



Advancing Excellence and Inclusiveness in Local Government

Agenda

January 10, 2025

9:00 am PT/Noon ET

Board of Directors

Samantha Tavares

President

Marcus Steele

President-Elect

Aaron Zavala

Vice President

for Membership

Ramiro Inguanzo

Vice President for

Professional

Development

Mario Diaz

Vice President for

Career Advancement

At-Large Directors:

Carlos Baia

Past ICMA Board

Member

Noel Bernal

Mariana Bojorquez

Andrea Alicoate

Alejandra Lopez

Matt Rivera

Ramiro Salazar

Hazel Wetherford

Joe Camacho

Board Liaisons

Jorge Gonzalez

ICMA Liaison

Gabe Rodriguez

NACA Liaison

Deanna Santana

MissionSquare

Retirement Liaison

A. Call to Order/Roll Call/Welcome

B. APPROVAL: Consent Agenda – Receive and Approve

1. Board Meeting Zoom Recording Link of December 6, 2024 (see password in the meeting appointment invitation)
2. Board Meeting Attendance Report for 2023/2024 (see meeting attachment)
3. Financial Reports of December 2024*

C. DISCUSSION/APPROVAL:

1. Approve the Board of Directors' Election Ballot* - **Christine Butterfield**
 - a. Open voting on 1/13
 - b. Close voting on 2/11
 - c. Conduct membership meeting webinar February 25 9:00 am PT/Noon ET
 - d. Install 2025 Board on 3/7
2. Review and Approve Terms of Sustaining Corporate Sponsorship Agreement with Cigna* – **Samantha Tavares & Marcus Steele**
3. Discussion of Topics, Timeframe and Food for the January 26, 2025, Board Retreat – **Samantha Tavares**

D. DISCUSSION:

1. Discuss LGHN 2025 Conference Program, Attendance, and Sponsorship – **Samantha Tavares**
2. LGHN Board Committee Updates (*verbal*)
 - a. International Committee – **Noel Bernal**
 - ***AI firms' presentation at conference and services available to LGHN members***
 - b. Conference Planning Committee – **Ramiro Inguanzo and Marcus Steele**
 - ***Review tentative conference program***
 - December 17, GFOA Webinar *Reimagining ERP Software* at 9 am PT/Noon ET - completed
 - c. Career Advancement Committee – **Mario Diaz**
 - ***Mentorship program gathering scheduled for 1/16***
 - d. Membership and Chapters Meetings – **Aaron Zavala**
 - ***Emerging California chapter update***
 - e. LGHN Conference Subcommittee Update – **Mario Diaz**
 - ***Discussion of progress and next steps (on pause)***
 - f. Board 2024 – 2026 Goals Subcommittee Update – **Hazel Wetherford**
 - ***No new updates***

E. Informational Items:

1. LGHN Board Liaison Reports
 - a. ICMA Board and ICMA International Committee – **Jorge Gonzalez**
 - b. MissionSquare – **Deanna Santana or Dario Garcia-Gomez**
 - c. NACA – **Gabe Rodriguez**
2. LGHN Programming and Schedule 2025
3. LGHN *Legacy Leaders’ Oral History Webinar* TBD

F. Future Board Meeting Agenda Items

1. Updated Affiliate Agreement with ICMA – *On hold until ICMA governance project and review is complete. Likely in mid-2025.*

G. Future Meeting Dates and LGHN 2024 and 2025 Events

1. January 10, 2025 – LGHN Board Meeting – **date change**
2. **January 26, 2025 - LGHN Board Retreat/Workshop, (location TBD) Mesa, AZ**
3. **January 27 – 29, 2025 - LGHN 2025 Annual Conference, Mesa, AZ**
4. February 7, 2025 – LGHN Board Meeting
5. March 7, 2025 – LGHN Board Meeting
6. April 4, 2025 – LGHN Board Meeting
7. **April 9 – 13, 2025 - NFBPA Forum Conference**, Hyatt Regency, San Francisco, CA (*Christine and Samantha to attend with CA emerging chapter members*)
8. May 2, 2025 – LGHN Board Meeting
9. June 6, 2025 – LGHN Board Meeting
10. July 11, 2025 – LGHN Board Meeting – **date change**
11. August 1, 2025 – LGHN Board Meeting
12. September 5, 2025 – LGHN Board Meeting
13. October 3, 2025 – LGHN Board Meeting
14. **October 25-29, 2025 – ICMA Annual Conference, Tampa, FL**
15. November 7, 2025 – LGHN Board Meeting
16. December 5, 2025 – LGHN Board Meeting
17. **April 2025 - LGHN 2026 Conference in Denver/Adams County**

