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A night for Recognitions at tonight’s city Council Meeting: The El Paso Sheriff’s Posse and Sunland Park Racetrack awarded a plaque in recognition for their participation in the annual Christmas Toy Drive, ensuring that over 1,000 children in our community receive a gift this year; Lt. M. Ruiz for his work with the local schools to provide turkeys to needy families during the holidays.

In addition, the City recognizes Sgt. S. Ramirez for 20 year of dedication to the Safety and welfare of the residents as four new officers, B. Fernandez, L. Contreras, J. Dominguez & P. Martinez took the Oath of Office to safeguard the community. Congratulations to all and Thank You on behalf of those who are blessed by your efforts.


Photographed with Chief Gomez and Deputy Chief Young: Caitlin Schultze, Brandon Pittman, Marcus Ayala and Anthony Alejo

Join Hobbs in congratulating the most recently certified firefighters for the Hobbs Fire Department! After completing many hours of training, these members have earned the right to be called Firefighters! These four members are a great addition to the Hobbs Fire Department’s staff, and they’re ready to serve the community!
Sine die! The 2020 New Mexico Legislative session ended when both chambers adjourned sine die at noon on February 20. What a whirlwind of a session this year! Quite a bit has happened since this year’s Municipal Day (February 7) and there is still more to come as Governor Lujan Grisham acts on legislation. Any legislation not acted upon by the governor is pocket-vetoed March 11.

To learn about the 2020 Legislative Session and new laws affecting municipalities I encourage you to attend the District Meeting in your area. In addition to the legislative report, the agenda also includes a report on the New Mexico Self-Insurer’s fund. This year, even-numbered Districts will be electing a District Director to serve as their representative on the New Mexico Municipal League Board of Directors; the term of office for current District Directors expires on April 30, 2020. The term of office for District Directors in Districts 1, 3, 5, and 7 expires on April 30, 2021. The annual series of District Meetings is scheduled March 16-26. For more information and to register, please visit the League’s Events & Training page at http://nmml.org.

Prior to District Meetings, NMML Executive Committee members, NMML staff, and other New Mexico municipal officials and staff will be headed to Washington, DC to attend the National League of Cities: Congressional City Conference. By attending and engaging in the conference we have the opportunity to learn in-depth about NLC initiatives tied to this year’s theme of “Cities Strong Together.” More importantly, we use these national initiatives to amplify the needs of NMML member municipalities in meetings with New Mexico’s Congressional Leadership.

The March 3rd Municipal Officer Elections is but a week away. Good luck to all the candidates running for office! While those elected in the March election will not take office until April 1, Newly Elected Officials (NEO) will be held on in Albuquerque on Saturday, March 21, at the Crowne Plaza Hotel. For more information and to register, please visit the League’s Events & Training page at http://nmml.org. The NEO training is also beneficial to municipal clerks.

As always, I thank each of you for your service to your community!
During Municipal Day on February 7th, the League presented a “NM Municipal League Legacy Award”. The NMML Legacy Award is given to select individuals who have contributed to the improvement and advancement of municipal government. These individuals recognize that our incorporated municipalities are the social and economic centers of New Mexico. Through their actions, they have enabled municipal governments to provide additional, and more efficient and effective services to the residents of our cities, towns and villages. The recipients of the Amigo de Las Ciudades Award are true public servants. Through their unselfish deeds, each of the recipients have improved the ability of cities, towns, and villages to truly make New Mexico The Land of Enchantment.

The Award was presented to Senator John Arthur Smith by NMML President Cynthia Ann Bettison and the following were her remarks:

Senator Smith, please join me at the podium. Senator Smith, for 31 years as a Legislator (since 1989), you have always been an advocate of municipalities and your desire to improve municipal government has never waned. We thank you for your assistance on numerous bills and for championing legislation for our municipalities in the major areas of taxation, transportation, and economic stability. As Chair of the Senate Finance Committee, you were instrumental in passing major reform and funding for roads through the Senate and the House.

Senator Smith, we appreciate your assistance in keeping the needs of our local finances in the forefront when considering major funding amendments as Chair of the Legislative Finance Committee, as Chair of the Senate Transportation Infrastructure Revenue Subcommittee, and as a Member of the Revenue Stabilization & Tax Policy Committee. In our book, your erstwhile title of “Dr. No” is certainly a misnomer.

The 106 municipalities of the New Mexico Municipal League and the League Staff are sincerely grateful for your valued public service throughout these many years; and truly appreciate and honor you for all of your dedicated service on behalf of our state and municipalities.

