

CITY OF ALAMOGORDO, NEW MEXICO
CITY COMMISSION SPECIAL MEETING MINUTES
7:00 P.M., DESERT LAKES GOLF COURSE
@19TH HOLE RESTAURANT, 2351 HAMILTON RD.
JUNE 26, 2014

SUSIE GALEA, MAYOR
JASON BALDWIN, COMMISSIONER
NADIA SIKES, COMMISSIONER
JENNY TURNBULL, COMMISSIONER
AL HERNANDEZ, COMMISSIONER

ROBERT RENTSCHLER, MAYOR PRO-TEM
DR. GEORGE STRAFACE, COMMISSIONER
JIM STAHLER, CITY MANAGER
STEPHEN THIES, CITY ATTORNEY
RENEE CANTIN, CITY CLERK

CALL TO ORDER & ROLL CALL

Mayor Galea called the meeting to order at 6:30 p.m. Roll Call was taken by the City Clerk. Mayor Pro-Tem Rentschler was absent. All other commissioners were present. Clerk Cantin announced there was a quorum present.

Mayor Galea asked to change the meeting order so that Mayor Pro-Tem Rentschler would be here when they talk about Commission Relationship and Team Building.

Commissioner Hernandez moved to begin tonight's discussion with Item 2. Commissioner Straface seconded the motion.

2. Water Conservation Ordinance.

City Manager Stahle said he would like them to listen to Commissioner Turnbull's consideration concerning a change to the Water Conservation Ordinance in order to allow more flexibility on watering times.

Commissioner Turnbull expressed the following concerns: People are already watering on days that are not following the even/odd schedule, but they are keeping within the times of day. It is not being enforced and people are already doing this, so why have it.

Commissioner Baldwin said so your answer to that is not right now, and Public Works Director Cesar agreed. He said we could try it next season, but we are currently in a drought.

City Manager Stahle said we could do it but time it so it is effective in November or whenever.

Public Works Director Cesar talked about the 40 Year Water Plan.

Mayor Pro-Tem Rentschler joined the meeting at 6:51 p.m.

Commissioner Straface mentioned approval of new subdivisions when water is an issue to the rest of the community. Mayor Galea described it as a Smart Growth Plan.

City Manager Stahle remarked we need to educate the residents of Alamogordo concerning the effluent water system. Commissioner Baldwin said communication is the key.

Mayor Pro-Tem Rentschler asked Public Works Director Cesar if we were wasting any water into the desert and was told a very small amount.

Public Works Director Cesar talked about the ICIP item regarding ponds that they were looking at.

City Manager Stahle said we need direction from you for amending the water ordinance or not; to

take out the every other day requirement and leave the no watering on Monday requirement. Mayor Galea said by consensus we would like to see an ordinance that shows only Monday (or whatever day Staff feels appropriate) watering restrictions, with the Staff also looking into future funding source opportunities.

Commissioner Turnbull said it was important to let everyone know they should not water during the heat of the day.

1. City Commission Relationship and Team Building.

City Manager Stahle presented a packet of materials concerning Team Building and he encouraged the commissioners to take the included quiz. The purpose of this conversation is to provide you with ideas to build your team, the commission.

Mayor Galea and Mayor Pro-Tem Rentschler went back and forth about how they interact in meetings, and Commissioner Sikes interrupted to say this is exactly what we are talking about. It's important to be informative, but not combative. It can become uncomfortable to the rest of us.

City Manager Stahle remarked that Commissioner Straface had been in public service for many years and had shared with him what the School Board used to address these kinds of matters.

Commissioner Straface gave a little background of when he came to Alamogordo and worked with the School Board which was very dysfunctional. They developed covenants and reviewed them twice a year. Those members having a problem with another member were encouraged to meet individually first before coming to the Board with the problem. The result was a very productive organization focused on goals that we accomplished over time. He passed out some of this information for all to review. The three operating principals we used were: 1) CULTURE - to establish a culture of trust, respect and collaboration based on values and beliefs; 2) SYSTEMS - to start looking at our systems to insure they are productive and affective – planning systems, evaluation systems, procurement systems, etc.; 3) COMMUNICATION - how to communicate fairly in a complex organization so that everyone knows where everyone is. We all agreed to this 100% and the result was a very productive organization.

Mayor Galea asked if anyone would object to having a work session to accomplish this. There were not any objections.

Commissioner Hernandez said that is one of the things missing here which is very important. He gave the example of City Manager Stahle having to make some decisions on salaries. Commissioner Hernandez went to him to state his position and felt this communication was important and helped the city manager with his decision making. We have to be careful to observe the rolling quorum issue, but it is important to communicate with our city manager.