H. Adjournment

Board of Directors' Meeting Attendance 2023 and 2024

<i>Name</i>	<i>1/24</i>	<i>LGHN 1/17-1/19 and Board Retreat</i>	<i>2/24</i>	<i>3/24</i>	<i>4/24</i>	<i>5/24 Board Workshop</i>	<i>6/24</i>	<i>7/24</i>	<i>8/24</i>	<i>9/24</i>	<i>ICMA Conference</i>	<i>10/24</i>	<i>11/24</i>	<i>12/24</i>
Samantha Tavares	X	Attended	On Leave	On Leave	On Leave	On Leave	On Leave	X	X	X	-	X	X	X
Bob Harrison (Resigned May 3, 2024)	X	Attended	X	A	X	X								
Raymond Gonzales (Resigned May 6, 2024)	A	A	A	A	A	A								
Ramiro Inguanzo	X	Attended	X	X	X	X	X	X	X	X	-	A	A	X
Gricelda Estrada (Resigned March 1, 2024)	X	A	X	X										
Carlos Baia	X	Attended	X	A	A	X	A	X	A	X	Attended	A	X	X
Noel Bernal	X	Attended	X	X	A	A	X	X	X	A	Attended	X	A	A
Mariana Bojorquez	X	Professional Conflict	X	A	A	X	A	A	A	A	-	A	A	A
Mario Diaz (Vice President and Career Advancement Chair as of June 7, 2024)	X	Attended	X	X	X	X	A	X	A	X	-	A	X	X
Alejandra Lopez	X	Attended	X	X	X	A	X	X	X	X	Attended	X	X	X
Ramiro Salazar (Resigned November 1, 2024)	X	Attended	X	A	A	A	A	A	A	A	-	A	A	
Marcus Steele(President-Elect as of June 7, 2024)	X	Attended	X	X	X	X	X	X	X	X	Attended	X	X	X
Matt Rivera	X	Attended	A	X	X	X	X	X	X	X	Attended	X	X	X
Hazel Wetherford	X	Attended	X	X	X	X	A	X	X	X	Attended	X	X	X
Aaron Zavala (Vice President and Membership Chair as of July 12, 2024)	X	Attended	X	X	X	X	X	X	X	X	Attended	X	X	X
Andrea Alicoate											-	A	X	A
Joe Camacho											-	X	X	X
Jorge Gonzalez (ICMA Board)	X	Professional Emergency	A	A	A	A	A	A	A	A	Attended	A	A	A
Gabriel Rodriguez (NACA Board)	X	Attended	X	X	X	A	X	X	X	X	-	A	A	X
Ines Guerrero/ Deanna Santana (MissionSquare)	X	Family Emergency	X	A	A	X	A	X	X	X	Attended	A	A	X

Updated December 22, 2024

Board of Directors' Meeting Attendance 2023 and 2024

Name	12/22	1/23	2/23	3/23	4/23	5/23	6/23	7/23	8/23	9/23	ICMA 10/1-10/4	10/23	11/23	12/23	1/24	LGHN 1/17-1/19 and Board Retreat	2/24
Samantha Tavares	A	X	X	X	A	X	X	X	X	X	Attended	X	X	X	X	Attended	On Leave
Bob Harrison	X	X	X	A	X	X	X	X	X	X	Attended	X	X	X	X	Attended	X
Raymond Gonzales	A	A	A	A	A	A	A	A	A	A	-	A	A	A	A	A	X
Ramiro Inguanzo	A	A	X	A	X	A	X	X	A	X	-	X	X	X	X	Attended	X
Gricelda Estrada	A	A	A	X	X	X	A	X	A	A	-	X	A	A	X	A	X
Carlos Baia	X	X	X	X	X	X	X	X	X	X	Attended	X	X	X	X	Attended	X
Raoul Lavin Through October	A	X	X	A	X	X	X	A	X	X	Attended	X	Incoming Mario Diaz X	X	X	Attended	X
Noel Bernal	X	X	X	X	A	A	A	A	X	X	Attended	X	A	X	X	Attended	X
Mariana Bojorquez	X	X	A	X	A	X	A	A	X	X	-	A	A	A	X	Professional Conflict	X
Alejandra Lopez	X	X	X	X	A	X	X	X	X	X	Attended	X	A	X	X	Attended	X
Ramón Pérez- Goizueta Through October	A	A	X	X	A	A	X	A	A	A	-	A	Incoming Aaron Zavala X	X	X	Attended	X
Ramiro Salazar	A	X	X	A	A	X	X	A	X	X	Attended	A	X	A	X	Attended	X
Marcus Steele	A	X	X	X	A	X	X	X	X	X	Attended	X	X	X	X	Attended	X
Matt Rivera	A	X	A	X	X	X	X	X	A	X	Attended	X	X	X	X	Attended	A
Hazel Wetherford	X	A	X	X	A	X	X	X	X	X	Attended	X	X	X	X	Attended	X
Victor Cardenas Through September (ICMA Board)	A	X	X	X	A	X	A	X	X	X	Attended	Incom ing Jorge Gonza lez	X	A	X	Professional Emergency	A
Gabriel Rodriguez (NACA Board)	X	X	A	A	A	X	X	X	A	X	Attended	A	A	X	X	Attended	X
Ines Guerrero/ Deanna Santana (MissionSquare)	A	X	A	X	A	X	X	X	X	X	Attended	X	Incoming Deanna Santana	A	X	Family Emergency	X