It is my absolute pleasure and honor to present you with the League's Legacy Award – “El Amigo de Las Ciudades - A Friend of Municipalities Award.” Congratulations!
NEW RULES AFFECT OVERTIME ELIGIBILITY

By Randy Van Vleck, League General Counsel

The Fair Labor Standards Act is a federal statute enacted in 1938 that governs wage and hour issues for most employees in the private sector. The FLSA establishes the federal minimum wage, employee timekeeping requirements, positions that are eligible to receive premium time (overtime) compensation and of course, exceptions to all of the above. If a worker has been classified as “nonexempt” under the FLSA, the worker will be entitled to receive premium pay (one and one-half times the average weekly wage) for any time worked in excess of 40 hours in a seven-day workweek. There are special dealing with public safety employees and firefighters that are beyond the scope of this article.

Not all workers are covered or nonexempt from the provisions of the FLSA. Certain types of workers are totally exempt from the minimum wage and overtime provisions of the FLSA. These exempt workers include:

1. Elected officials and their personal staffs
2. Political appointees and legal advisors
3. Bona fide volunteers
4. Independent contractors
5. Prisoners
6. Certain seasonal recreational employees

Other workers are partially exempt from the overtime provisions of the FLSA. Workers who are classified as Executive, Administrative or Professional are exempt from the overtime provisions, but not the recordkeeping requirements if those workers meet certain criteria to be so classified. The standards or “tests” an employee must meet generally include:

1. That the employee be paid over a minimum salary;
2. That the employee be paid on a salary basis as opposed to an hourly basis; and
3. That the employee perform certain tasks or duties as outlined in each of the duties tests relative to the exemption being claimed.

The U.S. Department of Labor (“USDOL”) is the federal agency charged with adopting regulations to facilitate the implementation of the FLSA. The USDOL recently announced changes to the overtime rules. These changes have been published in the Federal Register and became effective on January 1, 2020. The USDOL estimates that an additional 1.3 million workers will be eligible for overtime pay under the FLSA. This is the first update to the overtime regulations in over 15 years according to the same source. The new rule updates the earnings thresholds required to exempt executive,
administrative and professional workers form the overtime requirements. Although not applicable to municipal operations, the new rule also allows employers to count a portion of certain bonuses (and commissions) towards meeting the salary level. The new thresholds are undoubtedly the result of the growth of workers earnings since the last revision.

The new rules left in place the prevailing minimum wage of $7.25 per hour. State and local governments are not prevented from enacting their own versions of the minimum wage. In fact many municipalities in New Mexico including Santa Fe and Albuquerque have adopted minimum wages that exceed the federal wage. The first major change established by the new rule is to raise the “standard salary level” from $455 to $684 per week. This is equivalent to an increase from $23,660 to $35,568 annually. Consequently, any employee who is currently making between $23,600 and $35,568 and who is classified as exempt from the overtime provisions of the FLA must be reclassified as nonexempt hourly, and therefore eligible to receive premium pay for hours worked over 40 in any given workweek.

The new rules also raised the total annual compensation level for “highly compensated employees (HCE)” from the currently-enforced level of $100,000 to $107,432 per year.

The new rule also left in place the requirement that employees be paid on a salary basis as opposed to an hourly basis in order to qualify for the exemption. He rules also left untouched, the duties related requirements for being considered an exempt executive, administrative or professional employee.
Laurie Anderson believes relationship building is a primary factor in successfully moving economic development projects forward. The executive director of the Otero County Economic Development Council helped guide a project that transformed an abandoned and derelict Walmart building in Alamogordo into a 30,000 square foot facility that now manufactures industrial ramps.

Medlin Ramps of California was interested in establishing a presence somewhere between its North Carolina and West Coast facilities. After visiting family in Alamogordo, the company CEO inquired about potential properties and financial incentives. Anderson was ready with local connections that acted quickly to demonstrate what Alamogordo can offer a business. The Medlin Ramps facility, up and running since February, is now poised to attract other development, including retail, entertainment and additional manufacturing on the 65,000 acres that adjoin the old Walmart building.

Ready, Willing and Able

Anderson was ready when the Medlin-Walmart opportunity came along because her team was in place, allowing her to suggest multiple incentives that contributed to securing the deal.

“Immediately we were working programs with New Mexico State University on apprenticeship programs for Medlin Ramps and at the same time working the workforce aspect and trying to work on permitting,” she said. The most important factor was “to have a rapid-response team, a well-oiled team that understands the importance of these projects.” Anderson
said she knew “who would be able to take charge at the city, who would be able to help with permitting, who could help with workforce needs.”

