

A New Year 2020: Time to Reflect

Confucius called reflection the best way to become wise, yet we rarely consider it a core trait of a great leader. The capacity to reflect on decisions, behaviors, and learning certainly helped guide leaders toward success.

Reflection is different from critical thinking, which is more focused on problem solving and an end goal. It helps us understand our underlying beliefs and assumptions and how they influence our decisions, guide us in problem-solving, and drive behavior.

The key is to ask “what” rather than “why.” For example, instead of asking, “Why did this happen?” ask, “What could I have done differently to stop it from happening again?” (...Government Executive)

Modernizing Workforce Management: An Action Plan for the Public Sector

Moving away from paper-based and siloed processes requires a sea of change from the way many local governments manage their workforces today.

*Conduct an initial internal assessment

- ⇒ Paper vs technology
- ⇒ Understand business needs of departments
- ⇒ Streamline payroll process

*Seek complementary solutions to your existing ERP

- ⇒ Automated data collection and analytics to make informed decisions

*Prepare for organizational transformation

- ⇒ Communicate in a way that works

*Maximize your use of data

- ⇒ Increase accuracy of cost forecasting for budgeting

*Drive a better employee experience

- ⇒ Increase employee engagement
- ⇒ Spend less time on administrative tasks and more time on higher impact work that truly serves the public (... Governing.com)

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

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 NMCIA Membership meeting 9 a.m. Eldorado and NMCIA Board meeting 10:15 a.m.

Tues. Jan. 21 Legislative Session opens Noon

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.

February

Tues. Feb. 5 Bill introduction deadline

Sat. Feb. 8 NMC Board of Directors meeting 8:30 a.m. Santa Fe TBD

Thurs. Feb. 13 NMC Executive Committee teleconference or in person NMC Santa Fe office 11 a.m.

Thurs. Feb. 20 Legislative Session ends Noon

Sat. Feb. 29-4 NACo Legislative Conference, D.C.



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

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



TrueConnect Loan Benefit Program for Counties

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

Top Five Benefits for the Employee

1. No credit check or collateral
2. Under 14% actual interest paid; alternative to 175% interest cap on title or payday loans
3. Paid off in 12 months through payroll deduction
4. Repayments reported as good credit
5. Six free financial education & credit counseling sessions

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@nmcountries.org, for a presentation.

I COUNT BECAUSE I CARE ABOUT EDUCATION.



When it comes to schools, the 2020 Census will determine funding for special education, teacher training, technology, school lunch assistance, Head Start and after-school programs.

[i COUNT NM](#)

United States
Census
2020

WWW.ICOUNTNM.GOV

NATIONAL NEWS

#ICYMI: U.S. House of Representatives advances legislation to suspend the \$10,000 cap placed on state and local tax (**#SALT**) deductions for next two years

[Read more here](#)

NACo Webinars/Meetings

Tues. Jan. 14 [Leveraging the Farm Bill to Promote Compatible Land Use Near Military Installations](#)

Noon-1 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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