



City of Rio Communities Council Special Business Meeting
City Council Chambers - 360 Rio Communities Blvd
Rio Communities, NM 87002
Monday, October 20, 2025 10:00 AM

Agenda

Please silence all electronic devices.

Mayor - Joshua Ramsell

Mayor Pro Tem - Lawrence R. Gordon

Council - Arthur Apodaca, Thomas Nelson, Matthew Marquez

Call to Order

Pledge of Allegiance

Roll Call

Approval of Agenda

Action Items

1. Discussion, Consideration, and Decision – Authorization to Utilize up to \$25,000 in the Environmental fund (22000) for post Flood and Fire Hazard Clean Up.
2. Discussion, Consideration, and Decision – Approval to Contract with Beasley Mitchell for Accounting, Audit, and Financial Reporting Services.
3. Discussion, Consideration, and Decision – Finalize Veterans Day Event Plans.
4. Discussion, Consideration, and Decision – Approval of Police Chief Interview Questions.

Executive Session - Pursuant to NMSA 1978 §10-15-1 (I)(2) and NMSA 1978 §10-15-1. Limited Personnel Matters, for the Purpose of Discussing Applicants to be interviewed for the Position of Chief of Police No Action will be Taken.

- * Motion and roll call vote to go into closed session
- * Motion and roll call vote to go back into the special business meeting session
- * Welcome everyone back and statement by the Mayor:

Adjourn

Please join us from the comfort and safety of your own home by entering the following link: @
<https://www.facebook.com/riocommunities>

NOTE: THIS AGENDA IS SUBJECT TO REVISION UP TO 72 HOURS PRIOR TO THE SCHEDULED MEETING DATE AND TIME (NMSA 10-15-1 F). A COPY OF THE AGENDA MAY BE PICKED UP AT CITY HALL, 360 RIO COMMUNITIES BLVD, RIO COMMUNITIES, NM 87002. IF YOU ARE AN INDIVIDUAL WITH A DISABILITY WHO IS IN NEED OF A READER, AMPLIFIER, QUALIFIED SIGN LANGUAGE INTERPRETER OR ANY OTHER FORM OF AUXILIARY AND OR SERVICE TO ATTEND OR PARTICIPATE IN THE MEETING, PLEASE CONTACT THE MUNICIPAL CLERK AT 505-861-6803 AT LEAST ONE WEEK PRIOR TO THE MEETING OR AS SOON AS POSSIBLE.



CITY OF RIO COMMUNITIES

360 Rio Communities Blvd.
Rio Communities, NM 87002
505-861-6803

October 16, 2025

Memo To: City Council

Memo From: Dr Martin D. Moore, City Manager

RE: Request for Authorization_Flood Emergency and Fire Hazard Cleanup

The City is requesting authorization from the City Council to utilize up to \$25,000 in funds, broken down as follows for flood emergency and fire hazard cleanup work.

1. Environmental Fund (up to \$10,000)
2. Municipal Streets Fund (up to \$10,000)
3. General Fund Public Works Department (up to \$5,000)

The following are estimated costs that the City would have to cover. I have included a contingency for unknown or unanticipated costs. Areas of focus include, **but are not limited to:**

1. subdivisions downstream of the golf course (Western Drive, Horizon Vista, etc.)
2. neighborhoods in the Hillandale area
3. neighborhoods south and west of the golf course
4. neighborhoods in the Khagan Loop area
5. citywide road rights of way and city properties

The requested authorization cannot exceed the amount authorized by City Council. The authorization request is a **not to exceed** amount

Estimated Cost Breakdowns:

Employee Overtime	\$5,000.00
Temporary Employee Wages	\$10,000.00
Employee Taxes, Benefits	\$5,000.00
Dumpsters	\$4,000.00
Contingency (Supplies, etc.)	\$1,000.00
Total Estimated Cost	\$25,000.00



City of Rio Communities

Request for Quote
Accounting Services



Beasley, Mitchell & Co.

Certified Public Accountants

October 14, 2025

The City of Rio Communities
Martin Moore, City Manager
360 Rio Communities Blvd.
Rio Communities, NM 87002

Re: Request for Quote

Dear Dr. Martin Moore,

I am pleased to present our quote to provide accounting services, including bank reconciliations, DFA quarterlies, and budget assistance, and audit readiness for The City of Rio Communities (the City).

