

**MEMBERS PRESENT:**

Gloria M. Rodríguez  
Guillermo Madrid, Jr.  
Mary B. García  
María Reyes  
Jesús Gandara Jr.

**STAFF PRESENT:**

Manny Soto, Jr., Acting City Manager  
Manuel Rubio, City Clerk  
Olivia Navarro, Assistant City Clerk  
Sam Leony, Planning & Zoning Director  
Jerry Wallace, City Attorney

**1. CALL TO ORDER**

The meeting was called to order at 6:00 p.m. by Mayor Pro Tem, Gloria M. Rodriguez

**2. PLEDGE OF ALLEGIANCE AND A MOMENT OF SILENCE**

Pledge of Allegiance was led by *Anibal Olague*.

**3. ESTABLISHMENT OF QUORUM**

A roll call was held and a quorum was established with all members present.

A motion was made by Mary B. Garcia seconded by Guillermo Madrid, Jr.. to *move up items five (5) through twelve (12) followed by Executive Session and then item number four (4)*. Motion carried with Guillermo Madrid, Jr. Mary B. Garcia, Maria Reyes and Jesus Gandara, Jr. voting aye. Motion passed.

**5. PUBLIC COMMENT**

*MANNY SOTO, JR.*

Suky Ramos spoke during public comment.

**PUBLIC HEARING:**

- 6. PUBLIC HEARING ON AMENDMENT 1 TO ORDINANCE 293. AN ORDINANCE OF THE CITY OF SOCORRO, TEXAS ADOPTING AN AMENDED BUDGET APPROPRIATING FUNDS, TO ALLOCATE MONIES RECEIVED FROM MUD SETTLEMENT, IN THE ADMINISTRATION BUDGET FOR THE CITY OF SOCORRO.**

*MANNY SOTO, JR.*

*Public Hearing opened at 6:05 p.m.  
Suky Ramos spoke during Public Hearing  
Public Hearing closed at 6:08 p.m.*

**REGULAR AGENDA:**

**7. DISCUSSION AND ACTION TO APPROVE AGREEMENT WITH REDFLEX TRAFFIC SYSTEMS, INC. FOR TRAFFIC CAMERA SAFETY PROGRAM.**

**MANNY SOTO, JR.**

*Mark Etzbach, Regional Sales Director of Redflex Traffic systems spoke on this item.*

A motion was made by Mary B. Garcia seconded by Guillermo Madrid to *approve item number seven (7)*. Motion carried with Guillermo Madrid, Jr., Mary B. Garcia, Maria Reyes and Jesus Gandara, Jr. voting aye. Motion passed.

**8. INTRODUCTION, FIRST READING AND CALLING FOR A PUBLIC HEARING ON AN ORDINANCE OF THE CITY OF SOCORRO, TEXAS PROVIDING RULES AND REGULATIONS FOR AUTOMATED TRAFFIC SIGNAL AND RAILROAD CROSSING ENFORCEMENT IMPOSING CIVIL PENALTIES FOR VIOLATION, ESTABLISHING ADMINISTRATIVE ENFORCEMENT PROCEDURES, PROVIDING FOR APPEAL AND JUDICIAL REVIEW ESTABLISHING TRAFFIC SAFETY FUND AND OTHER MATTERS GERMANE THERETO.**

**MANNY SOTO, JR.**

A motion was made by Jesus Gandara, Jr. seconded by Mary B. Garcia to *approve item number eight (8)*. Motion carried with Guillermo Madrid, Jr., Mary B. Garcia, and Jesus Gandara, Jr. voting aye and Maria Reyes voting naye. Motion passed.

**9. SECOND READING AND ADOPTION ON AMENDMENT 1 TO ORDINANCE 293, AN ORDINANCE OF THE CITY OF SOCORRO, TEXAS ADOPTING AN AMENDED BUDGET APPROPRIATING FUNDS, TO ALLOCATE MONIES RECEIVED FROM HORIZON MUD SETTLEMENT, IN THE ADMINISTRATION BUDGET FOR THE CITY OF SOCORRO.**

**MANNY SOTO, JR.**

A motion was made by Jesus Gandara, Jr. seconded by Mary B. Garcia to *approve item number nine (9)*. Motion carried with Guillermo Madrid, Jr., Mary B. Garcia, Gloria M. Rodriguez and Jesus Gandara, Jr., voting aye and Maria Reyes voing naye. Motion passed.

**10. DISCUSSION AND ACTION TO AUTHORIZE THE CITY OF SOCORRO TO REIMBURSE THE AMOUNT OF \$6, 575.97 TO THE TEXAS DEPARTMENT OF AGRICULTURE UNDER CONTRACT #725809.**

**MANNY SOTO, JR.**

A motion was made by Jesus Gandara, Jr. seconded by Mary B. Garcia to *approve item number ten (10)*. Motion carried with Guillermo Madrid, Jr., Mary B. Garcia, Maria Reyes and Jesus Gandara, Jr., voting aye. Motion passed.

