

There's Power in Thanks

Expressions of gratitude often are given at a low cost but received with great worth. That's the kind of exchange great leaders are always looking to make.

When people are valued, validated and recognized, they feel as if they're an important part of the team, organization or community, and it shows in their work and overall attitude. Equally, people enjoy hearing that their efforts matter and that someone else saw the value of their contributions. Write a short note of gratitude. Leave a voice mail of thanks. Or stop by, look them in the eyes, and offer a sincere thanks to see their response.

Watch how people respond. They'll be glad that you asked and thanked, and so will you! (NACo)

Those free, innocent-looking USB charging ports could rob you blind

"Juice jacking" is the devious practice by which bad guys hijack a public USB charging port and use it to steal information from your phone or tablet. Those ports in airports, on a plane, or in a coffee shop could contain malware. You shouldn't plug your phone into an unfamiliar USB charger. Solution? Thwart data thieves by using a regular plug in an outlet and your own charging cable or carry a spare battery charger.

NM Counties is hiring a Loss Prevention Detention Health Specialist

⇒ Resumes due **December 6, 2019** to: Charlotte Martinez, cmartinez@nmcounties.org

NM Counties is hiring a Claims Examiner

⇒ Manage assigned claims in accordance with applicable laws, practices, and procedures
 ⇒ Primary office in Santa Fe with satellite office in ABQ
 ⇒ Resumes, references due **December 6, 2019** to: Robin Martinez, rmartinez@nmcounties.org

15th Annual NM Tax Research Institute Legislative Outlook Conference

December 20, 2019, 8:15 a.m. – 1 p.m. w/lunch
 Members \$75/Non-members \$85; 4 hour CPE credits
 Marriott Courtyard Journal Center, Albuquerque

Draft agenda [here](#); Register now [here](#)

2020 Legislative Conference

January 21-23, 2020
 Santa Fe, NM

Registration Open for NM Counties 2020 Legislative Conference! Click [HERE](#)

January 21-23, 2020

For County Members

Standard registration **\$225** November 16-January 10, 2020

Late/onsite registration **\$250** January 11-January 23, 2020 *online registration closes January 10, 2020

December	
Wed. Dec. 11	Multi-Line Pool Board meeting 8:30 a.m. NMC Santa Fe office
Thurs. Dec. 12	Workers' Compensation Board meeting 9 a.m. NMC Santa Fe office Canceled
January 2020	
Mon. Jan. 20-22	NM EDGE classes, Drury Plaza Hotel
Tues. Jan. 21-23	NMC Legislative Conference, Santa Fe, SFCCC
Tues. Jan. 21	Legislative Session, Noon
Tues. Jan. 21	NMCIA Membership meeting 9 a.m. Eldorado and Special NMCIA Board meeting 10:15 a.m.
Tues. Jan. 21	NMC Board of Directors meeting 2 p.m. Eldorado Hotel
Wed. Jan. 22	Death and Taxes-Conversations w/NM Tax & Rev 8 a.m. SF Community Convention Center
Wed. Jan. 22	One Toke Over the Line-Cannabis Legalization Impact 9:30 a.m. SFCCC
Thurs. Jan. 23	NMC Conference Legislative Breakfast 7:15-8:30 a.m. SFCCC
Thurs. Jan. 30	NMC Executive Committee teleconference or in person NMC Santa Fe office 11 a.m.
Tues. Feb. 5	Bill introduction deadline
Sat. Feb. 8	NMC Board of Directors meeting 8:30 a.m. Santa Fe TBD



NACo urges you to contact your U.S. Senators and ask them to co-sponsor S. 2628 and S. 2626. Additionally, please ask your U.S. House members

to introduce legislation that would restore pretrial detainee access to federal health benefits.

S. 2626, the *Restoring Health Benefits for Justice-Involved Individuals Act*, which would allow for continued access to Medicare, the Children's Health Insurance Program (CHIP) and veterans' health benefits while an individual is awaiting trial.

S. 2628, the *Equity in Pretrial Medicaid Coverage Act*, which supports continued access to Medicaid benefits while an individual is awaiting trial.

[CONTACT YOUR SENATORS](#)

[CONTACT YOUR REPRESENTATIVE](#)

NATIONAL NEWS

HUD seeks public comments on reducing regulatory barriers to expand affordable housing

Comments are due Jan. 21, 2020 regarding identifying federal, state, local and tribal laws, regulations and administrative practices that raise the costs of affordable-housing development and contribute to shortages of housing supply.

NACo Webinars/Meetings

Mon. Dec. 9 [Leveraging the Farm Bill to Promote Compatible Land Use Near Military Installations](#)

11 a.m. - Noon MT

Tues. Dec. 10 [Early Childhood Rural Peer Learning Network](#) Noon-1 p.m. MT

Wed. Dec. 11 [WOTUS and Clean Water Act Update for State and Local Government Officials](#) 11 a.m. - Noon MT

Mon. Dec. 16 [Shared Services in Early Childhood Education](#) 12:30-1:30 p.m. MT

Fri. Feb. 29-Mar. 4, 2020 [2020 NACo Legislative Conference](#) General Colin Powell key speaker

Search County Employment Opportunities or enter new job posts [here](#) for up to 30 days.

New Employee? Submit [here](#) add/delete/replace to directory.

Did someone forward you this email? [Sign up](#) here.

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Post your county happenings on our FB page!

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NMC Loss Prevention Trainings Link to [RSVP](#)

Mon. 1/9-10 PREA Investigator Training, NM Bar Association Conference Room, 8 a.m. - 5 p.m.

REGISTRATION FOR MENTAL HEALTH FIRST AID CLASS

Monday, December 16, 2019 8am-noon and

Tuesday, December 17, 2019 8am-noon

(both sessions required for certification)

Torrance county Commission chambers

For more information, please contact:

Tracey Master

Torrance County DWI Prevention Program

P.O. Box 48, Estancia, NM 87016

505-705-0332

Future of Work Survey

Over the coming decades, the "Future of Work," which spans technological changes and shifting demographics in the workforce, will affect local economies across the country. NACo and Mathematica want to explore and understand what the Future of Work means for local leaders and their communities. The results from this short [survey](#) will offer a snapshot of county planning for the Future of Work, and offer NACo with insights for future assistance and support to member counties. Take the [survey here](#). (NACo)

TrueConnect Loan Benefit Program for Counties

Want to help your employees to become financially responsible and get ahead?

Frequently Asked Concerns for the County

1. No cost or liability to the county
2. Secure, confidential online application for small loans \$1,000 to \$3,000
3. Less time to process payroll deduction than garnishments
4. Repayment is negotiated between the ex-employee and the lender with an outstanding loan
5. County signs two-page agreement, does implementation training, and launches program

Poll your employees. Contact Susan Mayes, smayes@nmcounties.org, for a presentation.