

News Brief January 02, 2020

January 21-23, 2020

Santa Fe, NM

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 cdertainly 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 beliefts 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)

Registration Open for NM Counties 2020 Legislative Conference! Click HERE

January 21-23, 2020

NEW MEXICO COUNTIES
33 STRONG

For County Members

Standard registration \$225 November 16-January 10,

2020 Legislative Conference

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

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 \Rightarrow
- Streamline payroll process \Rightarrow
- *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 \Rightarrow more time on higher impact work that truly serves the public (... Governing.com)

January 2020

Thurs. Feb. 20

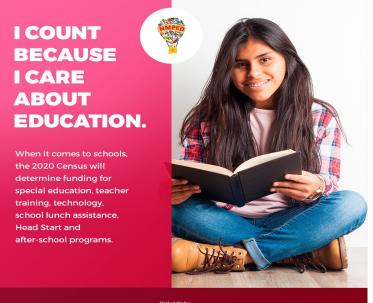
Mon. Jan. 20-22 NM EDGE classes, Drury Plaza Hotel

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.
- Legislative Session opens Noon Tues. Jan. 21
- Tues. Jan. 21 NMC Board of Directors meeting 2 p.m. Eldorado Hotel
 - Death and Taxes-Conversations w/NM Tax &
- Wed. Jan. 22 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 NMC Executive Committee teleconference or Thurs. Feb. 13

Legislative Session ends Noon

- in person NMC Santa Fe office 11 a.m.
- NACo Legislative Conference, D.C. Sat. Feb. 29-4





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#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. Like and follow us on FB @nmcounties33 www.facebook.com/pg/nmcounties33/posts Post your county happenings on our FB page! Follow us on Twitter @nmcounties33

NMC Loss Prevention Trainings Link to <u>RSVP</u> 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?

<u>Top Five Benefits for the Employee</u>

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

<u>Frequently Asked Concerns for the County</u>

- No cost or liability to the county
- Secure, confidential online application for small loans \$1,000 to \$3,000 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.