**11. DISCUSSION AND ACTION TO AUTHORIZE THE MAYOR, MAYOR PRO-TEM, AND CITY MANAGER TO ACT ON BEHALF OF THE CITY ON ALL MATTERS RELATED TO TX CDBG CONTRACT #729761.**

**MANNY SOTO, JR.**

A motion was made by Jesus Gandara, Jr., seconded by Mary B. Garcia to *approve item number eleven (11)*. Motion carried with Guillermo Madrid, Jr., Mary B. Garcia, Maria Reyes and Jesus Gandara, Jr., voting aye. Motion passed.

**12. EXCUSE ABSENT COUNCIL MEMBERS.**

**MANNY SOTO, JR.**

A motion was made by Jesus Gandara, Jr., seconded by Mary B. Garcia to *delete item number twelve (12)*. Motion carried with Guillermo Madrid, Jr., Mary B. Garcia, Maria Reyes and Jesus Gandara, Jr., voting aye. Motion passed.

A motion was made by Jesus Gandara, Jr., seconded by Mary B. Garcia to *move into Executive Session*. Motion carried with Guillermo Madrid, Jr., Mary B. Garcia, Maria Reyes and Jesus Gandara, Jr., voting aye. Motion passed.

***THE CITY COUNCIL CONVENED INTO EXECUTIVE SESSION AT 6:39 P.M.***

***EXECUTIVE SESSION***

***THE CITY COUNCIL RECONVENED BACK IN SESSION AT 7:21 P.M.***

A motion was made by Jesus Gandara, Jr., seconded by Mary B. Garcia to *move up item number fifteen (15)*. Motion carried with Guillermo Madrid, Jr., Mary B. Garcia, Maria Reyes and Jesus Gandara, Jr., voting aye. Motion passed.

**15. DISCUSSION AND ACTION ON LEGAL ADVICE RECEIVED BY LEGAL COUNSEL IN EXECUTIVE SESSION.**

**MANNY SOTO, JR.**

A motion was made by Jesus Gandara, Jr. seconded by Mary B. Garcia to *direct legal counsel to proceed regarding the acquisition of real property as discussed in closed session. for item number fifteen (15)*. Motion carried with Guillermo Madrid, Jr., Mary B. Garcia, Maria Reyes and Jesus Gandara, Jr. voting aye. Motion passed.

**PRESENTATION:**

**4. PRESENTATIONS BY COMPANIES TO CONDUCT THE EXECUTIVE SEARCH FOR THE POSITION OF CITY MANAGER FOR THE CITY OF SOCORRO.**

**MANNY SOTO, JR.**

*Chuck Rohre of the Waters-Oldani Executive Recruitment a Division of The Waters Consulting Group, Inc., made his presentation (See Exhibit "A")*

*Chester Nolan of (SGR) Strategic Government Resources made his presentation.*

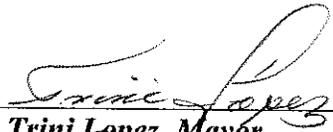
*Maria Reyes left the meeting at 8:30 p.m.*

*Gary Holland of the Mercer Group, Inc. made his presentation. (See Exhibit "B")*

A motion was made by Jesus Gandara, Jr. seconded by Mary B. Garcia to *select The Waters Consulting Group, Inc., as Executive Search Consultant for the City of Socorro and to approve the proposal and fees set forth in the firm's proposal.* Motion carried with Guillermo Madrid, Jr., Mary B. Garcia and Jesus Gandara, Jr., voting aye and Maria Reyes absent. Motion passed.

**16. ADJOURN**

A motion was made by Mary B. Garcia seconded by Jesus Gandara, Jr. to *adjourn at 9:06 p.m.* Motion carried with Guillermo Madrid, Jr., Mary B. Garcia, and Jesus Gandara, Jr. voting aye and Maria Reyes, absent. Motion passed.

