

**City Manager Training Report from Texas Municipal League**  
**110<sup>th</sup> Annual Conference October 5 -7, 2022.**

Per the City Manager employment agreement section 12, the *“Employee agrees to provide and turn in all receipts for such expenses and to provide the City Council with a report of what information was learned or obtained at the next reasonable Council Meeting after attending a conference or training session.”*

The training session was located in San Antonio, so no hotel or travel expenses were incurred. The total cost for registration and parking was \$475.00.

As part of the training, I attended the following:

October 5, 2022

- The Responsibility of Leaders in Times of Uncertainty hosted by Dr. Rick Rigsby. This motivational speaker provided a message illustrating that nothing prepares leaders more than a season of instability. Stating that in times of uncertainty, it compels leaders to rise to another level. Sticking to the basics and showing small acts of kindness can go a long way
- Risk Management the gut punch Chronicles. We heard from four of the Texas Municipal League intergovernmental Risk pool employees understanding the city’s insurance coverage needs. We discussed COVID-19, Winter Storm Uri, increasingly volatile weather, explosions, fire, inflation, cyber security, and other risks. – See attached Handout.
- Sex, Drugs, and Political Patronage: Why employment Law is so much fun. Learned from an experienced employment attorney the basics of the laws affecting public sector employment, such as what to do when there’s a complaint of sexual harassment, what to do about employees who shouldn’t be on leave, and those who should not be at work, how to have (and document) difficult conversations about performance, when you have to pay overtime, and what employees have the right to say on social media. – See attached handout

October 6, 2022

- Small City Strategies for Getting Infrastructure Grants: We discussed Six federal grants for small cities
  - Safe Streets and Roads for All Program
  - Electric Vehicle Charging Community Grant
  - Enabling Middle Mile Broadband Infrastructure Program
  - Digital Equity Competitive Grant Program
  - Energy Efficiency and Conservation Block Grant
  - Clean School Bus Program
- Better Together: Collaborating to Get Things Done Collaboration with other cities, local businesses, and more is an effective way for small cities to provide high-quality services with limited resources.
- 2023 Legislative Outlook for Cities We looked at the upcoming 88th session of the Texas Legislature, which begins on January 10, 2023. – See attached handouts.

- Social Media and the New Normal we heard from other cities about some innovative and creative ways cities have learned to adjust and move forward as a team within this new normal through social media to support with communication, advertising, or celebrating.

October 7, 2022

- Legal Q &A – Various questions on Quorum issues
- Build a Welcoming Community hosted by Melody Warnick, Author and Placemaking Expert. She discussed communities across the country fighting to attract and retain an increasingly mobile workforce. She discussed the towns and cities that know how to welcome newcomers by providing incentives and a sense of community.