We take pride in our service and are confident that you will find our services to be of the highest degree of professionalism and quality. I believe that with our experience with municipalities, governmental funding and single audits, and overall knowledge and audit experience, we are an excellent choice for the City. Beasley, Mitchell & Co., LLP has experience in providing all the services outlined in the request for qualifications. This quote is valid for ninety (90) days after the deadline for submission of the proposal, or sixty (60) days after receipt of a best and final offer if one is submitted.

We look forward to building such a relationship with you. If you have any questions, please contact me at 915-831-9253 or by email at garciaadp@bmc-cpa.com. The concurring audit partner on this engagement is Brad Beasley, CPA, CGMA and he may be contacted at 575-528-6700 or by email at brad@bmc-cpa.com. Dahlia Garcia is authorized to make representations for Beasley, Mitchell & Co., LLP and to bind our firm to a contract.

Very truly yours,

Dahlia Garcia, CPA
Partner



TEAM QUALIFICATIONS AND EXPERIENCE

Competence is derived from a combination of education and experience. All the employees at Beasley, Mitchell & Co., LLP are evaluated and assigned to projects that are within their level of education and experience. As a result, The City of Rio Communities will work with competent, technical employees that will provide quality service. Beasley, Mitchell & Co., LLP currently provides Auditing and Assurance services to over 100 clients. Among these, we have extensive experience in financial statement audits, evaluations of internal control, compliance audits, single audits, agreed upon procedures, and program specific audits for various not-for-profit organizations.

Beasley, Mitchell & Co., LLP believes staff continuity provides better services to our clients. We realize that continued use of new staff on engagements results in additional work and time spent by both the firm and the client, so we strive to limit the turnover in staffing. The firm has experienced low turnover rates in its auditing and accounting practice.

OUR SERVICE TEAM FOR THE CITY OF RIO COMMUNITIES

Staff Assigned to the City:

- Brad Beasley, CPA, CGMA, Leading Partner
- Dahlia Garcia, CPA, Audit & Assurance Partner
- Lizeth Martinez, Client Accounting Services Manager
- Viviana Solis, Client Accounting Services Specialist

Qualifications found on next page

"Diversity, Training, Relationships. Auditing is not just a job, it's a resource with Beasley, Mitchell & Co."
- Daniela Johnson, Village Clerk, Village of Mosquero

TEAM QUALIFICATIONS AND EXPERIENCE (CONTINUED)

Brad M. Beasley, CPA, CGMA, Leading Partner



Qualifications

Brad has been with Beasley, Mitchell & Co. since 2004, and a Partner since 2008. At Beasley, Mitchell & Co., Brad manages the Audit and Assurance practice and provides accounting and tax services to a broad range of clients with concentration in Government, not-for-Profit, and commercial and residential construction. He worked in Internal Audit and SEC compliance while working in the gaming industry for Harrah's Entertainment (now Caesars' Entertainment). Brad has serviced many entities including Burrell College of Osteopathic Medicine, Emergence Health Network, Borderplex Alliance and many more. He serves on the AICPA Assurance Services Executive Committee and is on the Audit Committee of New Mexico State University. Brad has well over 120 hours of CPE in the last 3 years, which includes 36 hours of yellow book CPE.

Dahlia Garcia, CPA, Audit & Assurance Partner



Qualifications

Dahlia serves as a Partner in the Audit & Assurance department, having joined Beasley, Mitchell & Co., LLP in 2015 after working for four years at an accounting firm in El Paso. She has not-for-profit and governmental experience, and receives extensive yellow book training on a regular basis. Dahlia has provided external audit, risk assessment, and control assurance to many not for profit organizations. Dahlia has been auditing not for profit organizations since 2011 and manages a large book of business. Dahlia has serviced many entities including City of Sunland Park, Cibola County, City of Artesia, City of Tucumcari, and many more. Dahlia has well over 120 hours of CPE in the last 3 years, which includes over 60 hours of yellow book CPE.

TEAM QUALIFICATIONS AND EXPERIENCE (CONTINUED)

Lizeth Martinez, CAS Manager



Qualifications

Lizeth (Liz) Martinez, Client Accounting Services (CAS) Manager, joined Beasley, Mitchell & Co. as a CAS Manager in 2024. Liz graduated with a Bachelor of Business Administration and Accounting from New Mexico State University in 2018. Liz comes to us with over eight years of experience in accounting and as a controller. She currently holds a manager position in the CAS department, where she oversees multiple clients and staff who process payroll and accounting services and prepare financials for BMC clients. Liz's experience and tasks include QuickBooks, payroll, tax accounting functions, and extensive experience in various computer software.

