunications
 - Fraternal Order of Police

My Community Relations Experience

- Alton Police Department
 - City's liaison to the Weed and Seed initiative
 - Organized Shop With a Cop program
 - Awarded East-West Gateway Emissary to the Youth Award for:
 - Shop With a Cop
 - Holiday Food Basket Program
 - Youth Basketball Program
 - Police Explorer Post Program
 - Liaison to the NAACP
- Carbondale Police Department
 - Liaison to the Arbor District Community Policing Initiative
 - Started Police Explorer Post Program
 - Member of numerous civic organizations, including:
 - Rotary
 - NAACP
 - Eagles
 - Moose
 - Arbor District Association
 - Habitat for Humanity

- Boy Scouts of America

My City Government Relations Experience

- Alton
 - Strong mayor
- Carbondale
 - City manager system (strong council/weak mayor)
- Approach to City Government
 - Daily and direct contact with mayor and council members
 - Be present and engaged in all meetings

My Approach to the City Manager Role

- Good City Managers assist in reducing conflict in city governance
 - Avoid pursuits that divert city resources or delay city action at expense of public well-being
 - Strong ethics
 - Able to avoid conflict through effective communication and vigorous discussion based on a thorough exploration of all options
 - Able to see the big picture of how each interaction affects the city instead of a narrow focus on individual actions
 - Keen awareness and understanding that the role requires professional, equitable and firm leadership – all the while keeping the best interest of the city at the forefront
 - Approachable, accessible, and consistent in communication

“I interacted on a daily basis with the chief and conferred with him frequently about issues facing the community or that were coming before the city council. I always found him to be responsive, concerned and dedicated to the tasks at hand, and he fully supported our overall efforts to make the community a better place for our residents, visitors and business interests.” – Former Carbondale Mayor Brad Cole

“I have closely watched Chief O’Guinn’s, and the Police Department’s, work and have been impressed by the increased professionalism of our officers. This was due, at least in part, to the accountability measures Chief O’Guinn put in place.” – Carbondale City Councilwoman Jane Adams

Selected Major Accomplishments

- City of Alton
 - Responsible for the acquisition of \$12.5 million in State and Federal grant revenue
 - Reduced the City’s crime rate by 20% through Problem Oriented Policing
 - Successful Weed & Seed initiative

- Repaired stressed race relations with the African-American community through aggressive dialogue and enhanced accessibility
- Oversaw and managed the construction of an \$11 million Law Enforcement Center
- City of Carbondale
 - Responsible for the acquisition of over \$20 million in State and Federal grant revenue
 - Reduced the City's crime rate by 25% through Problem Oriented and Evidenced Based policing practices
 - Oversaw and managed the construction of a \$12 million Public Safety Center
 - Promoted first female police lieutenant in the City's history
 - Fourth law enforcement agency in Illinois to be accredited through the Illinois Law Enforcement Accreditation Program (ILEAP)

V. EXECUTIVE SESSION

1. Request for executive session pursuant to Texas Government Code Section 551.074 to deliberate the appointment, employment, and duties of the City Manager, including potential interviews, and return to open session for possible action thereon.

Executive Session was not held.

VI. ADJOURNMENT

Motion to adjourn.

Moved: Cm. Vela

Second: Cm. Narvaez

For: 7

Against: 0

Abstain: 0

I, Gustavo Guevara, Jr., City Secretary, do hereby certify that the above and foregoing is a true and correct copy of the minutes contained in pages 01 to 08 and they are true, complete, and correct proceedings of the Special City Council meeting held on February 23, 2015.