Commissioner Straface said the School Board developed their own document that he was not involved in called the Operating Procedures for the Board of Education. It was done like the Covenants were and everyone had to agree on it.

Commissioner Sikes said when we talk to another commissioner the expectation is that what is being said is somewhat confidential. Trust is so important.

Commissioner Sikes said we need to have a work session concerning our expectations of the Mayor.

Commissioner Straface stated you have to have the heart of a lion, soul of an angel, and skin of a rhino to be a Leader.

Discussion went back and forth between Mayor Galea and the commissioners concerning the time constraints for those with jobs and those who don't work. Commissioner Straface said listening with

respect is very important.

Commissioner Baldwin commented that the first comment he makes about the Mayor is that she works us under the table and does a good job; you are appreciated. He shared his frustrations about how to work together as commissioners.

Commissioner Sikes said we need to set goals. What are the responsibilities of the mayor.

Mayor Pro-Tem Rentschler told the mayor to be sure the majority of the commission agrees with her statements when she is representing them. He loved that she is doing all she does.

Mayor Galea said where ever we go, we are representing the commission. She would like to study the covenants Commissioner Straface had presented, and Commissioner Baldwin agreed.

Commissioner Straface passed out the Operating Procedures booklet and explained the School Board developed this booklet and it helped them when they worked together.

City Manager Stahle said if I'm hearing right you're interested in having a work session to develop these. Mayor Galea said yes, and said each commissioner needed to define their purpose. That would make it easier for us to develop goals. She wanted to have another work session to work on adopting covenants and procedures. One procedure she wanted to focus on was bringing items to the Agenda; procedures of protocol.

City Manager Stahle said if any commissioner has an item for the agenda, you need to follow the procedure, for instance, making an item understandable for anyone. Agenda preparation is very important.

3. City Manager Tasks.

City Manager Stahle felt it was important for him to listen to the commissioners in order to know what they want him to work on.

Mayor Galea wanted to see more team building and more professional development.

Commissioner Hernandez said we all have our own opinions on roads. We need to do an Infrastructure Study, rate the roads, the utility system, etc. Then we would have a list and could explain to the citizens.

Commissioner Straface said he thinks we are having a meeting right now to establish goals. Perhaps we need to make our own lists, bring them back for brainstorming in the next 10 days or so, and set a timeline.

City Manager Stahle thought each should bring no less than three and no more than five ideas to the study session.

Commissioner Baldwin suggested we stay in the bounds of the list from the strategic planning they did earlier this year.

Mayor Pro-Tem Rentschler said we need to follow through with the things we decide on.

Commissioner Sikes said a lot of your recent frustrations are that we have some missing policies; if we have a plan in place it's so much easier to move forward.

City Manager Stahle said it would be helpful to him if the commissioners got together, sat around the table and prioritized the things important under Economic Development and things under Quality of Life. He passed out a list of tasks.

Commissioner Straface said he likes systems thinking; it gives you structure when you have personnel changes.

City Manager Stahle suggested another study session in 30-45 days in order to talk about two issues: 1) Direction – three to five topics, and 2) Covenants and Operating procedures.

Mayor Galea liked Thursday nights. Mayor Pro-Tem Rentschler wanted a little later time, particularly during the summer. Commissioner Sikes said not the first Tuesday or third Thursday. Commissioner Straface said some can't make every meeting.

Commissioner Hernandez asked the Mayor and City Manager get together in order to decide who sends out the information, and make sure the details are correct.

Commissioner Hernandez said the staff works for the city manager and any information they have should go through him. Communication is very important.

Mayor Galea asked how often the commissioners would like reports from her concerning the meetings she goes to.

Commissioner Sikes said Commissioner Straface told us he provided a report to his Board on a weekly basis. She suggested all commissioners send their ideas to the city manager and his office staff. City Manager Stahle reminded them it would become public record and thus be more transparent, which is good. He requested they do so by email and not verbally.

Commissioner Straface asked for the City Clerk to forward his new email address to the Commission.

ADJOURNMENT

Mayor Pro-Tem Rentschler moved to adjourn at 9:00 p.m. Commissioner Hernandez seconded the motion. Motion carried with a vote of 7-0-0.

Mayor Susie Galea

ATTEST:

City Clerk Reneé L. Cantin

*(Prepared by Nancy Jacobs, Deputy Clerk)
Approved at the Regular Meeting held on July 8, 2014.*