Workforce is being developed by a partnership with NMSU-Alamogordo and New Mexico Workforce Connection, which is helping with training costs through the Workforce Innovation and Opportunity Act. Workers are offered classes as well as hands-on training through an onsite welding program developed jointly by NMSU and Medlin Ramps.

LEDA

The project is also gaining traction with assistance from LEDA, the Local Economic Development Act. The State of New Mexico has pledged $250,000 to join the City of Alamogordo’s $2.5 million commitment to the project.

LEDA allows local governments to invest public money in private business ventures that benefit the community in specific ways, such as job creation. Enacted in 1994, LEDA bypassed the non-donation rule that prohibited taxpayer dollars from being used in private projects. The law lets municipalities that pass a local ordinance to levy a 1/8 percent local-option gross receipts tax earmarked for infrastructure projects that spur local economic development. About 90 communities have now passed local LEDA ordinances.

Since its enactment, LEDA rules have been strengthened to ensure that taxpayers aren’t left holding the bag if a company should default on their commitments. For example, the City of Alamogordo holds the lien to the property purchased by Medlin Ramps. And LEDA dollars must be matched by private financing.

Medlin obtained other financing of somewhere between $1.5 and $2 million, and its Project Participation Agreement with the city stipulates that it must create at least 45 new jobs within three years.

“I definitely do not see a problem with them hitting their number,” said Anderson. The company’s grand opening took place in December, 2019, before operations began. “They had already hired 6 people and they weren’t even in full operation yet,” she said. As of February, the company had 12 full-time workers in Alamogordo.

Lever for Other Development

Anderson, Medlin and local officials envision a retail and entertainment hub spurred by the trans-
A SWATCH OF HAIL. WHAT CAUSES IT, AND TIPS FOR BEING PREPARED:

Although hail accounts for a very high proportion of the natural peril losses in some countries and also some of the most costly insured loss totals from individual natural events, it is a peril that rarely receives much attention. With the frequency and cost of property losses from hail on the upswing, this could be about to change.

While hail is frequent in some regions of the world, the area impacted is usually very localized. This is why severe hail at any one point on the ground is a relatively infrequent occurrence. And while many hailstorms pass without inflicting any significant damage at all, others cause property losses well into the billions of dollars.

A recent fall of soft marble-sized hail – up to 300 mm (12 in.) in depth – was blamed for huge property losses, including the collapse of multiple large warehouse buildings in outer Sydney, Australia. Investigations into these losses and the implications the damage caused are ongoing.

What is Hail and What Causes It?

A frozen agglomerate with a diameter of more than 5 mm (0.2 in.) is classified as a hailstone. The mechanisms within a storm conducive for hail are complex and may vary depending on location in the world. However, typically the formation of hail requires the presence of strong updrafts. Fine droplets of water are carried in these updrafts to altitudes where temperatures are well below freezing point. These super-cooled droplets freeze on contact with particulates and continue to grow in size on contact with other super-cooled droplets. Eventually, the size and weight of a hailstone cause it to fall to the ground or be elevated again by another updraft. The cyclic process within the atmosphere is the reason for both the onion-like layers of opaque and clear ice within a hailstone, and also their irregular shapes. Logically stronger updrafts usually result in larger hailstones and longer-lived hailstorms also produce larger hailstones. The damaging aspects of hail include the hailstone sizes, shape, velocity on impact and the number of hailstones per unit area, and hail risk is a combination of these factors plus the frequency of hail over a given area.

Variability of Hail

Hail tends to fall within a localized strip of land. This is referred to as a hail swath. This swath may impact as little as one industrial site or may extend across a strip of land as large as 150 km long and 15 km wide. Hail can fall for just a few minutes or for as long as 90 minutes. The covering of hail is often light, but depths of 450 mm (18 in.) of hailstones on the ground have also been recorded.

Hailstone size generally varies up to about 115 mm (4.5 in.) in diameter or occasionally even larger. However, the most common hailstone size is equivalent to that of a marble or a golf ball. Larger hailstones can reach speeds of over 150 km/h on impact. The velocity on impact varies not only according to the size of the hailstone and its shape and orientation (aerodynamics), but also as a result of the presence of strong winds.
and, in particular, downdrafts that might be present. The Institute for Business and Home Safety (IBHS) is conducting research into the hardness variability of hail, postulating that harder hail is more damaging. Readings for compressive stress have ranged from 62 kPa (9psi), which is soft ice that is unlikely to cause impact damage, to as much as 4300 kPa (628psi).