Local Government Hispanic Network

Budget vs. Actuals: Budget_FY24

January - December 2024

	TOTAL	
	Actual	Budget
Income		
43400 Direct Public Support	0.00	0.00
43450 Individual Support	310.00	0.00
43455 Corporate Support	55,000.00	65,000.00
43457 Scholarship	2,273.95	4,000.00
Total 43400 Direct Public Support	\$ 57,583.95	\$ 69,000.00
46400 Other Types of Income	0.00	0.00
46410 Advertising Sales	158,950.00	191,250.00
46430 Miscellaneous Revenue	2,123.43	1,959.00
Total 46400 Other Types of Income	\$ 161,073.43	\$ 193,209.00
47200 Program Income	0.00	0.00
47230 Membership Dues	0.00	0.00
47231 Local Chapters	10,000.00	11,000.00
47233 Individual	8,908.75	5,000.00
47234 Local Government	13,125.00	7,500.00
47237 Regional Chapter Florida	8,000.00	8,000.00
47239 Regional Chapter Illinois	4,825.00	3,700.00
47240 Regional Chapter Central Texas	3,000.00	2,800.00
47241 Regional Chapter Colorado	9,500.00	8,500.00
47242 Regional Chapter Michigan	2,500.00	0.00
Total 47230 Membership Dues	\$ 59,858.75	\$ 46,500.00
47270 LGHN Dinner Registrations	7,300.00	8,000.00
Total 47200 Program Income	\$ 67,158.75	\$ 54,500.00
49000 Special Events Income	0.00	5,000.00
49010 Special Events Contributions	6,000.00	0.00
Total 49000 Special Events Income	\$ 6,000.00	\$ 5,000.00
Total Income	\$ 291,816.13	\$ 321,709.00
Gross Profit	\$ 291,816.13	\$ 321,709.00
Expenses		
60900 Business Expenses	0.00	0.00
60920 Business Registration Fees	100.00	120.00
60960 Merchant Services Fees	7,721.60	10,000.00
Total 60900 Business Expenses	\$ 7,821.60	\$ 10,120.00
62100 Contract Services	0.00	0.00
62110 Accounting Fees	0.00	1,200.00
62150 Outside Contract Services	203,706.29	225,000.00
Total 62100 Contract Services	\$ 203,706.29	\$ 226,200.00
65000 Operations	0.00	0.00

65009 Computer Software	1,386.09	1,600.00
65020 Postage, Mailing Service	1,617.67	2,000.00
65030 Printing and Copying	0.00	500.00
65040 Supplies	93.45	50.00
65050 Telephone, Telecommunications	1,952.52	2,000.00
65060 Website	7,715.62	12,000.00
Total 65000 Operations	\$ 12,765.35	\$ 18,150.00
65100 Other Types of Expenses	0.00	0.00
65110 Advertising/Marketing Expenses	4,696.13	4,000.00
65120 Insurance - Liability, D and O	909.00	1,000.00
65140 Contributions	1,500.00	1,500.00
65160 Other Costs	1,383.94	500.00
65170 Scholarships Awarded	2,000.00	2,000.00
65180 Special Events	5,389.94	7,000.00
65185 Program Activities	0.00	0.00
Catering	6,600.00	12,000.00
Entertainment	300.00	1,500.00
Other Costs	0.00	16,888.00
Postage/Shipping	0.00	500.00
Printing/Copy/Mktg	0.00	500.00
Stipends and Speaker Fees	0.00	1,600.00
Total 65185 Program Activities	\$ 6,900.00	\$ 32,988.00
65190 Special Projects, Chap Support	0.00	5,000.00
Board of Directors Retreat	0.00	0.00
Retreat	0.00	1,500.00
Total Board of Directors Retreat	\$ 0.00	\$ 1,500.00
Total 65100 Other Types of Expenses	\$ 22,779.01	\$ 55,488.00
68300 Travel and Meetings	0.00	0.00
68310 Conf, Conv, Meeting-Nat'l	3,974.22	5,000.00
68320 Meeting Travel-Reg'l	0.00	1,000.00
68330 ICMA Conference Committee	921.22	2,400.00
Total 68300 Travel and Meetings	\$ 4,895.44	\$ 8,400.00
Total Expenses	\$ 251,967.69	\$ 318,358.00
Net Operating Income	\$ 39,848.44	\$ 3,351.00
Net Income	\$ 39,848.44	\$ 3,351.00

