Employees should continue to practice good hygiene by adhering to the following guidelines:

- Wash your hands with soap and water or use hand sanitizer, especially after touching frequently used items or surfaces.
- Avoid touching your face.
- Sneeze or cough into a tissue, or the inside of your elbow.
- Disinfect frequently used items and surfaces as much as possible.
- Employees are asked to inform themselves on the current Public Health Order.

**Word of the Day by G. David Myers:**

greg·ar·i·ous
/graˈɡerəs/

adjective

1. (of a person) fond of company; sociable.
   "He was a popular and gregarious man"

Remember When:
Scheduled for this Week:

MONDAY – October 18
Marty Luna – Out
Josh Long – Out

8:00 AM – Monday Mornings w/ the Mayor (Tim & Ron will also join) – 1490 AM

TUESDAY – October 19
Marty Luna – Out
Josh Long – Out

WEDNESDAY – October 20
Marty Luna – Out
Josh Long – Out
10:00 AM – JUB Meeting – Council Chambers

**THURSDAY** – **October 21**

8:00 AM – Special Council meeting – Council Chambers

9:00 AM – HUB Monthly Meeting – Convention Center

9:00 AM – RFP #2022-003P Professional Engineering Services for Bridge Replacements – 2nd Pre-Proposal Meeting

10:00 AM – Ruidoso Hazard Mitigation Meeting - Zoom

1:00 PM – DR 1783 Village of Ruidoso Bi-Weekly Call – Conference Call

4:00 PM – First Responder Trunk or Treat – 270 Country Club Dr.

**FRIDAY** – **October 22**

All Day – Wildland Fire Weather Class S-290 – Virtual

**SATURDAY** – **October 23**

**SUNDAY** – **October 24**

New Employee and Promotions Highlights
My name is Price Bowen, born and raised in Lincoln County. I am 21 years old have always wanted to be a firefighter and am now very excited to be a part of such a great team of people. Enjoy anything outdoors, writing and playing music, and spending time with family.

Human Resources

Quarterly Evaluations are due in October! All Directors have been sent the template. If you haven’t yet been vaccinated register for your vaccine here: cvvaccine.nmhealth.org. If you need assistance HR can help!
Current Posted Positions

Police Department:
Patrol Officer Certified (until filled)
Telecommunications Officer (until filled)

Street:
Street Supervisor
Heavy Equipment Operator (2)

Water Distribution:
Water/Wastewater Foreman
Water/ Wastewater Heavy Equipment Operator

Welcome to the Village!!!
Nathan Fuchs- Firefighter
Price Bowen- Firefighter
Johnathan Brashear- Detective

Hires Pending:
Convention Center Manager
Assistant Fire Chief
3 Telecommunications Officers

RUIDOSO CONVENTION CENTER EVENT SCHEDULE
The Ruidoso Community Center is now having breakfast for $2.00 on Thursdays and Fridays from 8:00am to 9:30am. Breakfast includes scrambled eggs, fried potatoes, ham, pancakes, toast, refried beans, country gravy, orange juice, iced tea, and coffee. The breakfast is for anyone on the Community.

There will be a Medicare presentation by United Healthcare on Thursday October 28th at 1:30pm at the Ruidoso Community Center.
Ruidoso Community Center
Activities
Home of the Retired and Senior Volunteer Program

