



WORKSHOP MEETING
City of Anthony Board of Trustees
820 Highway 478, Anthony NM 88021
& Conference Call
Thursday, October 7, 2021
4:30 – 6:00 P.M
MINUTES

You can join meeting using your phone by dialing.
United States: +1 (646) 749-3335
Access Code: 955-707-413

1. CALL TO ORDER by Mayor Pro Tem Herrera

2. PLEDGE OF ALLEGIANCE led by City Clerk

3. ROLL CALL Present:

MPT Fernie Herrera	YES	NO
Trustee Gloria Gameros	YES	NO
Trustee Elva Flores	YES	NO
Trustee Javier Silva	YES	NO
Mayor Diana M. Trujillo	YES	NO
Quorum Established	YES	NO

4. APPROVAL OF AGENDA ORDER

ROLL CALL

1st Motion: Trustee Gameros 2nd Motion: Trustee Silva

MPT Fernie Herrera	YES	NO
Trustee Gloria Gameros	YES	NO 4 to 0 vote, motion pass.
Trustee Elva Flores	YES	NO
Trustee Javier Silva	YES	NO
Mayor Diana M. Trujillo	YES	NO--Absent

5. DISCUSSION:

- a) To discuss and create guidelines for City Manager moving forward.
- *Trustee Gameros: I just wanted us to have this meeting to discuss what the board wants from the City manager position. Most of the points are what I have heard the board repeating in the meetings. I want us to be on the same page. The agreed items can be placed as a resolution at the next meeting.*
 - *One of the items is training. NMML has started training again. The city manager should attend DFA conferences, local government division budgeting training, state auditors training, and certified procurement officer training.*
 - *Complete solid waste RFP in three months and arrange how to collect a franchise fee. This has been on hold for two years.*



- *From what trustees have been explaining in meetings, holding meetings with citizens and private groups is important. Manager to be attending meetings with the contractors and the engineers on-site to get a better understanding of our community.*
- *City Manager to bring economic development, involve P&Z Commission to projects like Dos Lagos for Zoning. We need to start subdividing this property so that we can start bringing in residential and commercial developers.*
- *The manager can call a meeting to get a good consensus on the board's decision about Lander's portables. Board can have a workshop with Anthony Water staff to have everybody on the same page.*
- *Revive annexation, which has also been on hold for the past two years.*
- *I saw the city manager report, it says staff sees the need to replace and sell the city vehicles. Request the manager to bring this to the board.*
- *The other concern is from what I hear the board say. The city manager needs to be at city hall Monday through Friday, at least 8:00 am to 5:00 pm, as he has to manage individuals in the office. The board requested courtesy email for when the manager has to be away for a long time i.e., vacation.*
- ***Trustee Flores:** I also have a few things for the manager. It's not personal. It is just to help the city and everyone around you. Some citizens are very upset with you. One of the big things is that you never answer the phone and that you don't respond to emails. As far as I know, you respond to my emails. They even questioned why we are paying you. It was a little bit rough to have to answer. There was a question on why you don't hold public meetings with citizens here in Anthony.*
- *I was in charge of annexation, which included P&Z commissioners. Everything just stopped. I asked the attorney that was in charge to make sure that I was involved. I also found out that you all were holding meetings, and I was not invited to some of them.*
- *Residents have been asking about portables and suggested trading portables for some land with the water company.*
- *I think the biggest thing that I have been finding out in the past few days is being absent from the office. Residents go to city hall, and the manager is not there.*
- *My advice to you would be to return these phone calls, not be so aggressive, help out people when we have incidents like the recent flooding. The resident said that you were insensitive to all. The city manager represents us in the city. I feel like you should be a little less aggressive to people.*
- ***Trustee Silva:** I'm not sure if I'm in the right meeting because I believe this meeting was a workshop to give the city manager direction on what we wanted to be done. I understand that there's a lot of frustration and some concerns but, I don't think this is the time and the place for an evaluation, even though I do agree with some of what trustees just said. I have called the manager before, and he doesn't answer the phone, but if I send an e-mail, he answers. I believe we should look for a solution as to how we are going to fix this. My solution is possibly looking into getting him a part-time assistant.*
- ***MPT Herrera:** in my opinion, we should renegotiate the manager's contract to reflect what we expect him to do. I agree that he should be working at City Hall 8:00 am – 5:00 pm. If the city manager at the time doesn't agree to it, then we just move forward and look for somebody else that will adhere to these guidelines. We also need solid waste management negotiations.*



