

## New Managers Start at Mora and Grant Counties!



Michael Rivera brings a wealth of New Mexico experience in consulting services, training, and leadership with small businesses, educational institutions, state agencies, nonprofits, and tribal governments. He earned a bachelor's degree in business administration and a master's degree in public administration. He lives in Rainsville, NM in Mora County.



Tim Zamora is a Grant County native who has a long military career and prior experience in county government. He previously held the road superintendent position at the county. He earned a bachelor's degree in civil engineering and a master's degree in military studies recently retiring from the military.

Please welcome Michael Rivera and Tim Zamora to the NMC family and Managers Affiliate!

## The 2 Major Consequences of Tapping Into Retirement Early:

- 1) Paying income tax on your withdrawals
  - 401(k) plan contributions are tax-deductible
  - Income taxes on contributions and earnings paid upon distribution

- 2) A significant decrease in your retirement savings

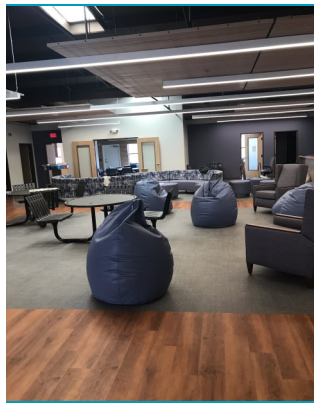
33% of Americans withdrew or borrowed money from an IRA or 401(k) during the pandemic, and nearly two-thirds (63%) used those retirement savings to cover basic living expenses:

- 41% said to pay medical bills
- 32% said the money was used for home repairs
- 26% used the money for auto repairs
- 23% paid tuition
- 21% helped family members

### TrueConnect Loan Benefit for NM Counties:

- Poor or no credit; small loans \$1,000-\$3,000
- 24.99% interest paid off in 12 months is just **under 14% interest** actually paid
- Payroll deductible; no cost/liability to county
- Alternative to payday loans at 175%

Contact Susan, [smayes@nmcounties.org](mailto:smayes@nmcounties.org)



## Behavioral Health Support: Santa Fe County Opens La Sala Center!

A living room model; serves the City/County of Santa Fe; funded by the County; intermediate care option plus assessment, peer support, de-escalation, navigation, case

management, and some nursing and psychiatric treatment; 24/7 detox center, limited hours with crisis center to start; 24/7 mobile crisis response

Other counties with crisis triage centers:

### Doña Ana County Crisis Triage Center

Opened in June 2021; 24/7 mental health and substance abuse crisis care

### Bernalillo County Treatment and Resilience Center

Opened in December 2019; 24-hour crisis triage and treatment center; provides behavioral and mental health services; 70,000 sq. ft.; 16 beds

### Grant County Tu Casa Crisis Triage Center

Opened in October 2018; 24/7 continuum of care substance abuse and mental health treatment

## NMC Free Training—Effective Employee Discipline Online; Sign up today!

⇒ Tuesday, August 24; 10AM-Noon

⇒ Any county supervisor, manager, and HR employees tasked with advising on discipline

⇒ Register: <https://www.anymeeting.com/AccountManager/RegEv.aspx?PIID=E059DC80894B3F>

⇒ Correct poor performance in a fair and equitable manner without inviting litigation

⇒ Understand the role of discipline and when it is warranted

⇒ Progressive and appropriate discipline

⇒ Drafting effective disciplinary documents, predetermination hearings, due process

⇒ Role of supervisor; keys to avoiding liability

Adventure Awaits in NM

## 84th Annual Conference

September 21-23, 2021  
Lea County, New Mexico

Registration for [County Members](#)

Fees for [Virtual & In-Person](#)

Conference [Agenda HERE](#)

Counties Caring for Counties [Duty of Care](#)

Special [Events](#)

Registration for [Sponsors & Exhibitors](#)

## New NM Public Health Order in Effect Fri. Aug. 20 to at least Sept. 15, 2021

- Re-implement indoor mask mandate in all public indoor spaces, limited exceptions, regardless of vaccination status
- Vaccinations required in hospitals, congregate settings
- To enter NM State Fair, proof of full vaccination unless have an exemption

View the latest here [NM PHO 08.17.21](#)

## USDA is requesting public comment by August 30<sup>th</sup> on the RFI for: Investments and Opportunities for Meat and Poultry Processing Infrastructure

## NM EDGE Roadmap September Schedule

## NACo Legislative analysis: Infrastructure Investment & Jobs Act

## CDC recommends booster shots for the immunocompromised

## EPA repeals and replaces Navigable Waters Protection Rule

Check out more news and photos at [www.facebook.com/pg/nmcounties33/posts](https://www.facebook.com/pg/nmcounties33/posts)  
County employment opportunities [here](#)  
New Employee? Add Directory updates [here](#)  
Did someone forward you this email? [Sign up](#)

## Link to NMC Meetings [Annual Calendar](#)

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

All trainings open to county elected officials & employees

Tue Aug 24	ONLINE—Effective Employee Discipline Training 10AM-Noon, Register: <a href="https://www.anymeeting.com/AccountManager/RegEv.aspx?PIID=E059DC80894B3F">https://www.anymeeting.com/AccountManager/RegEv.aspx?PIID=E059DC80894B3F</a>
Thu Aug 26-27	OSHA 10 Hr Outreach 8AM-4PM Guadalupe County (Santa Rosa)
Mon Aug 30-3	First Line Supervisor 40 Hr 8AM-5PM ABQ
Wed Sep 8-9	OSHA 10 Hr Outreach 8AM-4PM McKinley County
Thu Sep 16	Gathering of Counties, NM State Fair—Booth setup 6AM-8:30AM; ends 3PM; vaccination proof required & masks
Tue, Thu in Sep	NM EDGE classes 9/14, 9/16, 9/23, 9/28, 9/30 Live online; in-person 9/20-9/21
Tue Sep 21-23	NMC 84th Annual Conference, Lea County (Hobbs) hybrid in-person and virtual
Wed Sep 29	Legislative Initiatives Review 10AM-Noon
Thu Oct 7-8	NMC Board of Directors legislative meeting 2PM & Board meeting 8:30AM Bernalillo County, Albuquerque
Mon Oct 25-26	Virtual Infrastructure Finance Conference
Thu Oct 28-29	Virtual Wildland Urban Fire Summit (WUFS)
Thu Nov 4-5	NMCIA Retreat and Board meeting location TBD
Nov	NMC Executive Committee meeting 2PM NMC Office Date TBD
Nov	NMC /NMML Joint Legislative meeting 9AM Santa Fe County Date TBD
Tue Nov 30	Advisory Council meeting 11 AM TBD
Wed Dec 8	NMCIA Board meeting 8:30 AM NMC Santa Fe TBD