Monday - Thursday 8:00am - 4:00pm
Fridays 7:00am - 3:00pm

Yarn Club Mondays 1:00pm - 4:00pm
Constitution Class Mondays 1:30pm & Wednesdays @ 5:30pm
Body Treatment Therapies Mondays @ 1:30pm & Wednesdays @ 2:00pm
Coffee & Snacks Tuesday Mornings 8:30am - 10:30am
People Works Counseling Tuesdays & Thursdays 9:00am - 12:00pm
Gentle Fitness Class Tuesdays & Thursdays 9:00am - 10:00am
Duplicate Bridge Games Tuesdays & Thursdays 1:00pm
Quilters & Stitchers 1st & 3rd Tuesday of Each Month 1:00pm - 4:00pm
Enhanced Fitness Mondays & Wednesdays @ 1:30pm and Thursdays 1:30pm via Zoom Only
Needle Crafting Group Tuesdays 9:30am - 11:30 am. For more info call 575-937-5248
Clogging Lessons Tuesdays & Thursdays 4:00pm-5:30pm
Table Tennis Wednesdays & Fridays 10:30am-12:30am
$1 Luncheon Wednesdays 11:45am
Humana Bingo & Seminar 3rd Wednesday of Each Month 1:30pm *Prizes for Winners*
Party Bridge Games Wednesdays & Fridays @ 1:00pm
Hear on Earth Hearing Care Last Wednesday of each month 10:00 am – 1 pm
Book Club 4th Wednesday of the Month @ 1:30pm
Clogging for Beginners Wednesdays @ 6:00pm
$2 Breakfast Thursdays & Fridays 8:00am to 9:30am
Dance Lessons Beginners @ 6:30 pm & Intermediate @ 7:00 pm
Mahjong Fridays @ 1:00 pm

- Free Fitness Equipment Usage
- Pool and Ping-Pong Tables
- Blood Pressure Checks
- Coffee Available Everyday

For more information, please contact Anthony or Amber at:
AnthonyMontes@ruidoso-nm.gov or AmberWord@ruidoso-nm.gov

Transportation Services are Available: Call Z-Trans @ (575) 439-4971
Come join the dance fun...

Join Clogging!

What's Clogging? It's a type of folk dance in which the dancer's footwear is used percussively by striking the heel, the toe, or both against the floor or each other to create audible rhythms—with the heel keeping the rhythm.

Tuesdays & Thursdays 4:00pm
Beginners: Wednesdays @ 6:00pm
Ruidoso Community Center
501 Sudderth Drive, Ruidoso, New Mexico

CLOGGING
is an ENERGETIC
DANCE
that requires
ENThusiasm.

For more information, please call
Shirley Donaldson at (850) 723-8527

CONSTITUTION
ALIVE!

Join our local Constitution Host and others across our nation this year as we watch, study, and discuss this powerful video series with Rick Green & Dave Barton.

★ Know your Rights!
★ Gain more Constitutional Knowledge than 99% of Americans!
★ Learn Tangible Action Steps for Preserving Liberty!
★ Entertaining! Inspiring! Educational!
★ Learn the Biblical, Historical, and Constitutional Foundation of Freedom!

FREE AFTERNOON CONSTITUTION COURSE
WHEN: September 15th-October 13th
Monday's from 2:00-4:00pm
WHERE: Ruidoso Community Center
501 Sudderth Dr
HOST: Vicki Porter info@vickyporter.com
Register at:
www.patriotacademy.com/coach/register/1932

FREE EVENING CONSTITUTION COURSE
WHEN: September 15th-December 17th
Wednesday's from 6:30-7:30pm
WHERE: Ruidoso Community Center
501 Sudderth Dr
HOST: Vicki Porter info@vickyporter.com
Register at:
www.patriotacademy.com/coach/register/2044
**LIBRARY**

Library is working with Systems MD to get new printing software purchased and installed. This new software will manage the computers for statistical purposes as well as manage the printing. This purchase, once installed, will allow patrons to use wi-fi to print from their phones and other personal devices. Library also purchased Niche Academy a training video platform that can be utilized by staff and patrons. We are also offering a new take and make craft each week for the remainder of October. This week we have given out 18 of our 24 spider crafts. Next week kids can go batty with a bat craft!

**Parks and Recreation**

**Grindstone Lake** – The Dam House Rental hours for the remainder of September and October will be Fridays, Saturdays, and Sundays 10 am to 5:00 pm.