Friday, Jan 03, 2025 09:28:29 AM GMT-8 - Cash Basis

Local Government Hispanic Network Account List as of 1/3/25

Account	Description	Balance
US Bank - checking		246,122.71
US Bank - checking:Frances Gonzalez Scholarship		20,333.99
US Bank - checking:Joel Valdez		428.03
US Bank - checking:LGHN Conference		0.00
US Bank - checking:Operating Cash		150,360.69
US Bank - checking:Operating Reserves		75,000.00
Florida Chapter Payable	LGHN owes to the LFLG chapter	-5,687.28
Illinois Chapter Payable	LGHN owes to the IL-LGHN chapter	-293.72
Colorado Chapter Payable	LGHN owes to the Jutos Colorado chapter	-750.00
Central TX Chapter Payable	LGHN owes to the CTX Chapter.	-4,248.64
Michigan Chapter Payable	LGHN owes to the Michigan Chapter	-1,000.00
NorCal Chapter Payable		0.00
actual operating		138,381.05



LGHN Board of Directors 2025 Election Ballot

Ballot Information

Voting is open for the LGHN Board of Directors positions that expire or have become vacant this year. Election to these positions will be for the 2025 year and require a majority vote by the membership. Terms are for two years unless otherwise noted. Executive Committee members seeking election/reelection are Marcus Steele for President and Matt Rivera for President - Elect. Those seeking election/reelection for Director at Large are: Daniel Ortiz Hernandez, Susana Carbajal, José Madrigal, Maria, Solano, Andrea Alicoate, and Joe Camacho. **Please take a moment to complete your electronic ballot, no later than Tuesday, February 11, 2025 (5 p.m. PDT).**

The ballot is on the following page. Bios for each candidate can be found on the subsequent pages.

If you have any problems or questions concerning the use of the electronic ballot, please contact Karen Davis at the LGHN Business Office by calling 408-221-8456 or via email at: kdavis@lghn.org. Any questions about the election process will be routed to Executive Director, Christine Butterfield.

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LGHN Board of Directors 2025 Election Ballot

LGHN Board of Directors 2025-2027

Please select only one candidate for the positions of President and President - Elect. You may select up to six candidates for the At-Large Director position. The opportunity to write in a candidate is available for all positions.

1. President (please select only one)

☐ Marcus Steele - Budget and Finance Manager for the Scottsdale Police Department, City of Scottsdale, AZ

☐ Other (Please write name in)

2. President - Elect (please select only one)

☐ Matt Rivera - Director of Community Safety and Well-Being, Adams County, CO

☐ Other (Please write name in)

3. At-Large Director (please select only 6)

☐ Daniel Ortiz Hernandez - Assistant City Manager, City of Ennis, TX

☐ Susana Carbajal - Assistant City Manager, City of Austin TX

☐ José Madrigal - City Manager, City of Durango, CO

☐ Maria Solano - Deputy City Manager, City of Plymouth, MN

☐ Andrea Alicoate - Assistant to the City Manager, City of Mesa, AZ (one year term)

☐ Joe Camacho - Race Equity Coordinator, Adams County, CO (one year term)

☐ Other (Please write in name)

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LGHN Board of Directors 2025 Election Ballot

Candidate Statement: Marcus Steel for President (2-year term)

Marcus Steele serves as the Budget & Finance Manager for the Scottsdale Police Department at the City of Scottsdale, Arizona. He has extensive experience in leading teams in budget and finance, grant management, capital improvement programs, and process improvement. He is a leader building and developing data-driven teams that seek to promote public value for our City no matter what the service delivery method. Marcus was the Founding Chair of the Mesa (Arizona) Hispanic Network in 2018 when he also first became involved with LGHN. Marcus is currently establishing the Scottsdale Hispanic Network with other LGHN members. He serves as the Chair and Vice President of the LGHN membership committee and has assisted building, developing, and engaging LGHN chapters across the country.

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LGHN Board of Directors 2025 Election Ballot

Candidate Statement: Matt Rivera for President-Elect (2-year term)

Matt Rivera serves as the Director of Community Safety and Well-Being for Adams County Colorado. Strongly committed to equity and inclusivity, he focuses on community, people, and connection when helping organizations realize lasting, systemic transformation. Possessing nearly 15 years of ongoing experience in local government across multiple jurisdictions, he has delivered public sector victories in a number of areas: elections administration, public safety, human resources, social justice, DEI, and leadership. Matt has also compiled more than five years teaching in higher education, working as Professional Faculty for both the University of New Mexico Anderson School of Management and Metropolitan State University in Denver, CO - leading undergraduate and graduate-level courses in Human Resource Management and Organizational Development. Matt possesses an MBA in Human Resource Management along with a B.A. in Economics. He is currently dual certified, carrying the designations of Senior Human Resource Professional (Human Resource Certification Institute) and Senior Certified Professional (Society for Human Resource Management). He completed the Latino Leadership Institute at the University of Denver in 2018. He is a certified trainer and facilitator of personality and strength assessments, including Everything DISC and CoreStrengths. Matt is an avid philanthropist and for the past 10 years has been the Co-founder and Principal Fund Advisor for Team Tío – a non-profit fund that helps underprivileged children gain access to sports by removing financial barriers.

