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:**

**vis·cer·al**  
/ˈvis(ə)rəl/  

*Adjective*

1. relating to the viscera.  
2. relating to deep inward feelings rather than to the intellect.

"The electorate were tethered their visceral fear of change"
Remember When:

Scheduled for this Week:

**MONDAY – January 3rd**

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

3:00 PM – Utilities Committee Meeting – Council Chambers

**TUESDAY – January 4th**

8:00 AM – Council Workshop – Council Chambers
2:00 PM – Planning Commission Meeting – Council Chambers

**WEDNESDAY – January 5th**

3:00 PM – Ruidoso Valley Chamber of Commerce Meeting – Chamber

**THURSDAY – January 6th**

8:00 AM – Director’s Meeting for Strategic Planning – Council Chambers

10:00 AM – Ruidoso Hazard Mitigation – Zoom

**FRIDAY – January 7th**

**SATURDAY – January 8th**

**SUNDAY – January 9th**

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**Human Resources**

Employees with BBVA Bank they need to update their direct deposit with their new PNC account number.

HR is back at Village Hall!
If you haven’t yet been vaccinated register for your vaccine here: [cvvaccine.nmhealth.org](#).
Please submit your vaccination cards to HR.
If you need assistance HR can help!

Current Posted Positions

**Police Department:**
- Patrol Officer Certified and Non-Certified (until filled)
- Telecommunications Officer (until filled)

**Street:**
- Street Supervisor
- Heavy Equipment Operator

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

**Fire Department**
- Fleet Service Technician
- Firefighter

**Human Resources**
- Safety Officer

**Capital Projects**
- Purchasing Agent

**Municipal Court**
- Court Administrator

**Parks**
- Temporary Recreation Leaders- Ice Rink

Personnel Policy Review Committee met this week to begin reviewing and re-writing the personnel policies. Thanks to the committee members for taking on this task!

**New Employee and Promotion Highlights**
Tim Salazar is the newest Animal Control/Code Enforcement officer. Tim worked with Chavez County in many different roles over the course of 14 years before moving to Ruidoso permanently. He enjoys golfing, shooting, the outdoors, and traveling. Tim frequently travels to South Texas to enjoy time on the beach. Welcome Tim!

**Ruidoso Convention Center Event Schedule**

<table>
<thead>
<tr>
<th>Start</th>
<th>End</th>
<th>Group</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td><em>Thursday, January 06, 2022</em></td>
<td></td>
<td></td>
<td><strong>TENTATIVE BOOKING</strong></td>
<td>REGION 9 - LEADERSHIP TRAINING</td>
</tr>
<tr>
<td>8:00 AM</td>
<td>4:30 PM</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Friday, January 07, 2022**

<table>
<thead>
<tr>
<th>Start</th>
<th>End</th>
<th>Group</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00 AM</td>
<td>4:30 PM</td>
<td><strong>TENTATIVE BOOKING</strong></td>
<td><strong>REGION 9 - LEADERSHIP TRAINING</strong></td>
<td></td>
</tr>
</tbody>
</table>
Here is the link for the radio station request form!!
https://forms.office.com/r/8Ejt4Z5ABu

Community Center

The Ruidoso Community Center’s RSVP Program is having a Martin Luther King Coat Drive until January 17, 2022. There are drop off bins located at Albertsons, Walgreens, Club Gas, Horton Gymnasium, and the Community Center. The drive will be accepting gently used, jackets, warm coats, gloves, scarves, and any other warm clothing. For more information you can call us at (575)257-4565.
Ruidoso Community Center
Activities
Home of the Retired and Senior Volunteer Program
501 Suether Dr.,
Ruidoso, NM 88345
(575) 257-4565

周一- 周四 8:00am-4:00pm
周五 7:00am-3:00pm

Enhanced Fitness: Mondays, Wednesdays, and Fridays at 9:00am
Yarn Club: Mondays 1:00pm – 4:00pm
Clogging for Beginners: Mondays & Wednesdays at 6:00pm *Starts Jan 5th*
Constitution Class: Wednesdays at 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
Art Lessons: Tuesdays @ 1:00pm
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 at 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 at 10:00 am – 1 pm
Book Club: 4th Wednesday of the Month @ 1:00pm
$2 Breakfast: Thursdays & Fridays 8:00am to 9:30am
Dance Lessons: Thursdays: Beginners @ 6:30 pm & Intermediate @ 7:00 pm
Mahjong: Fridays @ 1:00pm
DWI School: Sundays 10:00am-2:00pm

