November 15, 2021

Employees should continue to practice good hygiene by adhering 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:

Ayahuasca

noun

1) a tropical vine native to the Amazon region. Noted for its hallucinogenic properties
2) a hallucinogenic drink prepared from the bark of a ayahuasca vine

“Will Smith lamented to Ohpra, that he tripped 14 times on ayahuasca with ‘Mother’ and went to tantric sex expert after splitting with his wife Jada”

REMEMBER WHEN:
Scheduled for this Week:

**MONDAY – November 15th**
Karen Gutierrez – Class

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

10:00 AM – Meetings Training – Council Chambers

5:00 PM – Siren Testing – Ruidoso

**TUESDAY – November 16th**
Karen Gutierrez – Class

10:00 AM – JUB Meeting – Council Chambers
1:30 PM – Addressing Committee Meeting – Council Chambers

WEDNESDAY – November 17th

10:00 AM – SERTPO November Meeting – GoToMeeting
11:00 AM – Cree Meadows Trail Check In – On Site

THURSDAY – November 18th

9:00 AM – HUB Monthly Employee Meeting – Convention Center
10:00 AM – Ruidoso Hazard Mitigation – Zoom
1:00 PM – DR 1783 Village of Ruidoso – Conference Call
3:00 PM – Proposals Due for RFP #2022-004P Professional Engineering Services for Master Planning and Rate Analysis – Village Hall
3:00 PM – Master Plan & Rate Analysis Committee Meeting – Purchasing

FRIDAY – November 19th
Karen Gutierrez – Class & Out

11:00 AM – Cree Meadows Trail Substantial Completion Inspection – On Site
3:00 PM – Special Workforce Housing Board Meeting – Council Chambers

SATURDAY – November 20th

SUNDAY – November 21st

New Employee and Promotions Highlights
Tim Roberts – Convention Center/Wingfield House/Radio Station Manager
Tim Roberts comes to us from the New Mexico Department of Cultural Affairs where he most recently served as the Deputy Director of NM Historic Sites. Tim has been working in the public and private sector as a Public Historian and Historic Preservationist for the past 15 years, with a focus on public engagement, programming, and cultural resource management. Tim has lived in Lincoln County for the past 5 years along with his wife Ashely and three children, Fiona, Wesley, and Evangeline.

Human Resources

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

**Water Distribution:**
- Water/Wastewater Foreman
- Water/Wastewater Maintenance Worker

**Fire Department**
- Heavy Equipment Mechanic II
- Firefighter

New Hires:
- Tim Roberts – Convention Center/Wingfield House/Radio Station Manager

Welcome aboard Tim!!

**Ruidoso Convention Center Event Schedule**
<table>
<thead>
<tr>
<th>Start</th>
<th>End</th>
<th>Group</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>Tuesday, November 16, 2021</td>
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<tr>
<td>8:00 AM</td>
<td>5:00 PM</td>
<td>RUIDOSO POLICE DEPARTMENT</td>
<td>RPD - PROMOTIONAL PROCESS</td>
<td>#2/3</td>
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<td>Wednesday, November 17, 2021</td>
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<td>NG VEGETATION MANAGEMENT ASSN.</td>
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<td>RUIDOSO POLICE DEPARTMENT</td>
<td>RPD - PROMOTIONAL PROCESS</td>
<td>#2/3</td>
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<td>7:00 AM</td>
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<td>NG VEGETATION MANAGEMENT ASSN.</td>
<td>#4/5</td>
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<tr>
<td>10:00 AM</td>
<td>2:00 PM</td>
<td>NM VEGETATION MANAGEMENT ASSN.</td>
<td>NG VEGETATION MANAGEMENT ASSN.</td>
<td>#6 PARADISE</td>
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<td>4:00 PM</td>
<td>9:00 PM</td>
<td>RUIDOSO POLICE DEPARTMENT</td>
<td>RPD-CITIZENS ACADEMY GRADUATION</td>
<td>#6 PARADISE</td>
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<td>Friday, November 19, 2021</td>
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<tr>
<td>9:00 AM</td>
<td>6:00 PM</td>
<td>DAVIS/MCCONNELL WEDDING RECEPTION</td>
<td>DAVIS/MCCONNELL WEDDING RECEPTION</td>
<td>EXHIBIT HALL</td>
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<td>Saturday, November 20, 2021</td>
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<td>9:00 AM</td>
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<td>DAVIS/MCCONNELL WEDDING RECEPTION</td>
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<td>EXHIBIT HALL</td>
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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
Dance Fusion Mondays @ 4:30pm for Children 5:30pm for Adults
Constitution Class Wednesdays @ 5:30pm
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
**NEW** Art Lessons Tuesdays @ 1:00pm
Enhanced Fitness Mondays & Wednesdays @ 1:30pm and Thursdays 1:30pm via Zoom Only
Needle Crafting Group Tuesdays 9:30 – 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 Thursdays: 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
The Ruidoso Public Library Advisory Board met, and they are planning a Ribbon Cutting Event for the Book Exchange at the White Mountain Complex on Saturday December 4, 2021, at 10 am. More information will be forthcoming for this event. Youth Services will have our Thanksgiving themed story time this month one on November 17th at 10:30 am in the Youth Services classroom flyers will be sent out soon. Library Manager is getting quotes for recarpeting of the Youth Services Department and will be coordinated to be installed sometime after the New Year begins. Installation of Envisionware Print and Computer Management software is being coordinated with Mike Bartlett of Systems MD.