  
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*Trini Lopez, Mayor*

  
\_\_\_\_\_  
*Olivia Navarro, Assistant City Clerk*

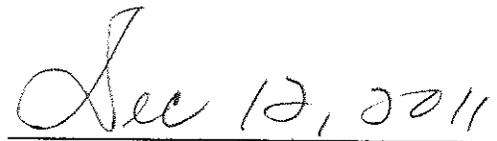
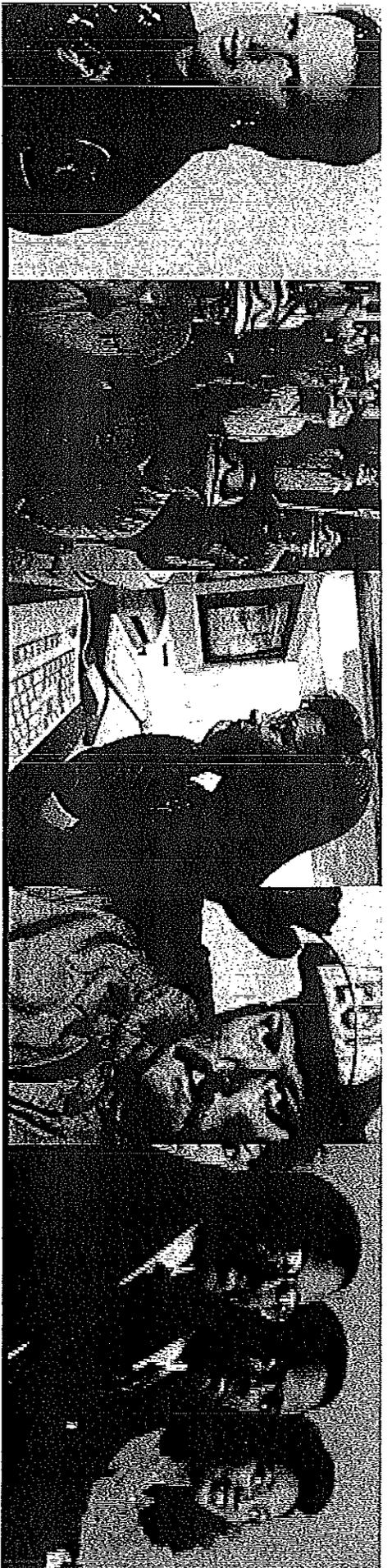
  
\_\_\_\_\_  
*Date when minutes were approved*

Exhibit "A"

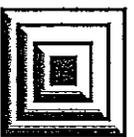


# Presentation to the City Council

City of Socorro, Texas

Executive Recruitment for City Manager

November 3, 2011



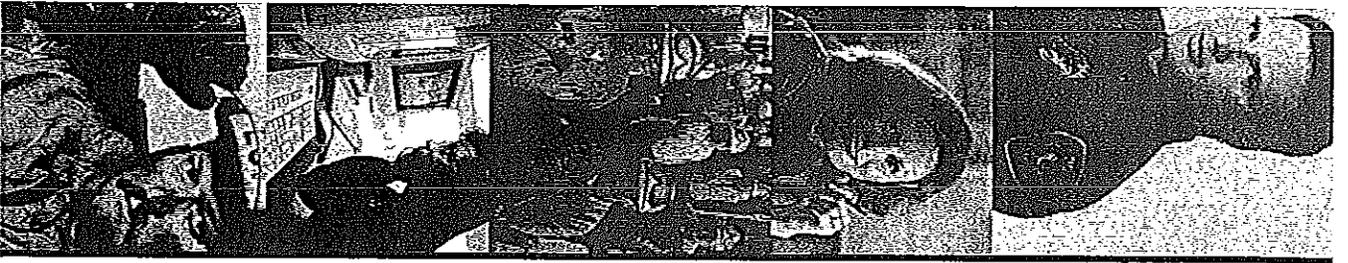
**WATERS-OLDANI**  
**EXECUTIVE RECRUITMENT**

A Division of The Waters Consulting Group, Inc.

Dallas • Austin • Cleveland

5050 Quorum Drive, Suite 625, Dallas, Texas 75254 800.899.1669 [www.watersconsulting.com](http://www.watersconsulting.com)

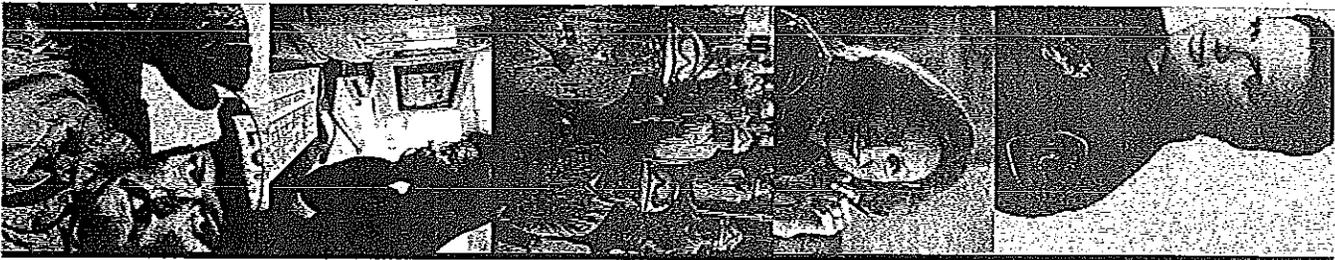
© Copyright 2011- The Waters Consulting Group, Inc.