➢ 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
Story time will resume on Wednesday, January 5, 2022 at 10:30 am in the Youth Services Classroom. Our new printing software was installed on Monday, December 20, 2021. We are still working on a few glitches but patrons can now print from their cell phones by downloading the Printeron app. Patrons who want to print from their personal laptops can print by sending an email with file to be printed to ruidoso-pl-cl@printspots.com for colored copies or ruidoso-pl-bw@printspots.com for black and white copies. The Library Staff wishes everyone a safe and Happy New Year!
January 10th – Monday Mornings w/ the Mayor (Tim & Ron will also join) @8:00 AM – 1490 AM

January 11th – Council Meeting @1:00 PM – Council Chambers

January 12th – JUB Chair Review @10:00 AM – Council Chambers

January 13th – Capital Projects Update @7:00 AM – Council Chambers

January 13th – Director’s Meeting @8:00 AM – Council Chambers

January 13th – Ruidoso Hazard Mitigation @10:00 AM – Zoom

January 13th – DR 1783 Village of Ruidoso @1:00 PM – Conference Call

January 15th – Siren Testing @5:00 PM – Ruidoso

January 17th – Monday Mornings w/ the Mayor (Tim & Ron will also join) @8:00 AM – 1490 AM

January 19th – JUB Meeting @10:00 AM – Council Chambers

January 19th – Public Meeting Ruidoso Sewerline @6:00 AM – Zoom

January 20th – Ruidoso Hazard Mitigation @10:00 AM – Zoom

January 24th – Monday Mornings w/ the Mayor (Tim & Ron will also join) @8:00 AM – 1490 AM

January 24th – Parks and Recreation Commission @5:00 PM – Council Chambers

January 24th – State of the Village @6:00 PM – Convention Center

January 25th – Strategic Planning @8:00 AM – Council Chambers

January 26th – Strategic Planning @8:00 AM – Council Chambers

January 27th – Mayor’s Agenda Review @8:00 AM – Council Chambers

January 27th – Ruidoso Hazard Mitigation @10:00 AM – Zoom

January 27th – DR 1783 Village of Ruidoso @1:00 PM – Conference Call
January 27th – RJU Shop Building @2:00 PM – Microsoft Teams

January 27th – Workforce Housing Advisory Board @2:00 PM – Council Chambers

January 31st – Monday Mornings w/ the Mayor (Tim & Ron will also join) @8:00 AM – 1490 AM

January 31st – Mayors’ Council @11:00 AM – WebEx

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**Employee January Birthdays**

<table>
<thead>
<tr>
<th>Employee Name</th>
<th>Department</th>
<th>Employee Status</th>
<th>Birth Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>BELTRAN, SALVADOR</td>
<td>101-040 - POLICE DEPARTMENT</td>
<td>ACTIVE - ACTIVE</td>
<td>01/07</td>
</tr>
<tr>
<td>BULLION, KELLY</td>
<td>101-047 - CONSOLIDATED DISPATCH</td>
<td>ACTIVE - ACTIVE</td>
<td>01/04</td>
</tr>
<tr>
<td>CHAVEZ, AARON</td>
<td>101-155 - PARKS AND RECREATION</td>
<td>ACTIVE - ACTIVE</td>
<td>01/20</td>
</tr>
<tr>
<td>CHAVEZ, JOHNNY</td>
<td>101-155 - PARKS AND RECREATION</td>
<td>ACTIVE - ACTIVE</td>
<td>01/17</td>
</tr>
<tr>
<td>LOPEZ, JESUS</td>
<td>510-410 - RWWT DEPARTMENT</td>
<td>ACTIVE - ACTIVE</td>
<td>01/11</td>
</tr>
<tr>
<td>OLVERA, MARISA</td>
<td>101-103 - LIBRARY DEPARTMENT</td>
<td>ACTIVE - ACTIVE</td>
<td>01/27</td>
</tr>
<tr>
<td>OWEN, THOMAS</td>
<td>502-210 - WATER PRODUCTION</td>
<td>ACTIVE - ACTIVE</td>
<td>01/30</td>
</tr>
<tr>
<td>PHELPS, SARAH</td>
<td>101-020 - MUNICIPAL COURT</td>
<td>ACTIVE - ACTIVE</td>
<td>01/25</td>
</tr>
<tr>
<td>PHELPS, SARAH</td>
<td>101-020 - MUNICIPAL COURT</td>
<td>ACTIVE - ACTIVE</td>
<td>01/25</td>
</tr>
<tr>
<td>SHIELDS, NICHOLAS</td>
<td>503-170 - AIRPORT DEPARTMENT</td>
<td>ACTIVE - ACTIVE</td>
<td>01/04</td>
</tr>
<tr>
<td>TETREAULT, DAVID</td>
<td>101-155 - PARKS AND RECREATION</td>
<td>ACTIVE - ACTIVE</td>
<td>01/31</td>
</tr>
<tr>
<td>URBAN, JAMES</td>
<td>101-040 - POLICE DEPARTMENT</td>
<td>ACTIVE - ACTIVE</td>
<td>01/20</td>
</tr>
<tr>
<td>ZAMORA, TRINA</td>
<td>502-203 - WATER BILLING DEPARTMENT</td>
<td>ACTIVE - ACTIVE</td>
<td>01/30</td>
</tr>
</tbody>
</table>

