



CAPABILITIES & SELECTED RECORD

Jose M. Landeros, MPA — Principal. Nearly twenty years of public policy, research, and data analytics experience, including twelve years in local and regional government executive service (El Paso County, 2013–2025), in routine collaboration with state, federal, and international counterparts. MPA, Urban & Economic Development (UT Arlington) · BS, Political Science (Texas A&M).

WHAT THE RECORD DEMONSTRATES

Institutions built from concept to operation · **financing engineered** when conventional tools fall short · **competitive funding won** across ten-plus state, federal, and binational sources · **complex systems improved** through data and national standards · **outcomes convened** across jurisdictions, agencies, and borders.

Public Finance & Capital Programs

- Structured **\$200M+** in certificate, note, and revenue-paired debt through a layering strategy that preserved the county tax rate — within a capital finance portfolio exceeding \$350M.
- Structured paired senior/junior issuances against a dedicated revenue stream to net ~\$100M when state law barred the conventional tool; executed the county's **first two TxDOT State Infrastructure Bank loans**.
- Structured a general-obligation bond program for voter consideration and began implementation of the three approved propositions, totaling **\$155M**; qualified financial-advisor and underwriter pools by RFP.

Institution Building & Organizational Development

- Formed **two regional local government corporations** — a transit authority now operating first-time ADA paratransit service, and an aerospace development corporation anchoring a regional space-economy corridor.
- Central to the county's **transition to professional management**: county-manager form of government, new Budget & Finance, Planning & Development, and Economic Development departments.
- Conceived and stood up the county's first pretrial services office — later presented nationally as a model.

Grants & External Funding

- Awards and programs across **ten-plus funding sources**: TWDB Flood Infrastructure Fund (inaugural round), US EDA, EPA/NADBank, USDA-RD, TDA, TDHCA, TxDOT ACIP & SIB, Texas Space Commission, and philanthropic partners.
- Assembled a ~\$120M first-time water/wastewater package serving ~11,000 colonia residents; programmed \$34M in federal recovery funds across eleven construction projects to full obligation by deadline.
- Directed \$10M in competitive awards to external agencies for healthcare, workforce, and economic development services.

Land Use, Special Districts & Value Capture

- Wrote the county's **Public Improvement District policy** (Tex. Loc. Gov't Code Ch. 372), negotiated the creation order, and stood up the first district — through assessment administration.
- Chaired the first comprehensive **subdivision code overhaul** in two decades; administered a variance process balancing flexibility with infrastructure standards — responsible development that drew neighboring commercial investment.
- Adopted the county's **first airport zoning protection order**, safeguarding flight operations and compatible land use around the county airport.

Systems Change & Performance Management

- Helped lead the multiyear modernization of a complex, multi-stakeholder justice system — indigent defense, pretrial, magistration — around **national performance standards**.
- Launched the county's first strategic planning program: **eleven adopted plans**, policy-level action plans and the management action plans that implement them.
- Moved budgeting from accounting document to goals-based instrument; built enterprise GIS and the county's first capital-program dashboards.

Economic Development & Intergovernmental Affairs

- Structured Chapter 312/381 incentive agreements supporting major industrial and technology investments, including Schneider Electric and Meta; developed infill incentive guidelines targeting historically bypassed corridors.
- Helped deliver a **\$425M regional mobility plan** that leveraged ~\$100M in local proceeds into \$300M+ in state transportation funding — and structured the dedicated vehicle-fee revenue stream behind it, requiring state enabling legislation.
- Led binational port-of-entry commercial traffic coordination; committee leadership with NACo and ICMA; MPO policy board service.