## Public Sector HR Specialist

The Waters Consulting Group, Inc., (WCG) is a national management consulting firm specializing in:

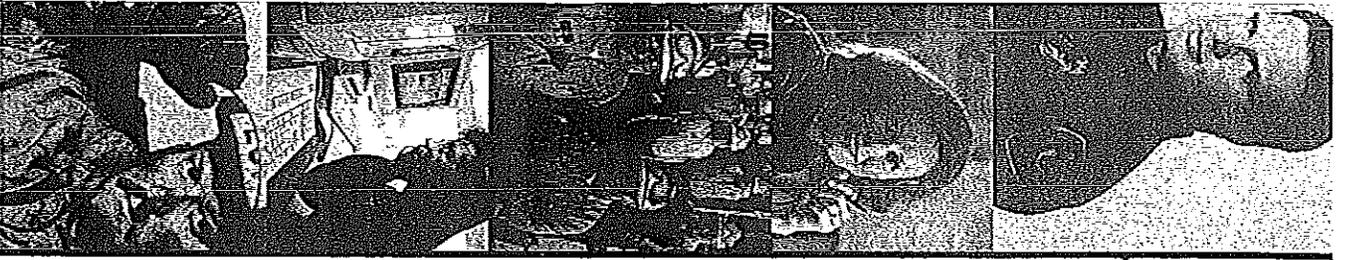
- Executive Recruitment
- Compensation/Classification Analyses
- Web-Based Compensation Solutions
- Staffing and Organizational Reviews



## National Executive Recruitment Experience

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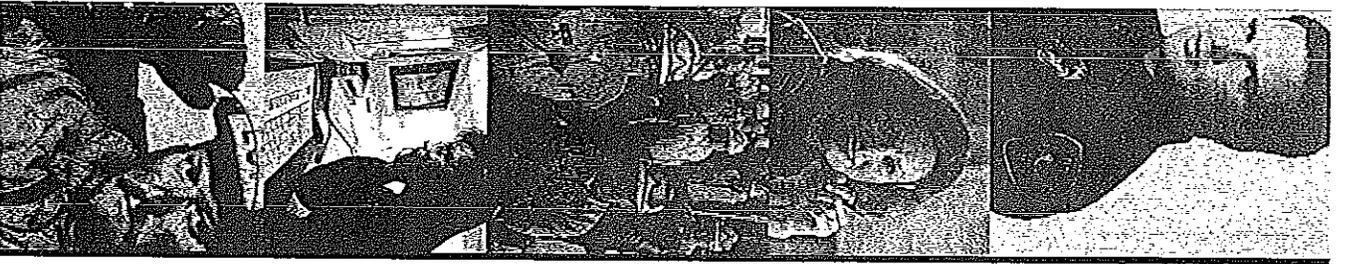
- City/County Managers
- Assistant City/County Managers
- City Attorneys
- Police and Fire Chiefs
- CFO/Directors of Finance
- Directors of Human Resources
- Directors of Public Works
- Directors of Planning and Development
- Other Senior Executive Positions



## Overview of the Project Consulting Team

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- Chuck Anderson, Chief Executive Officer, Executive Recruitment Division
- Chuck Rohre, Senior Consultant
- Andrea Simms, Senior Consultant
- Patrice Glasthal, Business Support Manager
- Michele Janes, Project Support Manager



## A Sampling of Our National Recruitment Clients

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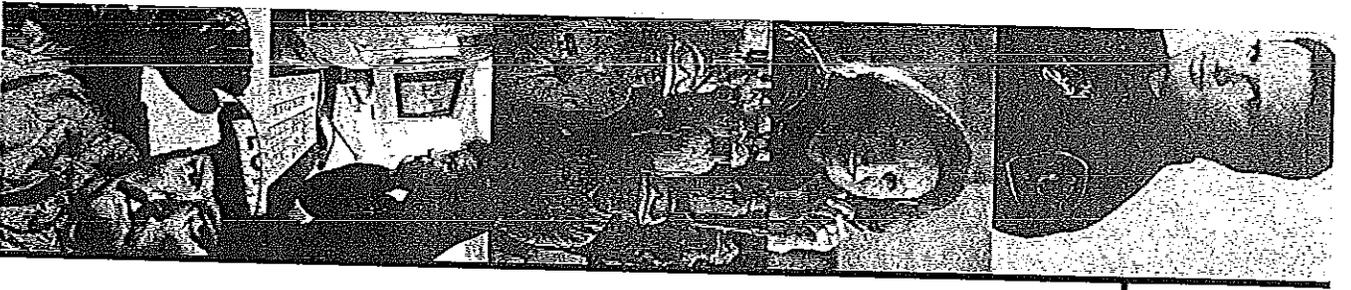
- City of Charlotte, NC (Multiple Positions)
- City of Fort Worth (City Manager/Assistant City Managers)
- City of Grand Rapids, MI (City Manager)
- City of Kansas City, MO (Multiple Positions)
- City of Dallas, TX (Multiple Positions)
- City of Austin, TX (City Attorney/Director of Human Resources)
- City of Virginia Beach, VA (Deputy City Manager/Director of Human Resources)
- Mecklenburg County, NC (Multiple Positions)
- Loudoun County, VA (County Administrator)
- Pinellas County, FL (County Administrator)