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**Employee January Anniversaries**

<table>
<thead>
<tr>
<th>Employee Name</th>
<th>Department</th>
<th>Employee Status</th>
<th>Hire Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>BOYDA, ERIC</td>
<td>502-212 - RJU ADMINISTRATION</td>
<td>ACTIVE - ACTIVE</td>
<td>01/04/2016</td>
</tr>
<tr>
<td>CORUSS, JERRY</td>
<td>101-050 - FIRE DEPARTMENT</td>
<td>ACTIVE - ACTIVE</td>
<td>01/29/2001</td>
</tr>
<tr>
<td>DE LOS SANTOS, BERTHA</td>
<td>101-012 - VILLAGE CLERK DEPARTMENT</td>
<td>ACTIVE - ACTIVE</td>
<td>01/29/2002</td>
</tr>
<tr>
<td>HARAGAN, TRACY</td>
<td>502-220 - WATER DISTRIBUTION/SEWER</td>
<td>ACTIVE - ACTIVE</td>
<td>01/22/2013</td>
</tr>
<tr>
<td>HILDMAN, DANIEL</td>
<td>101-040 - POLICE DEPARTMENT</td>
<td>ACTIVE - ACTIVE</td>
<td>01/20/2015</td>
</tr>
<tr>
<td>LEWIS, LINDA</td>
<td>101-045 - POLICE ADMINISTRATION</td>
<td>ACTIVE - ACTIVE</td>
<td>01/18/2021</td>
</tr>
<tr>
<td>MILLER, JACOB</td>
<td>101-040 - POLICE DEPARTMENT</td>
<td>ACTIVE - ACTIVE</td>
<td>01/18/2021</td>
</tr>
<tr>
<td>NEAL, DEBRA</td>
<td>101-047 - CONSOLIDATED DISPATCH</td>
<td>ACTIVE - ACTIVE</td>
<td>01/12/2010</td>
</tr>
</tbody>
</table>

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**Professional Development Plan Year-end Review**

How to prioritize your time.
We certainly have come a long way. Nearly a year ago, I opened my first blog post of 2021 with the words, “as one year transitions to another, I like to set time aside time to reflect and to plan.” I wrote this in a somewhat aspirational moment—2021, at the time, promised the end of the pandemic, a return to (more) normal operations, and the potential to refocus on development and public service as opposed to COVID-19.

It seems appropriate to close 2021 how I opened it, particularly given that 2022 promises many of the same things 2021 did a year ago. In this entry, I’d like to focus on the reflective aspect of professional development, so let’s bring this series in for a landing.

Reflecting on your own development is, without getting too existential, a bit of a trip. I’ve found it can be useful to have aides or reminders to help the process along. I use my Outlook calendar and notebook as reference, and that works for me because (1) I’m introverted and would prefer to think quietly rather than talk things out, and (2) I write everything down in the notebook or it goes in my calendar (and sometimes both).

From reviewing those two sources, I can say that I’ve successfully refocused my involvement in professional organizations (ICMA and NACA) and that using them as a vehicle to access others ended up being a good decision. I feel less stretched and more able to take on new challenges or opportunities. I got better at this as the year went on. If you looked at my notebook or calendar for the first quarter of the year, you wouldn’t think I was doing so well with the “fewer and better” theme, but by summer, I figured out how to apply the intentionality I was seeking. It was gradual—I didn’t and still don’t hit every target—and that’s perfectly fine!

I have a much more manageable starting point for that theme for 2022 than I did for 2021, and a better framework for prioritizing my development time.

- Use aides to help you reflect on your year. How do you like to process information—out loud with a partner, in silence with notes, or somewhere in between?
- Look at your year as a whole and acknowledge progress or challenges (or both). What do you notice about your goals and yourself? Are you able to see changes over time between your January self to your September self?
- Adjust, adapt, and reset for next year. What worked well for you this year? What didn’t? How do you want to spend your time next year? What should be carried over and what can be let go?
- Celebrate and share your progress! Be generous when critiquing yourself and acknowledge your success.

“Life is a succession of lessons which must be lived to be understood.” — Helen Keller