



Recruiting and Retaining State and Local Government Workers is the most difficult it has been in decades. Government is hiring, but HR professionals face competition from the private sector, accelerating retirement rates, fighting employee burnout, and a shortage of applicants for public safety, health care, engineering and IT jobs. A different approach:

- Build better branding awareness of county government—refresh
- Pay attention to employee morale, and wellness and assistance programs
- Use online outreach—government websites, social media, employee referrals, college outreach/partnerships
- Reach out to millennials
 - Millennials want to learn, to grow, and to make a difference in the world
 - Millennials are strong performers with purpose (purpose is what government is all about)
 - Millennials want you to meet their needs—work flexibility, remote work ~governing.com



Fall Tax Billing to be Delayed

NM county property owners will receive their fall tax bills a little late this year. The entities that rely on the disbursements of the tax funds will see a delay in their disbursements. This affects 16 counties in 2021. And why is that?

A change in state election laws created by the passage and signing of House Bill 407 in April 2019 enables public school districts to have bond issues on local election ballots and to have the increased tax rates take effect the same tax year if voters approve the bond issue. But results of the 2021 local elections will not be known until voting day on Nov. 2 at the earliest and will not be certified officially, given that school districts may be a multi-county jurisdiction, until NM Secretary of State conducts its canvass of election results on Nov. 23. Due to the new state law, tax bills will be sent out on Dec. 1 due by Dec. 10 and delinquent by Jan. 10.



Are Bots and Robots the Answer to Worker Shortages?
~govtech.com

Using software bots has become commonplace in many workplaces around the world, but with worker shortages, will robots start filling more roles soon? Software bots are getting smarter and more capable, enabling them to automate much of the work carried out in offices. Think of bots as robotic assistants, acting in the background to simplify and streamline some of the less exciting but necessary aspects of digital work: scheduling meetings, approving expense requests, etc. It doesn't call in sick, it doesn't get COVID-19, and the reliability of it is great. Ideally, automation can deploy workers into better and more interesting work.

The forced shift to remote work during the pandemic only accelerated the bot-using trend. Can this work for county government? Hmm...



Roosevelt County Manager Amber Hamilton talks about the day in the life of a county manager, county budgets, and capital outlay. Hear her live as spirited host Grant County Assessor Raul Turrieta picks her brain about being a county manager, how she juggles the day-to-day responsibilities, and working with her commissioners.

Tune in next **Thurs. Sept. 30 @9AM** streaming at [GMCR.org](http://www.gmcr.org) or <http://www.gmcr.org/>.




WUFS Wildland Urban Fire Summit

Register Now!

Virtual Wildland Urban Fire Summit
Community, Resilience, & Recovery
October 28-29, 2021

6.5 SAF Category 1 CFEs <https://www.nmcounties.org/calendar/>

Register at: <https://www.nmcounties.org/calendar/>

This virtual summit is open to anyone interested in learning more about keeping their communities safe during wildfires. Find out what you don't know! (Click on the photo.)



FACEBOOK PROTECT
Proactive Security Sweeping for Your Accounts

Who is it for?
Candidates, elected officials, government departments and agencies, party committees, and staff

What does it do?
(1) Helps you adopt stronger account security protections, like two-factor authentication
(2) Monitors for potential hacking threats

Enrollment: facebook.com/gpa/facebook-protect

NOTE: YOUR PAGE MUST BE BLUE-BADGE VERIFIED TO PARTICIPATE

23 NM counties have a FB page

EPA rescinds 2021 Clean Water Act guidance from the Supreme Court's Maui decision

In *Maui*, the Supreme Court ruled that when there is a "functional equivalent of a direct discharge" from a point source to navigable waters, an appropriate permit is required under the Clean Water Act.

Senate introduces new election reform legislation

The bill would establish new early voting options, expand access to mail-in ballots and make Election Day a federal holiday, among other provisions.

Telecommunications Infrastructure Loans and Loan Guarantees application period opens

Public comment period deadline is Nov. 9 for a final rule on a program funding broadband.

Link to NMC Meetings Annual Calendar

Link to NMC Loss Prevention Trainings RSVP

All trainings open to county elected officials & employees
Tue, Thu in Sep Live online NM EDGE classes 9/14, 9/16, 9/23, 9/28, 9/30; and 9/20-9/21

NM EDGE Class Roadmap

- Wed Sep 29 Virtual Legislative Initiatives Review 10AM- Noon; Initiatives due Fri. Sept. 24
- Wed Sep 29 NACo Webinar: [Census Redistricting Data and How to Find it](#) 1PM-2PM
- Fri. Oct 1 NACo Webinar: [Delta Variant & Using ARP Funds to Respond](#) 1PM-2PM
- 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
- Thu Nov 18-19 Online CPR Instructor Development 8AM- Noon
- Tue Nov 30 Advisory Council meeting 11 AM TBD
- Wed Dec 8 NMCIA Board meeting 8:30 AM NMC Santa Fe TBD

Share your county news and photos at www.facebook.com/pg/nmcounties33/posts
New job posting: [Doña Ana County Accountant II-Treasurer](#)
County employment opportunities [here](#)
New Employee? Add Directory updates [here](#)
Did someone forward you this email? [Sign up](#)