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LGHN Board of Directors 2025 Election Ballot

Candidate Statement: Daniel Ortiz Hernandez for Director at Large (2-year term)

With more than 17 years of local government experience, including 12 in city management roles, Daniel has held several leadership roles for cities in several states. He presently serves as the Assistant City Manager for the City of Ennis. Ennis is a growing community with over 24,000 residents located on the southeastern edge of the Dallas/Fort Worth region. His service in Ennis began in January 2024 and includes serving as the Interim City Manager from August through November. He has helped to promote ethical leadership, enhanced transparency, encouraged employee development and interdepartmental collaboration during a crucial period in the City's history.

Daniel's entry into city management began as a Management Analyst in the City Manager's Office with the City of Casa Grande, Arizona (2009 – 2013). He supported the City Manager's Office, the Executive Leadership Team, and the City Council on a wide array of initiatives, services, and special projects. After Casa Grande, he served as the City Administrator for Kimball, Nebraska (2013 – 2016). He went on to serve two tenures as City Manager for Webster City, Iowa (2016 – 2018 & 2021 – 2023). Webster City holds a special place in his career, as he was asked to return after his first tenure. In between his two tenures in Webster City, Daniel served as the City Manager in Wasco, California (2018 – 2021).

Early in his public service career, Daniel had the privilege of serving in various roles that reinforced his passion for public service. While pursuing his Bachelor's Degree, he served as a Teaching Assistant with LAUSD supporting high-risk youth and students referred by the school district's Student Discipline and Expulsion Support Unit. He would subsequently go on to serve as a JusticeCorps/AmeriCorps volunteer assisting individuals and families representing themselves in civil cases at the Los Angeles County Van Nuys Courthouse Self-Help Center. He also served a brief period as a Section 8 Advisor helping low-income families navigate their housing needs. While pursuing his MPA he served as a Research Assistant for the Alliance for Innovation and ASU's Center for Urban Innovation.

Daniel's passion for public service was cultivated early in life through opportunities to volunteer in his community. Throughout middle school and high school, he served as a school volunteer and found

opportunities to serve as a youth soccer coach, referee, and assisted with martial arts programs at the City of Los Angeles' Valley Plaza and Ritchie Valens Recreation Centers.

Daniel has a Bachelor's Degree in Political Science from California State University, Northridge, and a Master's Degree in Public Administration from Arizona State University. He has also completed the Southwest Leadership Program at the University of Arizona and the Senior Executives in State and Local Government Program at Harvard. He is a Credentialed City Manager (ICMA-CM) and a member of the International City/County Management Association (ICMA), the Texas City Manager's Association (TCMA), the Government Finance Officers Association (GFOA), and the Local Government Hispanic Network (LGHN). He presently served on the TxLTAP Advisory Board and the Ennis ISD Career and Technology Education (CTE) Department Advisory Board.

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LGHN Board of Directors 2025 Election Ballot

Candidate Statement: Susana Carbajal for Director at Large (2-year term)

Susana Carbajal currently serves as Assistant City Manager for the City of Austin and oversees the City's Human Resources Department, Small & Minority Business Resources Department, Austin Resource Recovery Department, Watershed Protection Department, and Animal Services Office. Susana has served the City of Austin for over 14 years in strategic leadership roles. Previously as the City Manager's Chief of Staff, Susana guided City departments and offices to resolve issues and establish effective enterprise-wide management practices and operating plans for the City Manager's executive leadership team.

Prior to joining the City Manager's Office, Susana served on the executive leadership teams at Austin-Bergstrom International Airport (AUS) and the City's Economic Development Department. At AUS, Susana strategically managed the airport's business development, tenant management, legal and governmental affairs, public information office, and administrative teams. As Deputy Director of the Economic Development Department, Susana led the Small Business, Global Business Expansion, Redevelopment Services, and Finance and Administrative teams that support Austin's small business and entrepreneurial community, facilitate domestic and international expansion projects, advance industry development, invest in workforce development, and build complete communities.

Prior to working for the City of Austin, Susana served as Chief Counsel for the 2008 Democratic National Convention in Denver, Colorado, where she was responsible for all legal matters necessary for the planning and production of a national convention that nominated the presidential and vice-presidential candidates for election. Susana began her legal career as an attorney at the law firm of Husch Blackwell, LLP (formerly Brown McCarroll, LLP) in Austin, Texas where she practiced corporate bankruptcy law and focused on reorganizing small, medium, and large companies for an opportunity to have a "fresh start" and continue operations.

Susana's experience in government began by working for Texas Congressman Ruben Hinojosa in Washington, D.C. as a staff assistant. She later served at The White House for President Bill Clinton in the Office of Presidential Personnel.

Susana currently serves on the board of Leadership Austin and has served on other boards of various non-profit organizations providing community services including leadership development, early childhood education, health care, and workforce development.