Gustavo Guevara, Jr.
City Secretary

City Manager Recruitment

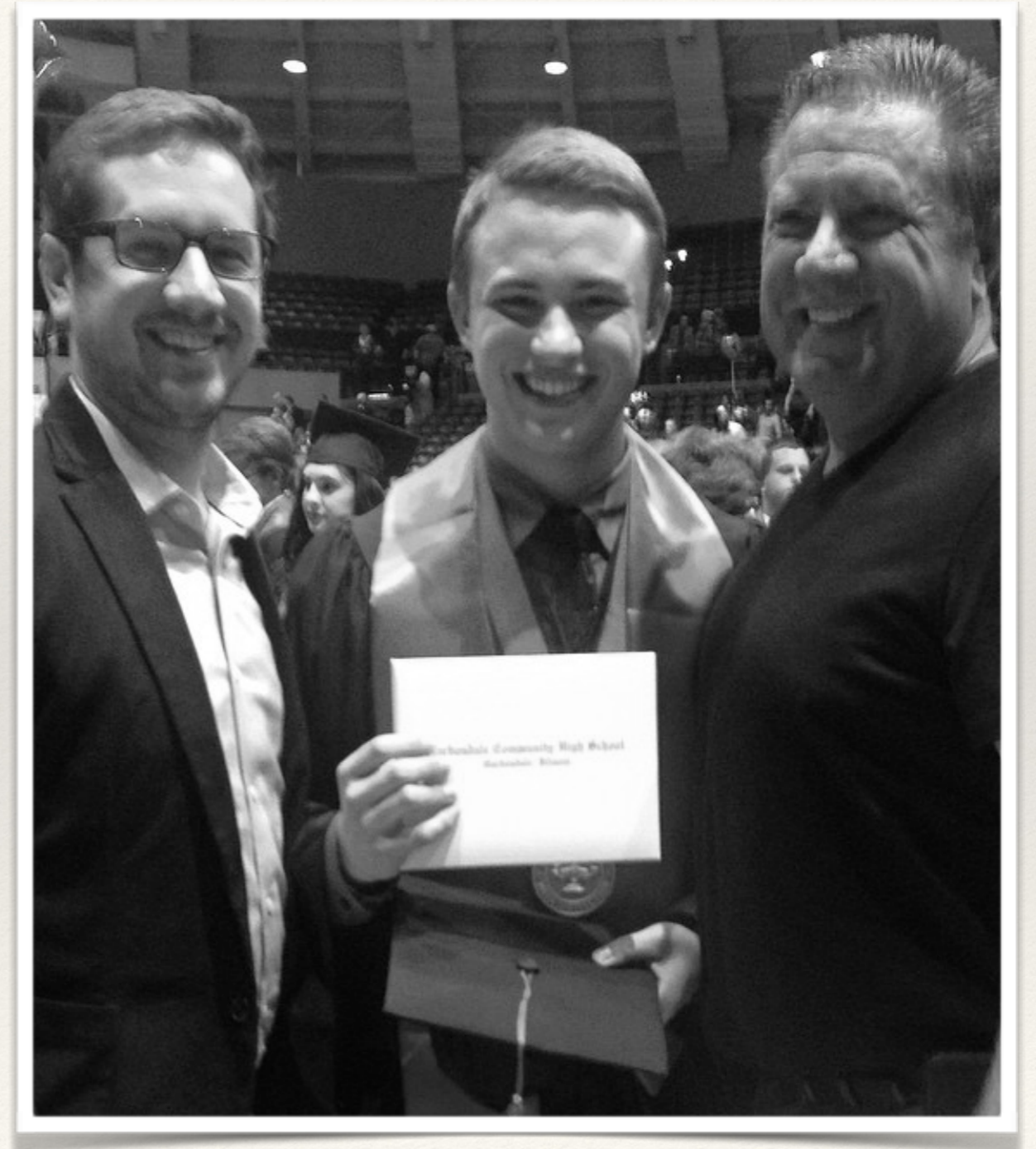
Jody O'Guinn

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About Me

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- ❖ Two sons
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- ❖ 32 Years in Law Enforcement
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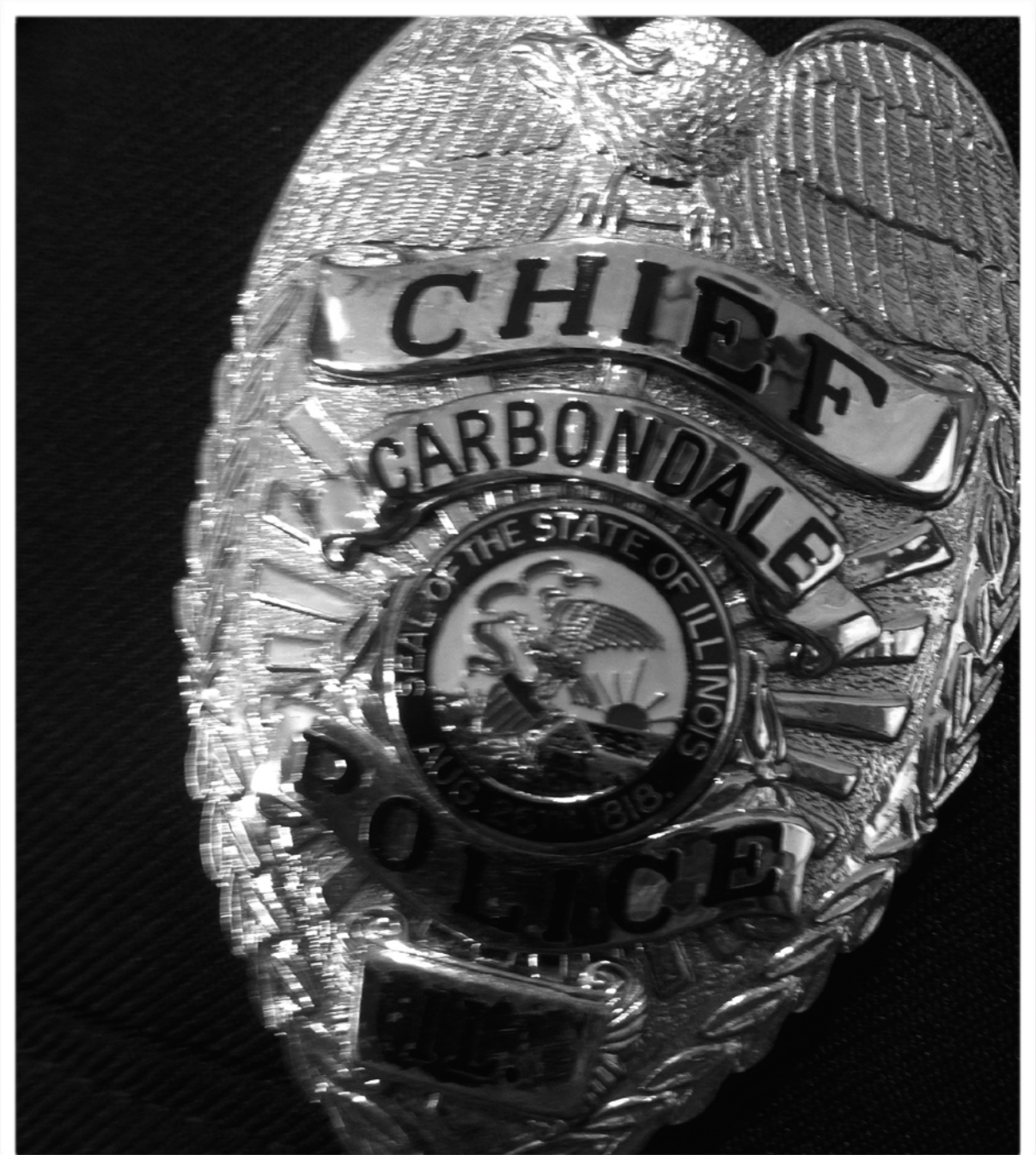
My Relevant Specialized Training

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- ❖ Leadership Development for Supervisors
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- ❖ Critical Incident Response
- ❖ Emergency Planning
- ❖ Weapons of Mass Destruction Incident Command
- ❖ Homeland Security Certification Level III



My Management Experience

- ❖ **Twelve years as a supervisor**
 - ❖ *Sergeant* supervising 52 patrol officers
 - ❖ *Tactical Team Leader* supervising 45 officers
 - ❖ *Lead Homicide Detective* supervising 11 detectives
- ❖ **Fourteen years as an administrator**
 - ❖ *Support Services Lieutenant* supervising five divisions
 - ❖ *Tactical Team Commander* supervising 50 officers from 11 agencies
 - ❖ *Deputy Police Chief* supervising 80 employees
 - ❖ *Police Chief* supervising 90 employees



Administrative Skills & Management Ability

- ❖ Proven written and oral communication skills
- ❖ Excellent organizational skills
- ❖ Adept at researching and analyzing data
- ❖ Demonstrated ability to remain self-motivated at all times
- ❖ Keen understanding of government and citizen expectations