## Representative Texas Recruitments

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- City of Abilene, Texas (City Manager)
- City of College Station, Texas (Assistant City Manager)
- City of Corpus Christi, Texas (Assistant City Manager)
- City of Denton, Texas (Assistant City Manager)
- City of Granbury, Texas (City Manager)
- City of Kerrville, Texas (City Manager)
- City of Kingsville, Texas (City Manager)
- City of McKinney, Texas (City Manager)
- City of Richardson, Texas (Assistant City Manager)
- City of Sachse, Texas (City Manager)
- City of The Colony, Texas (City Manager)
- City of Watauga, Texas (City Manager)



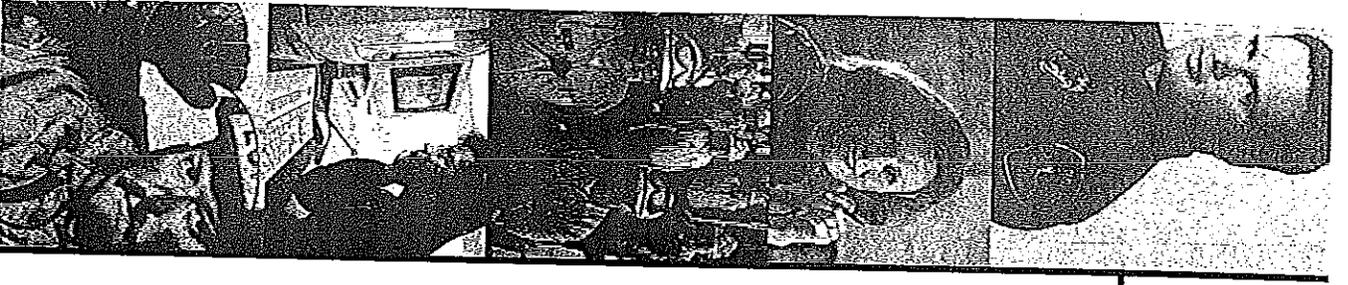
## Project Overview

- Task 1: Develop Candidate Profile and Implement Advertising/Marketing Strategy
- Task 2: Establish Recruitment Strategy and Identify Quality Candidates
- Task 3: Screen and Assess Candidates; Conduct Initial Interviews and Recommend Semi-Finalists to Client; Client Selects Finalists
- Task 4: Conduct Background Checks, Reference Checks, and Academic Verifications
- Task 5: Final Process with On-Site Interviews with Client and Finalists