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**Mark Your Calendar!**

October 25th – Monday Mornings w/the Mayor (Tim & Ron will also join) @8:00 AM – 1490 AM

October 25th – Mayors’ Council @11:00 AM – WebEx

October 25th – Parks and Recreation Commission @5:00 PM – Convention Center

October 27th – Ruidoso Valley Chamber of Commerce Meeting @2:00 PM – Chamber

October 28th – Mayors’ Agenda Review @8:00 AM – Horton Complex

October 28th – Ruidoso Hazard Mitigation @10:00 AM – Zoom

October 28th – Workforce Housing Advisory Board Meeting @2:00 PM – Horton Complex

October 28th – Village of Ruidoso RJU Shop Building @2:00 PM – Microsoft Team
### Employee October Birthdays

<table>
<thead>
<tr>
<th>Employee Name</th>
<th>Department</th>
<th>Employee Status</th>
<th>Birth Date</th>
<th>Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>BOONE, IAN</td>
<td>502-210 - WATER PRODUCTION DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/12</td>
<td>F - Full Time</td>
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<td>CARABALI, ASHLIE</td>
<td>502-212 - RWWT ADMINISTRATION DEPARTMENT</td>
<td>ACTIVE</td>
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<td>F - Full Time</td>
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<td>CHAVEZ, VICTORIA</td>
<td>502-209 - WATER BILLING DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/19</td>
<td>F - Full Time</td>
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<tr>
<td>GREEF, EZKIEL</td>
<td>101-132 - CAPITAL PROJECTS - PURCHASE DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/27</td>
<td>F - Full Time</td>
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<tr>
<td>HALL, TYLER</td>
<td>101-050 - FIRE DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/08</td>
<td>F - Full Time</td>
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<tr>
<td>LIVELY, JENNIFER</td>
<td>101-150 - SWIMMING POOL DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/29</td>
<td>S - Seasonal</td>
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<tr>
<td>MC CARTY, TOMMY</td>
<td>510-410 - RWWTF DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/01</td>
<td>F - Full Time</td>
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<tr>
<td>PARKS, ROBIN</td>
<td>101-030 - FINANCE DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/19</td>
<td>F - Full Time</td>
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<tr>
<td>PARSONS, LONNY</td>
<td>216-080 - STREET DEPARTMENT</td>
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<td>10/06</td>
<td>F - Full Time</td>
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<td>PATTERSON, QUINN</td>
<td>101-047 - CONSOLIDATED DISPATCH DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/08</td>
<td>F - Full Time</td>
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<tr>
<td>POSTENRIEDER, RYAN</td>
<td>101-040 - POLICE DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/08</td>
<td>F - Full Time</td>
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<tr>
<td>RANDOLPH, BILLY</td>
<td>101-155 - PARKS AND RECREATION DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/08</td>
<td>F - Full Time</td>
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<tr>
<td>WILSON, JARED</td>
<td>101-050 - FIRE DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/06</td>
<td>F - Full Time</td>
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</tbody>
</table>