Susana graduated magna cum laude from American University in Washington, D.C., and The University of Texas School of Law.

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LGHN Board of Directors 2025 Election Ballot

Candidate Statement: José Madrigal for Director at Large (2-year term)

José R. Madrigal is the City Manager for Durango, Colorado. With over two decades of experience, José has demonstrated exceptional leadership and a steadfast commitment to driving positive change and delivering tangible results for the communities he has served.

Under José's guidance, Durango has experienced significant advancements across various key areas, including workforce housing development, employee engagement, organizational development, financial management, strategic planning, and public service delivery. His strategic vision and proactive approach have fostered a thriving and inclusive organization.

José's career spans several pivotal roles in municipal governance, including interim, deputy, and assistant city manager positions in cities across Texas, such as McKinney, Irving, and Cedar Park. These diverse experiences have equipped him with a comprehensive understanding of the complexities of local government administration, earning him a reputation as a trusted leader in the field.

José's academic background includes a Master of Public Administration and a Bachelor of Arts in Political Science from Texas Tech University in Lubbock, Texas. Committed to lifelong learning and professional growth, he has completed prestigious programs such as the Senior Executive Institute Program from the University of Virginia – Weldon Cooper Center for Public Service and the Public Executive Institute from the University of Texas at Austin – LBJ School of Public Affairs.

José remains actively engaged in professional organizations, including the International City/County Management Association and the Colorado City County Management Association. He has also served as a Malcolm Baldrige National Quality Award Examiner. He holds a Lean Six Sigma Black Belt certification, underscoring his dedication to fostering continuous improvement and organizational excellence.

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LGHN Board of Directors 2025 Election Ballot

Candidate Statement: Maria Solano for Director at Large (2-year term)

Maria Solano is a dedicated public servant with 9 years of experience in local government. Maria excels in collaborating with community members and elected officials to drive initiatives that shape the future of communities. Her dedication to public service is evident in her proactive approach to building a brighter, more inclusive future for all residents.

Maria currently serves at the City of Plymouth as Deputy City Manager. Maria holds a Master's in Public Administration and a Bachelor's in Political Science from Minnesota State University, Mankato.

Prior to her current role, Maria served as the Administrative Services Officer and Senior Management Analyst for the City of St. Louis Park, Assistant to the City Manager for the City of Coon Rapids and Management Assistant for the City of Mankato.

Maria and her husband Micah live in Richfield, Minnesota with their two boys, Mateo (2) and Santiago (1). They enjoy traveling, trying new foods, and cheering on the Minnesota United FC. In addition to spending time with her family and friends, Maria enjoys a good book and bike rides.

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LGHN Board of Directors 2025 Election Ballot

Candidate Statement: Andrea Alicoate for Director at Large (1-year term)

Andrea Alicoate has dedicated over fifteen years to driving impactful change in the City of Mesa, AZ, where she currently serves as Assistant to the City Manager. A trailblazer in public service, Andrea has spearheaded transformative initiatives as the City's Director of Diversity & Engagement and leads efforts for the Employee Engagement, and Education & Workforce Development offices. Passionate about collaboration and innovation, Andrea is committed to empowering teams, elevating diverse voices, and ensuring community perspectives shape the City's future. Her leadership shines while serving on several boards on national and regional platforms, and by supporting the resource groups in her organization. In recognition of her visionary leadership, she was honored with the 2021 LGHN Emerging Leader Award.

An Arizona native, Andrea holds a BA from Arizona State University, an MPA from California State University, Northridge, and completed an executive program at Yale University blending academic excellence with a desire for meaningful community impact. She enjoys raising her son alongside her husband in the very community she is dedicated to serving.

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LGHN Board of Directors 2025 Election Ballot

Candidate Statement: Joe Camacho for Director at Large (1-year term)

Joe Camacho currently serves as a Director at Large on the Local Government Hispanic Network (LGHN) board. In his role as the Race Equity Coordinator for Adams County, Colorado, he has led initiatives focused on advancing equity within local government. In 2022, Joe played a pivotal role in launching Juntos Colorado, serving as board chair and successfully bringing together multiple local municipalities for the organization's inaugural conference.

Joe was awarded the Emerging Leaders Award at the LGHN Conference in Meza, Arizona.

Motivated to see more representation of BIPOC leaders in government, Joe joined the LGHN board to contribute on a broader scale. He is committed to growing the organization's membership, enhancing its mentorship program, and expanding Colorado's engagement within the network.

Before transitioning to government work, Joe worked in education, where he supported first-generation, low-income students in becoming college or career ready. He holds both a bachelor's and master's degree from the University of Northern Colorado and is passionate about building inclusive practices for marginalized communities.

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LGHN Board of Directors 2025 Election Ballot

Thank You!

Thanks for voting for your LGHN Board of Directors. Please click Done to complete the ballot.