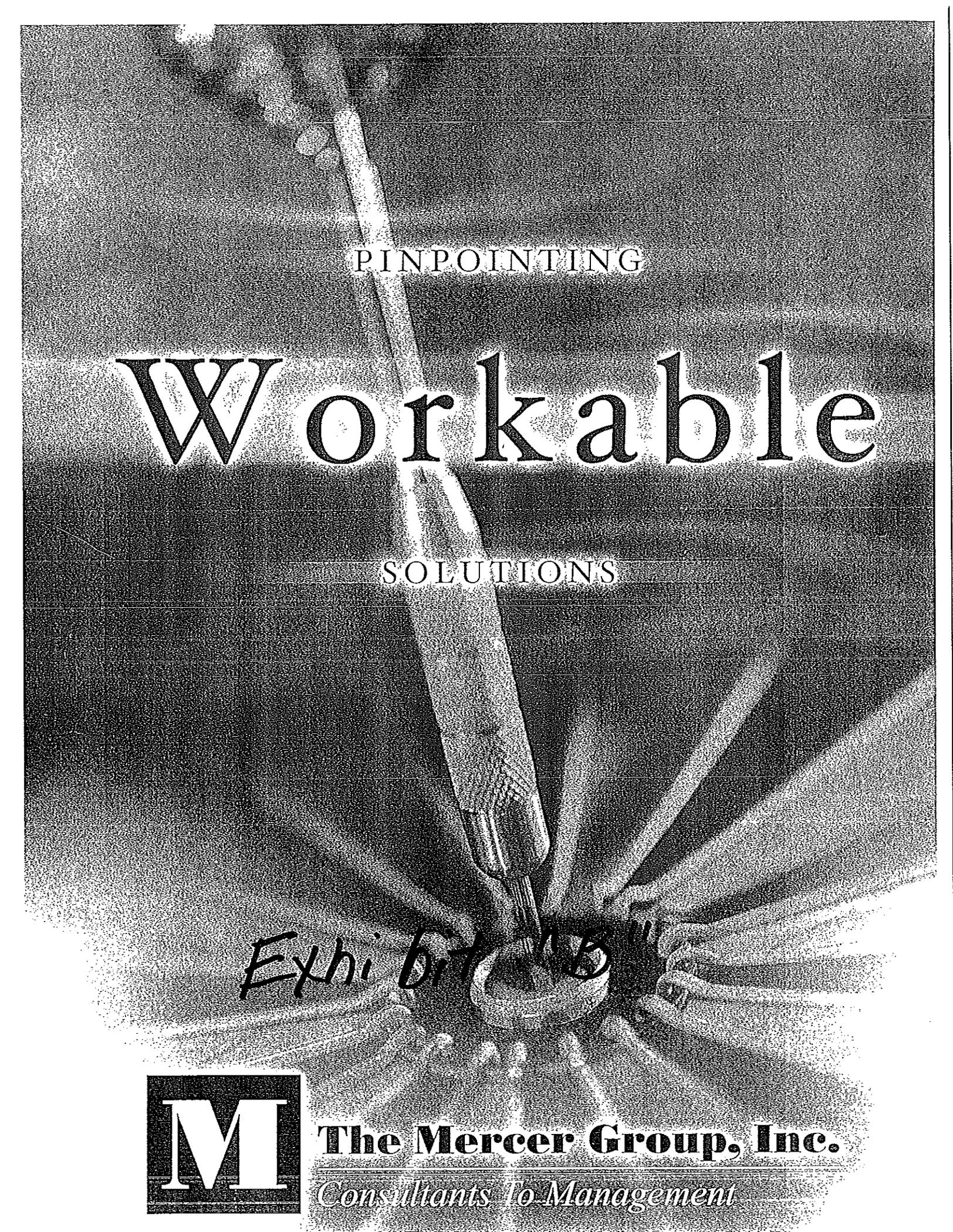
## Primary Elements of Recruitment Process

- Relentless commitment to quality
- Finalist candidates identified within 30 days of project initiation
- High-volume access to WCG website.
- Commitment to diversity
- Understanding the client and its unique circumstances and needs
- Addressing potential barriers to the recruitment
- Within 60 days of the reporting date of your City Manager we will conduct a Team-Building Workshop for the City Manager and his/her team for no additional professional fee, only project expenses.
- After 12 months of service from your City Manager we will conduct a 360 Degree Performance Assessment for no additional professional fee, only project expenses
- 30 plus years of experience in the local government market



## Project Costs

- All-Inclusive professional fee - \$21,500
- This Includes:
  - Professional services from the Lead Consultant and Administrative Support Staff
  - Advertising in professional journals/websites
  - Production/distribution of recruitment brochure
  - Printing and mailing expenses
  - Travel expenses for Lead Consultant for on-site visits
  - Meetings with client
- The fee is payable on a progress basis
- No surprises or unanticipated costs
- Triple Guarantee

A black and white photograph of a hand holding a pen, writing on a document. The pen is a ballpoint pen with a textured grip. The hand is positioned in the lower right quadrant, with the pen tip touching the paper. The background is a dark, textured surface.

PINPOINTING

# Workable

SOLUTIONS

*Exhibit 10*



**The Mercer Group, Inc.**

*Consultants To Management*

## Exceptional Quality Management Consulting for the Public and Private Sectors

Why do public and private  
sector organizations utilize  
management consultants?



# Quality Consulting

In the Millennium, as America's cities, counties, states, and private businesses approach a new era, the nature of their work environment and the breadth of their challenges are growing increasingly complex. Their concerns, and the forces that affect them, are no longer just local, but are regional, national, and even international in scope.