Viviana Solis, CAS Specialist



Qualifications

Viviana has over ten years of experience improving operational efficiency and ensuring financial health for non-profit and for-profit organizations. Her background includes experience in month-end close processes, financial reporting, budget development, audit preparation and grants management. She is a graduate of New Mexico State University.

PROPOSED FEES

ESTIMATED FEE SCHEDULE FYE 2026 FOR 6 MONTHS			
	Estimated Hours	Frequency	Cost
Bank Reconciliation	78	Monthly	\$ 12,480
Quarterlies	60	Quarterly	9,600
Budget Assistance	25	Annually	4,000
Audit Readiness	120	\$160/Hourly	19,200
Sub-Total	283		45,280
Tax			3,905
Total	283		\$ 49,185

These proposed fees are for the six month period covering October 15, 2025 to April 15, 2026.

We bill based on hourly rates, which will be capped at \$160 and \$50,000 total for the listed services above.

From time to time you may have a question or issue that you would like to discuss immediately. We are always available via phone or email. We are prompt in responding to your needs and are able to respond quickly to both routine requests and requests for special services. We anticipate a customary level of incidental questions and research, which is provided at no additional charge.



CITY OF RIO COMMUNITIES — Interview Assessment Form

Applicant Name _____

Job Title and Department _____

Panel Member: _____

Date of Interview _____

Scoring: 4 = Outstanding 3 = Good 2 = Satisfactory 1 = Unsatisfactory

Interview Question/Selection Criteria	Comments	Scoring			
		1	2	3	4
EDUCATION (Qualification, special courses and training. Projects, Reports, Surveys etc.)					
WORK EXPERIENCE (with special reference to function for which he/she is being interview)					
PERSONALITY (Impression created as to his/her introduction (handshake, eye contact, smile) administrative/leadership skills, appearance (dress sense))					
Question #1 What attracted you to a career in law enforcement?					
Question #2 What specific roles in law enforcement do you have experience in?					
Question #3 What is your favorite aspect of police Work?					
Question #4 Which of your previous experiences has prepared you most for this role?					
Question #5 What are you looking to give to this position?					
Question #6 What traits would you attribute to an excellent police chief?					

Question #7 Describe how you will balance the administrative and field work components of being a working police chief?					
Question #8 Do you have any strategies for meeting deadlines for paperwork? (optional for Manager Follow-up)					
Question #9 Why are you leaving your current Department?					
Question #10 Which pieces of equipment do you think you could instruct other officers on how to use?					
Question #11 Describe your skills with the a) Public b) Employees c) City Council d) Colleagues e) Criminal element					
Question #12 How do you interact and deal with the homeless (trespass, fires, shoplifting, property crimes, etc.)					
Question #13 Are there any high-profile issues in your professional career that could be a concern for the City? How were they resolved?					
Do you have any questions for us?					
		Total:	Total:	Total:	Total:

Police Chief Questions

1. What is your vision for Rio Communities Police Department over the next 3-5 years?
2. How would you describe your leadership style, and how does it foster accountability and morale?
3. What steps would you take to build trust and respect within the department and with the community?
4. How do you ensure fairness, consistency, and professionalism in disciplinary actions?
5. What strategies would you implement to improve officer retention and recruitment in a small-city department?
6. What is your approach to balancing proactive enforcement with community policing?
7. How do you evaluate whether patrol resources are being deployed efficiently?
8. What is your stance on the use of technology (body-worn cameras, license plate readers, etc) in modern policing?
9. How would you handle ongoing issues like homelessness, mental health calls, and nuisance properties while maintaining compassion and public safety?
10. What systems would you put in place to ensure transparency and reduce citizen complaints?
11. How would you engage with youth, school and civic organizations in Rio Communities?
12. What steps would you take to strengthen relationships between the police department and other departments?
13. How would you work with county, state, and federal agencies to address crime that crosses jurisdictional boundaries?
14. How would you handle negative public perception or social media criticism toward the department?
15. What experience do you have managing a municipal department budget, and how would you prioritize spending for Rio Communities police department?
16. How would you justify budget requests to the city council and public?
17. What creative strategies would you use to stretch limited resources or pursue grants?
18. How would you ensure compliance with city policies, state laws, and accreditation standards?

19. Describe a time when you faced a major internal or public crisis. How did you handle it?
20. How do you define ethical leadership, and how would you model that for your officers?
21. How would you approach an internal investigation involving a trusted senior officer?
22. How do you ensure officer wellness and manage the mental health impact of the job?
23. What do you know about Rio Communities and its specific safety challenges?

24. What do you see as the most immediate priorities for Rio Communities police department?
25. Why do you believe you are the right person to lead this department and serve this community?