- **City Manager:** *I was not able to attend the last training in Albuquerque due to scheduling. I'm very open to DFA training. As far as certified procurement officer training, I'm scheduled to take that training this month. Regarding the solid waste franchise agreement, it's on hold because of the portables. The water company made it very clear that we need to resolve the portables and the MOA issue.*
- *We can't move forward on the MOA. Until we resolve the portables, I did e-mail the board a few weeks ago regarding the Lease Agreement. The only thing that makes sense is to give the portables away or trade them if the other party sees that as a viable solution.*
- *As far as holding meetings with residents, I'm not opposed to holding public meetings. But I would like to remind the board that we have at least two public meetings every month, and no one ever shows up to the meetings.*
- *I don't like answering the phone, because many times I've been burned by either people dropping in here and asking to see me, and then saying that I said something that I didn't say or worse, saying that I didn't call them back when there's very clear proof that I call people back.*
- *These opinions are being floated around about my aggressiveness or my challenging residents. It is very discouraging to hear that my board does not support me the way I support them and the way that I support department heads. I would ask you to give me the benefit of the doubt, show me proof of me being aggressive with anyone.*
- *As far as not caring, I have to admit that, yes, there are times when it is hard for me to listen to some of the things that are being repeated over and over again, but I do my very best to give people, especially residents, the time they need to air their grievances then, I do my best to represent the city in a professional manner.*
- *I'm definitely not aggressive. That's just not an accurate characterization. As far as challenging residents, that is not true either. I might defend the position of the city, but that's my job. My job is to defend the position of the city and not roll over and accept liability.*
- *As far as economic development and planning & zoning, I do attend the planning and zoning meetings. I do my best to try to be the liaison for that committee.*
- *The steering committee hasn't met in almost a year. I just want to remind the board of this that has nothing to do with me, and it has nothing to do with the planning and zoning not being engaged. We had a discussion a long time ago, and we all agreed that the planning and zoning commission should have been brought in earlier in the process. You know we're trying to be inclusive of everyone, especially the Planning and Zoning Commission. Nothing has really changed as far as annexation. The pandemic definitely put a hold on all efforts.*
- *What we discussed along with Mario and Ben Yang was that the city would do some active outreach. Members of this board, reaching out tactically and strategically to property owners and then hold public meetings. We did not have a meeting, per se, as Trustee Flores was saying. It was strictly staff meeting with our contracted service providers to find out where we were on the project and what we might be able to do going forward.*
- *As far as the city vehicles, that is something that I am planning to bring back to the board. We do have some preliminary numbers. It is going to require a budget adjustment.*
- *As far as the accountability, it sounds like the board feels like there isn't enough accountability in my position, and I completely understand that. The contract, job description, and city manager ordinance do not say I need to be here 8:00 am - 5:00 pm.*



- *I understand that when I first got here, that was definitely something that made sense. When the pandemic came in, remote working made a lot more sense. Being at the office when there is no reason to be here just doesn't make sense to me. I still work more than 40 hours a week.*
- *I don't pick up the phone just because number one, I don't like surprises number two, I don't like to get cornered. That is not the way to efficiently run the city. All it does is create more risk and more confusion, unfortunately.*
- *I asked for people to respect the time of our staff and of the city manager, asking to meet with you to set aside the time. I'm very open to meeting with anyone. I just think that it needs to be something that needs to be structured.*
- *There are a lot of things in the contract that I would like to renegotiate if I choose to sign it again. Some things don't work for me, like a two-month notice. How am I supposed to get another job when I have to give the next employer a two-month notice? That is abusive. I'm sorry, but I'm not going to sign a contract that says I have to give 60 days' notice. 30 days is more than enough.*
- *There are expectations on both sides. I understand you all have expectations. I have expectations of you as well. I see this board violating their own code of conduct and ethics on a regular basis, not just in private but in public meetings. I have my own concerns about having to work in what I consider a hostile work environment for some time. I am not the chief complaint officer. I am the administrative manager you all entrusted me with that. Documents say you will let the City administration be handled by me. You will let the day-to-day be handled by my position. Instead, all I get is micromanagement, I work through department heads, and they have my full support. Maybe I'm not sympathetic enough to residents for that, I apologize. I sometimes admit to being a little bit insensitive but have not been rude, aggressive, or challenging.*
- ***MPT Herrera:** The state was loosening up on some of the pandemic restrictions, the board passed a resolution saying that all employees should work from City Hall. You might not think that you're talking to residents in a rude way, but the tone of your voice is, and the way you address them. You might not be doing it on purpose, and maybe it is your character or personality. Residents are used to people talking to them in a nice way and making them understand what's really happening if they have any questions.*
- ***Trustee Flores:** I do agree with a lot of the things that you manage, I have been on your side defending you, and I want you to know that as citizens talk to me and they tell me these things, I hear them then tell them I will let city manager know. I was following Trustee Gameros since she set up this meeting. She started the meeting by saying all these things. I just thought maybe this was the way the meeting was supposed to be. I do agree that we should just write it on the contract for you and see if you agree and want to continue putting up with us.*
- ***Trustee Silva:** somebody correct me if I'm wrong. I believe that we all collectively agreed on bringing in the city manager because we believed that we needed some assistance to help the*



position of the mayor and to run the city. I don't believe that when we hire a manager, the responsibility of a mayor to residents goes away.

- Whether it is a new mayor or the same mayor, I think the responsibility of the mayor to answer back to the citizens still remains, which would help out the city manager.
- **Trustee Flores:** this meeting is not about the mayor, especially if she's not present. I believe we're out of order here.
- **Alan Dahl:** The city manager did point out that under his contract there is supposed to be an evaluation, 90 days prior to his anniversary date. We are about 30 days out now from his anniversary date. The city manager is indicating that he would like to set up a meeting to look at that criteria.

The meeting was set up for Friday, October 15th, 2021 at 4:30 pm

6. ADJOURNMENT

Motion to adjourn the meeting.

ROLL CALL

1st Motion: Trustee Gameros 2nd Motion: Trustee Flores

MPT Fernie Herrera	YES	NO
Trustee Gloria Gameros	YES	NO 4 to 0 vote, motion pass.
Trustee Elva Flores	YES	NO
Trustee Javier Silva	YES	NO
Mayor Diana M. Trujillo	YES	NO - Absent

Diana Murillo-Trujillo, Mayor



ATTEST:

Esther Motongo, CMC - City Clerk