November 22\textsuperscript{nd} - Monday Mornings w/ the Mayor (Tim & Ron will also join) @8:00 AM – 1490 AM

November 22\textsuperscript{nd} – Special Council Meeting - Council Chambers
November 22nd – ERT Focus Group Meeting @10:00 AM – Go To Meetings

November 22nd – Parks and Recreation Commission @5:00 PM – Council Chambers

November 24th – Capital Projects Update @7:00 AM – Council Chambers

November 24th – Ruidoso Valley Chamber of Commerce Board Meeting – Chamber

November 25th – Thanksgiving Day – Village Offices Closed

November 26th – Village Offices Closed

November 29th – Monday Mornings w/ the Mayor (Tim & Ron will also join) @8:00 AM – 1490 AM

November 29th – Mayors’ Council Monthly Meeting @11:00 AM – WebEx

November 29th – Special Council Meeting @1:00 PM – Council Chambers

November 30 – Lincoln County Legislative Hearing @10:00 AM – GoToMeeting

<table>
<thead>
<tr>
<th>Employee Name</th>
<th>Department</th>
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<tr>
<td>BARTZ, YVONNE</td>
<td>101-015 - ADMINISTRATION DEPARTM</td>
<td>ACTIVE - ACTIVE</td>
<td>11/25</td>
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<td>DEMING, ROBERT</td>
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<td>ACTIVE - ACTIVE</td>
<td>11/01</td>
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<td>101-155 - PARKS AND RECREATION DEP</td>
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<td>ACTIVE - ACTIVE</td>
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<td>MEDRANO, MANUEL</td>
<td>502-220 - WATER DISTRIB/SEWER DEPA</td>
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<td>MYERS, G.</td>
<td>101-070 - PLANNING AND ZONING DEP</td>
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<td>PAYAN, PETER</td>
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<td>101-050 - FIRE DEPARTMENT</td>
<td>ACTIVE - ACTIVE</td>
<td>11/25</td>
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</table>

Employee November Anniversaries
It's hard to believe we're almost through 2021—ICMA Regional Conferences have come and gone, state associations have met in person and virtually, and professional life is starting to coalesce around a new normal more tolerant of flex and telework schedules, electronic meetings, and new forms of citizen engagement. In January, the ICMA Blog published What Is Your Professional Development Plan for 2021?, which shared a few steps I take to plan out my year in professional development. For me, the summer humidity signals a time to check-in on that plan and look toward the second half of the year. This post will build upon the principles, steps, and examples included in the January post, so if you haven’t seen it, now is a good time to check it out.

Step 1: Revisit Your Theme

As I reflected on 2020, I picked up on a theme of “fewer and better” for 2021. In short, I saw that I needed to refocus on what matters to me personally and what adds value to my organization with respect to my professional development. The first questions I ask myself to revisit my theme are “How has this theme served me over the first six months of the year?” and “Does this theme still make sense for me now?” If the answer to both questions is a solid “yes”—great! Move on to step two. If not, set some time aside to explore why not and do not be afraid to modify your theme. This is a great opportunity to visit with a mentor or other trusted advisor to dig into what your experiences have been over the year and to gain some perspective. A lot can change in six months—new roles, new priorities, and new challenges. Yes, your theme should reflect your objectives at the time you set it, but it should also be flexible enough to adjust to your current situation and changing objectives.
In general, the “fewer and better” theme has worked well for me so far this year: I’ve scaled back or changed my level of involvement in some organizations, and I’ve aligned my work in those associations with other goals. This has let me bring more to the table for those organizations I am involved with. That said, I’ve also known that diversity, equity, and inclusion (DEI) is a space where I wanted to spend more time and energy (professionally and personally) and I’ve flexed my “fewer” theme to be able to participate in some DEI opportunities that have come up over the opening months of the year as I’ve been in the process of scaling back other commitments.

**Step 2: Refine Your Goals**

A lot of what “fewer and better” ended up meaning was two things: scaling back involvement in some organizations and refocusing that involvement to better match what I want to work on.

Scaling back means I will likely not volunteer for committees or other work in some organizations. As an example, I’ve come to highly value my experiences working with ICMA and its affiliate, the National Association of County Administrators (NACA). Refocusing through these two groups has allowed me to avoid over-extending myself. Do you have opportunities to maintain or build relationships through one or two organizations you derive a lot of value from?

Refocusing really just means making the most out of the time I’ve decided to spend. Using NACA as an example, I recently transferred to the communications committee, which is responsible for the organization’s publications. Astute readers will recall that, in addition to scaling back by refocusing on a more manageable number of organizations, I also want to spend more time writing. I haven’t done a lot of publishing this year, but I’m hoping that this transfer will let me write and engage more across a broader audience and contribute to the profession I’ve dedicated myself to.

What opportunities do you have to combine your goals?

**Step 3: Decide How You Want to Close the Year**

Deciding how to close the year comes down to asking yourself a few key questions:

“**What am I missing?**”

Have you noticed that your development over the year so far has lacked in a specific skill or topic area? What can you do over the second half of the year to fill that gap? Can I find a way to fill that gap that also aligns with my theme(s) and career goals? For me, hard management skills fall into this category.

“**What else do I want to do?**”

What have you learned or experienced over the first six months of the year that could serve as a springboard for more learning and development? Have you found a passion for or interest in a new topic? For me, this is spending more time in the diversity, equity, and inclusion space.

“**What am I in the position to do now that I wasn’t before?**”

How have you changed over the year? What are you ready for now that you might not have been ready for earlier in the year? For me, this is a willingness to continue to refocus.
“It isn’t where you came from. It’s where you’re going that counts.”
— Ella Fitzgerald

"The way to get started is to quit talking and begin doing."
— Walt Disney