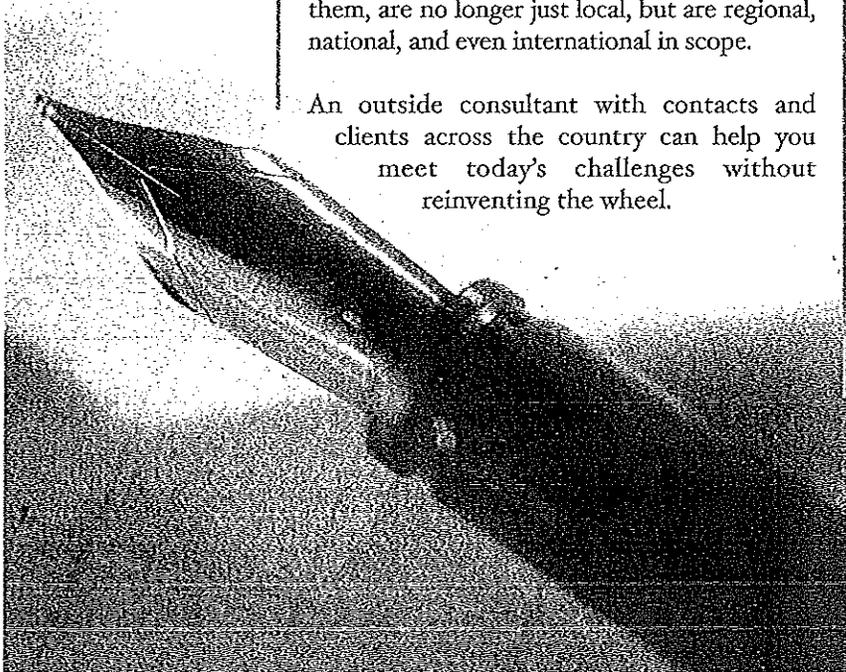
An outside consultant with contacts and clients across the country can help you meet today's challenges without reinventing the wheel.

The client's time constraints and the need for specialized expertise, independence, impartiality and confidentiality can make outside consulting services invaluable.

Whenever tough, politically sensitive decisions are contemplated, having **expert, independent advice from a professional management consultant** provides added credibility and damage control, insuring a smoother more effective implementation.

Growth, change and cost pressures are all catalysts for engaging management consultants.

The bottom line in engaging an independent management consultant always should be to get the best return on your taxpayers' or customers' investment.





## Who is The Mercer Group, Inc.?

The Mercer Group, Inc. is an independent management consulting firm incorporated in the state of Georgia and operating nationwide. The firm was founded by James L. Mercer, a management consultant of more than 30 years in the public and private sectors and a former Assistant City Manager. He has written or co-authored 6 books and more than 250 articles on various phases of public management.



James L. Mercer,  
President

The Mercer Group, Inc. is recognized as one of the finest management consulting firms in the United States in our market niches. They include:

- Organization and Management Studies
- Operations Analysis
- Government Consolidation and/or Privatization
- Executive Search
- Strategic Planning
- Compensation and Classification Studies
- Market Research

Our team of consultants has combined experience of more than 250 years in these areas. We provide high quality management consulting services to federal, state and local governments and to health care providers, transit authorities, utilities, and private-sector clients.

# Combined Experience

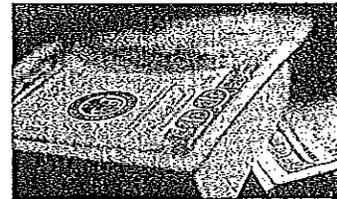
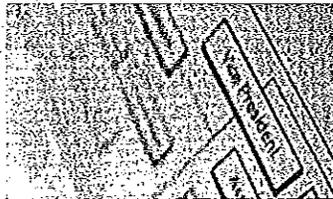
## What Do We Offer?

Representative engagements include:

- Organization and operations analysis
- Strategic planning
- Full and functional consolidation studies
- Executive search
- Compensation and benefits analysis and performance appraisal systems
- Implementing cost-cutting measures
- Outsourcing assessments
- Strategies for managing with less
- Management audits
- Productivity studies
- Alternative service delivery approaches
- Annexation cost/benefit assessments
- Alternative revenue source analysis
- Budgeting systems:  
annual, capital, long-range, and strategic
- Managed competition
- Strategies for meeting new state/federal regulations
- Strategies for state/local market

### WE DELIVER:

- ON-TIME AND ON-BUDGET  
FINAL PRODUCTS
- COMMITMENT TO  
IMPLEMENTATION
- WORKABLE AND  
COST-SAVING SOLUTIONS
- CLIENT SATISFACTION —  
GUARANTEED



MANAGEMENT

&

HUMAN RESOURCES

CONSULTING

PRACTICE



EXECUTIVE SEARCH



**The Mercer Group, Inc.**

*Consultants To Management*

**MISSION STATEMENT**

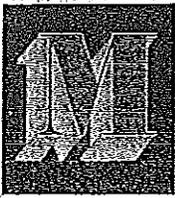
**TO MAKE OUR CLIENTS PROUD THAT THEY ENGAGED US TO  
PROVIDE MANAGEMENT CONSULTING SERVICES FOR THEM.**