My Leadership Approach

- ❖ **Management is not the same as leadership**
 - ❖ Managers have *subordinates*
 - ❖ Leaders have *followers*
- ❖ **I am a manager and a leader**
 - ❖ *As a manager*
 - ❖ Authoritative and transactional
 - ❖ Strong work focus
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- ❖ Liaison to the Arbor District Community Policing Initiative
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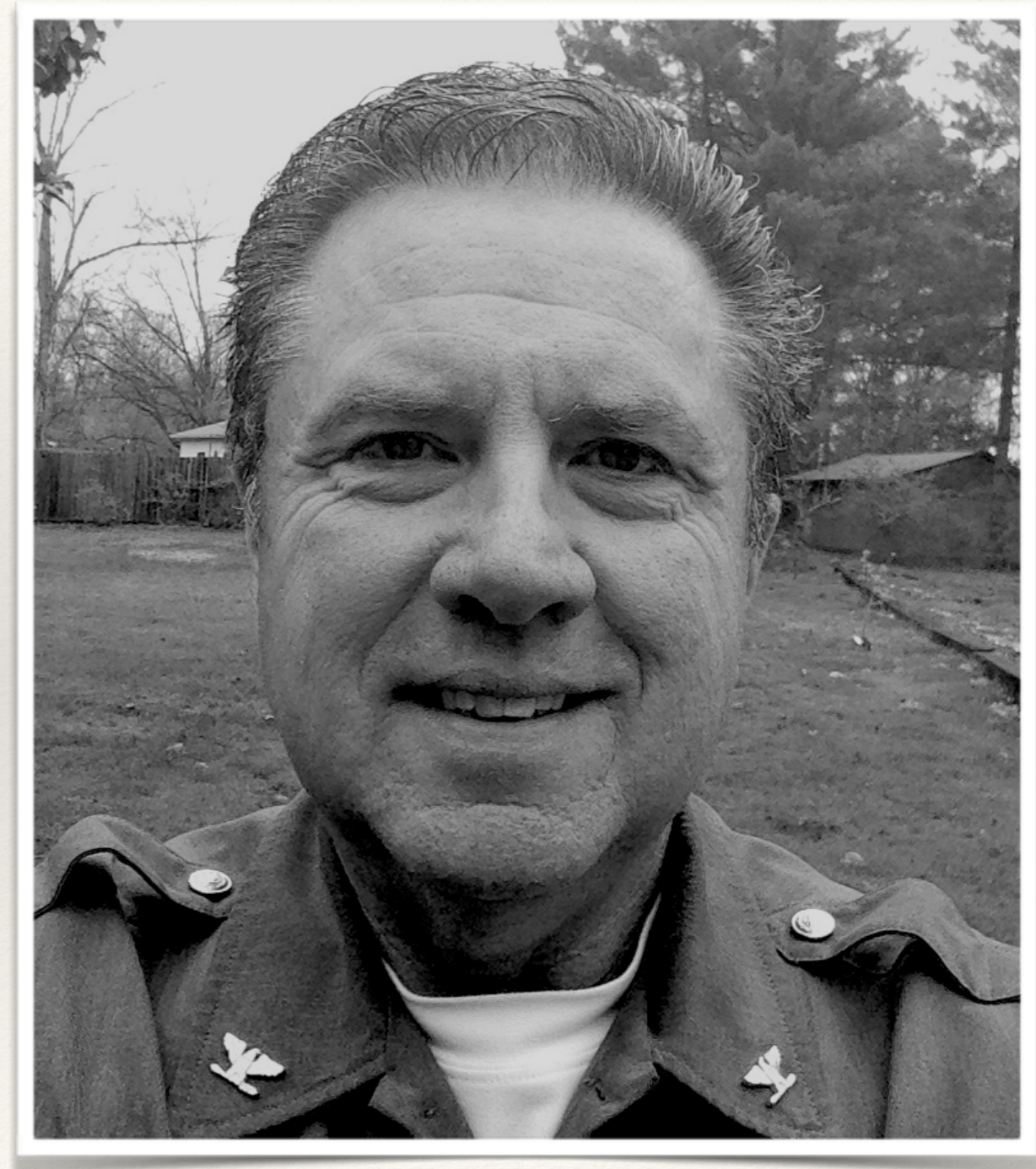
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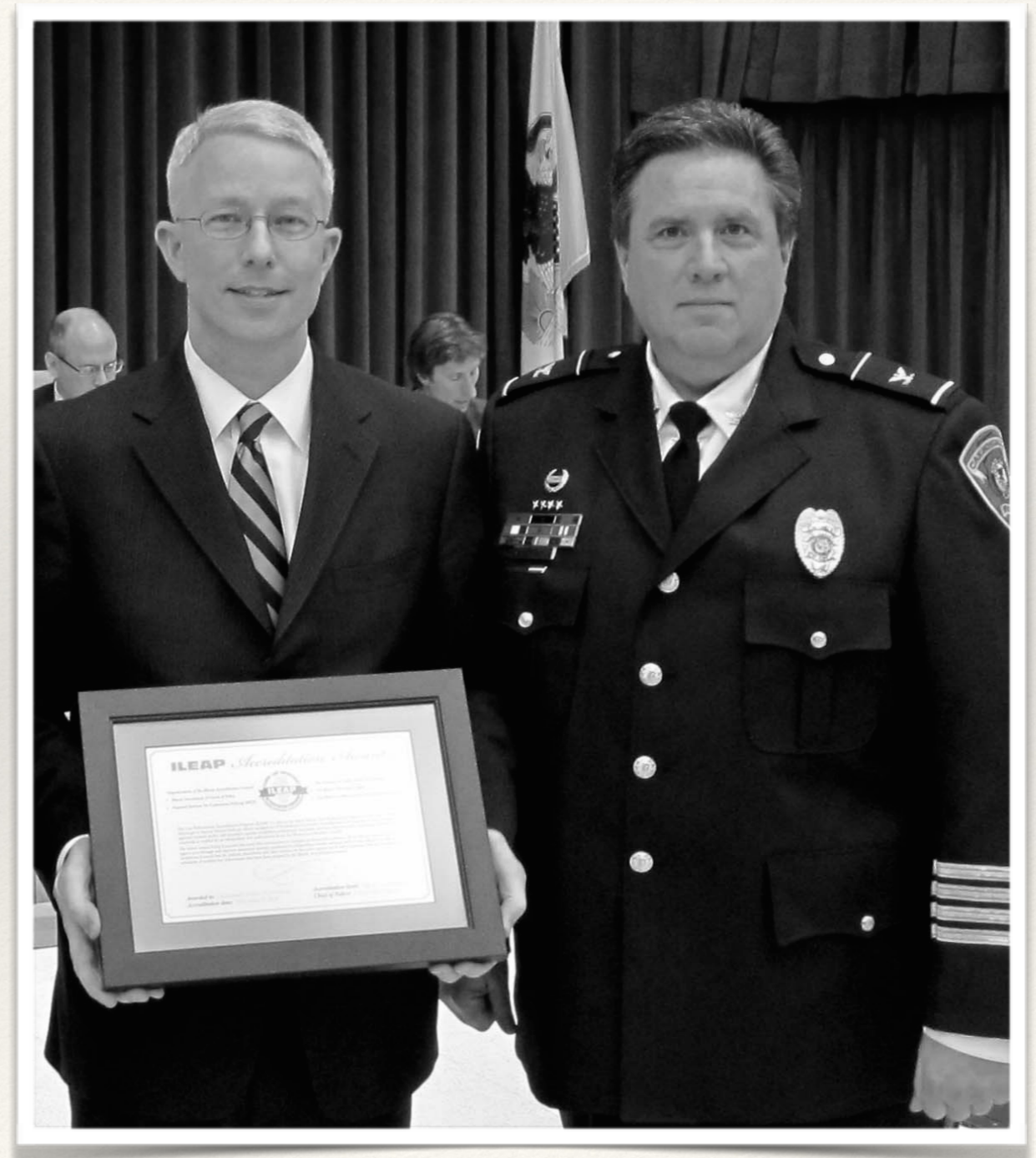
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Thank You



City of Laredo Texas
Presentation to the Mayor and Council

Richard L. Davis, ICMA-CM



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