### Employee October Anniversaries

<table>
<thead>
<tr>
<th>Employee Name</th>
<th>Department</th>
<th>Employee Status</th>
<th>Hire Date</th>
</tr>
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<tbody>
<tr>
<td>ARGUEDAS, VICTOR</td>
<td>522-200 - SOLID WASTE DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/06/2019</td>
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<tr>
<td>BULLION, KELLY</td>
<td>101-047 - CONSOLIDATED DISPATCH DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/19/2002</td>
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<tr>
<td>CHAVEZ, CHARLIE</td>
<td>522-200 - SOLID WASTE DEPARTMENT</td>
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<td>10/17/1999</td>
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<tr>
<td>CHAVEZ, JOHNNY</td>
<td>101-155 - PARKS AND RECREATION DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/14/2013</td>
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<tr>
<td>CHAVEZ, LAWRENCE</td>
<td>101-040 - POLICE DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/18/2007</td>
</tr>
<tr>
<td>GARCIA, GAVIN</td>
<td>101-155 - PARKS AND RECREATION DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/16/2020</td>
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<tr>
<td>GERTHE, CHERYL</td>
<td>101-031 - HUMAN RESOURCES DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/18/2019</td>
</tr>
<tr>
<td>GREEN, JONATHAN</td>
<td>101-040 - POLICE DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/15/2018</td>
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<tr>
<td>GRIEVO, RODNEY</td>
<td>101-155 - PARKS AND RECREATION DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/04/1992</td>
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<tr>
<td>KASUBOSKI, JOSEPH</td>
<td>101-051 - EMERGENCY MGMT DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/10/2017</td>
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<tr>
<td>KESTERSON, KENNETH</td>
<td>101-040 - POLICE DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/15/2016</td>
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<tr>
<td>LUNA, ANTHONY</td>
<td>503-170 - AIRPORT DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/15/2018</td>
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<tr>
<td>MIZE, JUSTIN</td>
<td>101-050 - FIRE DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/30/2017</td>
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<td>MONTOYA, LUIS</td>
<td>522-200 - SOLID WASTE DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/28/2013</td>
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<td>PAYAN, PETER</td>
<td>522-200 - SOLID WASTE DEPARTMENT</td>
<td>ACTIVE</td>
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<tr>
<td>REID, JOHN</td>
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<td>ROWLAND, JOEL</td>
<td>510-410 - RWWTF DEPARTMENT</td>
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<td>STUMPF, JARED</td>
<td>502-220 - WATER DISTRIBUTION DEPARTMENT</td>
<td>ACTIVE</td>
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<td>TORRES, ANTHONY</td>
<td>522-200 - SOLID WASTE DEPARTMENT</td>
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<tr>
<td>UJATE, OSCAR</td>
<td>101-155 - PARKS AND RECREATION DEPARTMENT</td>
<td>ACTIVE</td>
<td>10/01/2018</td>
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</tbody>
</table>

### Succession Planning in Local Government and the Impact on Organizational Commitment

Succession Planning in Local Government and the Impact on Employee Organizational Commitment

[Image of Succession Planning in Local Government and the Impact on Employee Organizational Commitment]
Kent Myers, city manager of Fredericksburg, Texas, presented Succession Planning in Local Government and the Impact on Employee's Organizational Commitment at the 2021 ICMA Annual Conference.

Like every industry and profession, increased number and frequency of retirements is a reality local government has already begun to face. Succession planning can help overcome this challenge with an ongoing, purposeful, and systematic identification of qualified and appropriate successors to leadership, and a commitment to developing and investing in these future leaders in order to enhance performance.

Benefits

Myers explained that beyond filling critical positions, there are many positives from having a concrete succession plan and communicating this with the entire organization:

- Supports the sustainability of the organization by ensuring future staffing needs are addressed.
- Sends a positive message to employees.
- Provides better human resource decisions in terms of selection and promotions.
- Supports ongoing training and personal growth of employees.
- Reduces hiring and relocation costs.
- Improves employee morale and productivity.
- Prepares for the future with a proactive approach rather than reactive approach.
- Enhances employee commitment to the organization.

Three Steps to Implement a Local Government Succession Plan

Myers walked through how to collect, organize, and act on information to develop the plan.

Step One: Needs Assessment

- Employees interviewed on future plans and expected retirement dates.
- Staffing needs completed to determine new positions needed to serve increasing population, increasing demand for services, and new programs and services.
- Listing of key skills, training, and experience needed to fill each position with a focus on management/leadership positions.
- Updated job descriptions completed to reflect these changing needs.

Step Two: Identification of Future Leaders

- Assessment of current employees to determine their interest, desire, and qualifications for future promotional opportunities.
- Assessment questions like: How long do you plan to work for the local government? Do you have the passion and share the long-range vision of the organization? Are you currently identified as a leader in your crew or team? Are you contented with your current position or do you aspire for promotional opportunities?
- Recognized that local government was a small organization and could not fill all future leadership positions from within the organization.
- Ensured that the process did not entitle employees for future promotions.
Step 3: Training and Education

- Established training program conducted by the local government manager.
- Presented information on leadership models and leadership styles, emotional intelligence, ethics, budgeting, and human resources.
- Encouraged employees to establish their definition of leadership and identify leaders who they admire and aspire to follow.
- Encouraged employees to obtain additional external training as needed.

By putting a real succession plan in place, local government leaders will better prepare their organization for a wave of retirements by identifying and training future leaders today.

“Either you run the day, or the day runs you.”
— Jim Rohn