The Mercer Group has numerous offices strategically located throughout the United States to better respond to our client's needs.

website  
[www.mercergroupinc.com](http://www.mercergroupinc.com)

email  
[mercerc@mindspring.com](mailto:mercerc@mindspring.com)





**The Mercer Group, Inc.**

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Consultants to Management

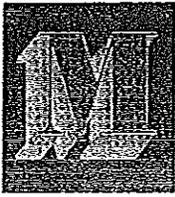
**PRESENTATION**  
to the  
**SOCORRO CITY COUNCIL**  
November 3, 2011

The Mercer Group, Inc. is recognized as one of the finest management consulting firms in the United States in our market niches. They include:

- *Executive Search*
- *Organization and Management Studies*
- *Operational Analysis*
- *Government Consolidation And Privatization*
- *Strategic Planning*
- *Compensation and Classification Studies*

- **Selecting your next City Manager**
  - ❖ One of the most critical decisions you will make
  - ❖ The Mercer Group will keep you involved – this is your process
- **The Mercer Group process will showcase Socorro, Kansas**
  - ❖ To attract the best quality candidates
  - ❖ To ensure the top candidates are a good fit for the community
- **The Mercer Group uses a targeted approach to recruit highly qualified applicants**
- **REPORT TO THE CITY COUNCIL ON LEADING CANDIDATES**
  - ❖ 8 to 10 candidates most closely matching the criteria established by the City Council
- **REPORT TO THE CITY COUNCIL ON FINALIST CANDIDATES**
  - ❖ A detailed narrative of the interviews with supervisors, peers, and staff reporting to the Finalist
  - ❖ Includes a background report on criminal and driving history, credit history, and verification of college education degrees
  - ❖ Includes an Interview Guide with suggested interview questions tailored to your needs
- **Guarantees**
  - ❖ The Mercer Group will stand behind your selection
  - ❖ The Mercer Group will work with you until you have your next city manager under contract
- **The Mercer Group is a long-established, respected national association of experienced consultants**
  - ❖ I want to make you proud to have utilized The Mercer Group

Thank you for the opportunity!



## The Mercer Group, Inc.

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Consultants to Management

**Gary Holland**

*[gholland@mercergroupinc.com](mailto:gholland@mercergroupinc.com)  
or [gholland73@hotmail.com](mailto:gholland73@hotmail.com)*

Gary Holland brings over thirty years of local government experience to the management of the south-central regional office. Gary specializes in executive search services for The Mercer Group.

Immediately prior to joining The Mercer Group in 2007 he worked over seventeen years in city management with one of the fastest growing communities in the nation. Responsibilities included addressing issues in strategic planning, downtown redevelopment, growth management, finance, and capital project management. Significant achievements were realized in information technology services, municipal airport development, and creation of a public information office and government television channel.

Mr. Holland also has consulted with cities in Kansas, Oklahoma, Texas, and Missouri while affiliated with ICMA's Public Technology, Inc. focusing on police, fire, and public works issues. Additionally, he participated in the Oklahoma State University county government training program and authored a variety of publications and guidebooks for elected county officers. He also collaborated to create a comprehensive program on risk management for small local governments on behalf of the USDA Cooperative Extension Service. Gary served as a charter member of the governing board of a non-profit organization devoted to long term solutions associated with homeless populations.

Gary was awarded an MBA with honors from Oklahoma State University and a bachelor of business administration degree from the University of Oklahoma.

## Olivia Navarro

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**From:** Olivia Navarro [onavarro@ci.socorro.tx.us]  
**Sent:** Tuesday, November 22, 2011 10:28 AM  
**To:** 'atlarge@ci.socorro.tx.us'; 'gmadrid2@elp.rr.com'; 'district1@ci.socorro.tx.us'; 'Maria Reyes'; 'district2@ci.socorro.tx.us'; 'district3@ci.socorro.tx.us'; 'Garcia, Mary B DOD CTR (US)'; 'Jesus Gandara Jr'  
**Cc:** 'cityclerk@ci.socorro.tx.us'; 'citymanager@ci.socorro.tx.us'; 'Judge A. Vidales, Jr.'  
**Subject:** 110311 minutes  
**Attachments:** 110311 minutes.pdf



110311 minutes.pdf  
(2 MB)

*All,*

*Attached are the minutes for the meeting of November 3, 2011 for you review.*

*Respectfully,  
Olivia Navarro  
Assistant City Clerk  
City of Socorro  
124 S. Horizon  
Socorro, Texas 79927  
onavarro@ci.socorro.tx.us  
phone (915) 858-2915  
fax (915) 858-9288*