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Agreement No. [MSA 11790](#)

SPONSORSHIP AGREEMENT

Agreement No. [MSA 11790](#)

1. **Parties.** This Sponsorship Agreement (the “Agreement”), is dated 01/01/2025 (the “Effective Date”), by and between [Local Government Hispanic Network \(LGHN](#) (“Sponsorship Organization”), with offices located at [4832 Cooper Road, Suite 245, Cincinnati, OH 45242](#) and Cigna Corporate Services, LLC (“Sponsor”), having a place of business at 900 Cottage Grove Rd., Hartford, CT 06152.
2. **Term.** The term of this Agreement shall commence from 01/01/2025 to 12/31/2025 expire or the completion and fulfillment of all sponsor benefits. Either party may terminate this Agreement (a) for material breach of this Agreement by the other party, which breach is not cured within 30 days after written notice thereof is received by the breaching party from the non-breaching party or which breach is not capable of being cured within such 30 day period or (b) immediately in the event the other party files for bankruptcy, becomes insolvent, or makes a general assignment for the benefit of its creditors.
3. **Scope of Sponsorship.** The scope of the Sponsorship and features to be provided to Sponsor are set forth in Attachment A.
4. **Compensation and Invoices.** Sponsor will pay Sponsorship Organization a total fee of \$ ~~Fifteen~~ Thousand (USD) (\$~~15,000~~) for Sponsorship features detailed Attachment A. Sponsorship Organization will invoice Sponsor for a 100% deposit at the execution of the agreement. If the event is cancelled for any reason, Sponsorship Organization shall, at Sponsor’s request be refunded the full amount of the sponsorship fee and/or amount paid to date. Any undisputed and properly documented invoices shall be due and payable within 30 days after Sponsor’s receipt. In the event of a fee dispute, Sponsor shall pay any undisputed amounts to Sponsorship Organization and, unless otherwise requested by Sponsor, Sponsorship Organization shall continue to perform its obligations under this Agreement. The parties shall cooperate in good faith to resolve any disputed payments.
5. **Invoicing:** Please submit invoices to: For all other payment methods, please send invoices to: AccountsPayable@Cigna.com
Supplier must include the following information on your invoice(s) to ensure timely processing and payment:
 - 1) Company Contact Name: DOHERTY, JANNETTE
 - 2) Company Contact email address: jannette.doherty@evernorth.com
 - 3) Invoice Number
 - 4) Invoice Date (date submitted to Company)
 - 5) Contract Number/Reference Name (if applicable): [MSA 11790](#)
 - 6) Ship to Address: The physical location where services were provided to/performed for Company or the physical location where goods were received by Company, if applicable.
 - 7) Your contact information to which Company can direct inquiries related to the invoice.
6. **Indemnification.** Sponsorship Organization shall indemnify, defend and hold harmless Sponsor, its affiliated companies and their respective officers, directors, employees, agents, successors and assigns from and against any damages, costs, claims, expenses or liabilities, including attorneys’ fees, arising from or in connection with the provision of the Scope of Sponsorship by Sponsorship Organization, any material breach of this Agreement by Sponsorship Organization and any negligent or wrongful act of Sponsorship Organization. Sponsor shall notify Sponsorship Organization as promptly as practicable of any claims for which it is obligated to provide indemnification. Sponsor will indemnify, defend and hold harmless Sponsorship Organization from all demands, claims, suits and expenses, including but not limited to reasonable attorneys’ fees, which Sponsorship Organization incurs by reason of the material breach by Sponsor of this Agreement.
7. **Ownership and use of Sponsor Marks.** Sponsor’s trademarks, service marks and trade names are subject to the terms of the License Agreement between CIGNA Intellectual Property, Inc. and Sponsorship Organization dated [19/12/2024](#).

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Any public announcement regarding the parties' relationship and the nature of this Agreement shall be coordinated between the parties and shall be in a form agreed upon by the parties. Sponsorship Organization agrees that neither it, nor any participants associated with the event, will disparage Sponsor's reputation and goodwill. If, in Sponsor's reasonable discretion, the event, individuals associated with the event and/or activities at the event disparage or otherwise harm Sponsor's reputation or goodwill, Sponsorship Organization shall, at Sponsor's request, refund Sponsor's deposit and other fees paid.

8. Each party hereby represents and warrants that it will comply with all applicable governmental regulations and laws.

9. In the event litigation is instituted by a third party against either party concerning any matter under this Agreement, each party shall have sole authority to select legal counsel of its choice.

10. Sponsorship Organization shall not hold itself out as, nor claim to be acting as, an employee, agent, or servant of Sponsor or any affiliate of Sponsor. Sponsorship Organization is not authorized to, and shall not make any agreements or representations on behalf of Sponsor or any affiliate of Sponsor.

11. The parties agree to the following miscellaneous provisions:

a. No amendment, modification, or change of this Agreement shall be valid or binding unless set forth in writing and duly executed by the parties.

b. No delay or failure at any time on the part of any party in exercising any right, power, or privilege under this Agreement, shall impair any such right, power, or privilege, or be construed as a waiver thereof.

c. This Agreement constitutes the entire agreement between the parties with respect to the subject matter hereof, and it supersedes all prior oral or written agreements, commitments, or understandings with respect to such matters. If any provision of this Agreement is held by a court of competent jurisdiction to be contrary to law, then the remaining provisions of this Agreement, if capable of substantial performance, shall continue in effect.

d. This Agreement shall be binding upon and shall inure to the benefit of the parties and their respective successors and assigns. Each party intends that this Agreement shall not confer any rights or remedies upon any entity other than the parties and their authorized assignees.

e. This Agreement is governed by the laws of the Commonwealth of Pennsylvania.

f. Except as expressly set forth herein, nothing in this Agreement should be construed as prohibiting or restricting either party from independently developing, having independently developed, acquiring, licensing, marketing or distributing products, services or other materials that compete with products or services offered by the other party.

12. Confidentiality. All proprietary information of Sponsor or its affiliates made available to Sponsorship Organization by virtue of this Agreement and not generally available to the public shall be treated as confidential to Sponsor and its affiliates, and Sponsorship Organization shall use the same care and discretion to avoid disclosure of such information as it uses with its own similar information that it does not wish to disclose. Sponsorship Organization and its agents shall not disclose such information to any third party without prior written consent of Sponsor or its affiliates.

13. Survival. Upon termination of this Agreement, the obligations set forth in Sections 5 through 12 inclusive shall survive.

14. Insurance Requirements. Sponsorship Organization shall maintain, at its own expense, the following minimum amounts of insurance during the term of the Agreement: (a) commercial general liability insurance (including bodily injury, property damage, products and completed operations liability and contractual liability) with a limit of not less than \$1,000,000 per occurrence and \$2,000,000 in the aggregate; (b) statutory worker's compensation insurance in accordance with applicable laws; (c) automobile liability insurance covering all vehicles owned, non-owned, hired and leased when utilized in performance of activities to which this Agreement

Agreement No. [MSA 11790](#)

pertains, with a combined single limit for bodily injury and property damage of not less than \$1,000,000; (d) umbrella or excess follow-form insurance with a limit of not less than \$5,000,000 per occurrence and \$5,000,000 in the aggregate in addition to the underlying automobile liability and commercial general liability insurance limits; (e) professional services errors and omissions liability insurance covering damages arising out of professional negligence, errors or omissions of the Sponsorship Organization, its principals or other Sponsorship Organization personnel in the course of performing activities or dissemination of information, including media content, under this Agreement, with a limit of \$5,000,000 per claim and \$5,000,000 in the aggregate. Such insurance shall extend to cover damages arising out of its negligence, wrongful acts, errors or omissions or that of any individual when acting under Sponsorship Organization's supervision, direction, or control. Sponsorship Organization's insurance coverage shall be primary and non-contributory with respect to all other available sources of insurance pertaining to activities or services performed by the Sponsorship Organization. Sponsorship Organization and its insurers shall waive all rights of subrogation against Sponsor for any benefits under Sponsor's insurance programs. Sponsor shall be included as an additional insured under Sponsorship Organization's commercial general liability and automobile liability insurance policies. Upon request and within thirty (30) days of renewal of the required insurance policies herein, Sponsorship Organization shall provide certificate(s) of insurance evidencing the insurance required in this Agreement.

15. Notices. All notices, consents, approvals, demands, and other communications given pursuant to this Agreement shall be in writing addressed to the other party at the address(es) set forth below and shall be deemed received on the date (a) personally delivered, (b) confirmed on the return receipt for certified mail sent return receipt requested or (c) confirmed on the delivery confirmation for notices sent by a reliable overnight courier. Each party may change its address(es) below upon reasonable prior notice to the other party in accordance with this section.

If to Sponsor:	with a copy to:
CIGNA 900 Cottage Grove Road Hartford, CT 06152 Attn: Supply Chain Management, C8SCM	CIGNA _____ Attn: _____
If to Sponsorship Organization: Local Government Hispanic Network (LGHN) 4832 Cooper Road, Suite 245, Cincinnati, OH 45242	with a copy to: _____ _____

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed as of the Effective Date by their respective duly authorized representatives.

CIGNA CORPORATE SERVICES, LL C

[Local Government Hispanic Network \(LGHN\)](#)

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Signature:

Signature:

Print Name:

Print Name:

Title:

Title:

Date:

Date:

Attachment A

- Complimentary conference exhibit table space and (3) complimentary conference registrations
- Sponsor 1 event or session at annual conference
- 1 Cigna driven webinar
- 1 LGHN Partner Spotlight
- Where feasible and appropriate, LGHN will provide introductions to LGHN municipal leaders and points of contact to explore healthcare services interests.
- Branding on LGHN website

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