What Damage Can Hail Cause?
With regard to commercial and industrial properties, the following types of damage are normally caused by severe hailstorms:

▪ Roofing materials: Corrugated fibrous cement or asbestos sheeting can be penetrated. Clay, cement or slate tiles and wood shingles can be cracked or penetrated. Metal roofs can be dented by hail and these dents can shorten the life of the roof. Roof shingles made with polymer-modified (SBS) asphalt have better resistance to hail damage than shingles made from oxidized asphalt. Built up gravel roofing is typically damaged only by very severe hail.

▪ Where the materials are cracked or penetrated, subsequent internal water damage to contents and stock, fixtures and interior walls, ceiling tiles and floor coverings. The largest losses here have involved corrugate fibrous cement or asbestos roof punctured in many places by hail. Where asbestos is involved, there are the additional costs of cleanup over and above other materials.

▪ Sidings, windows, flashing signs and ornamentation: These can be dented or penetrated since the trajectory of hailstones can be from the side. Exterior Insulation Finishing Systems (EIFS) can be also be damaged by hail, as can cement rendered foam plastic ornamentation.

▪ Skylights: Non-impact-resistant plastic or glass skylights can be penetrated, thus also potentially leading to water damage inside the building.

▪ Roof-mounted equipment and ventilation equipment: In particular, aluminum fins on air conditioning equipment condenser coils can be dented, necessitating repair or replacement.

▪ Vehicles: Very commonly, panels are dented and windows and windscreens are smashed by hail.

▪ Crops, trees and gardens: Any vegetation can be destroyed by hail.

▪ Structural collapse: Though rare, roof collapse due to the total live weight of accumulated hail and rain has been reported. Large relatively flat roofs, saw-tooth roofs, canopies and roofs with valleys tend to be more susceptible to this type of loss than well sloped roofs with single apexes. While not likely to cause impact damage, small and soft hailstones can result in this type of loss if they fall in sufficient depths in any one area.

▪ Demand Surge: As with other catastrophes, demand surge that puts a strain on the availability of materials and skilled labor occurs in the wake of very severe hail events.

With regard to structural collapse, the hailstorm of April 25, 2015 in the Huntingwood area of Sydney, Australia resulted in damage to a number of very large steel-frame warehouses reportedly due to the weight of accumulated hail. These were buildings with a size of around 20,000 m² (215,000 ft²) and with low roof pitches. Hail blanketed the ground like snow that was inches deep. If verified, there are obvious similarities to snow-loaded roof collapses experienced in some regions of the world.

Hail Loss Statistics
About 3,000 hailstorms occur annually in the United States, typically causing billions of dollars worth of damage in each year. A report issued by Verisk Insurance Solutions in August 2014 indicated that over the 14 years from 2000 to 2013 U.S. insurers paid almost 9 million claims for hail losses, totaling more than $54 billion. The trend was reported as growing.

The Insurance Council of Australia has indicated that 10 out of the largest 25 insured property losses in Australia were due to hail damage and that this peril accounts for about 29% of the total normalized insured losses from natural perils for the period 1967 to 2010. Some noteworthy large and devastating hail events include:

▪ May 5, 1995 – Dallas and Fort Worth, Texas – around $2 billion
▪ April 14, 1999 – Sydney, Australia – around $3 billion (normalized)
▪ April 10, 2001 – St Louis, Missouri – $2 billion plus
▪ July 19, 2002 – Henan Province, People’s Republic of China - 25 fatalities
▪ July 28, 2013 - Southern Germany – €3.6 billion

Continued on page 18
NEW MEXICO MEP FISCAL YEAR 2019 ECONOMIC IMPACTS

New Mexico MEP is part of a national network of:
- 375 field locations
- Over 1,400 MEP experts
- More than 2,100 partners

SUCCESS STORIES

Midtown Metal’s MEP-guided roadmap to greater capacity (see next page)

A bundle of transformation tools that can save a bundle of money

In the center of a company’s Lean transformation — surrounded by the busywork of standardizing processes and eliminating inefficiencies — lies “the Why.” Bringing all employees into an understanding of Lean Manufacturing philosophy and the larger view of all operations allows for staff-wide participation and innovation. New Mexico MEP’s partnership with Certified Packing & Crating enlisted the power of belief-system messaging to create profitability.

Read the story

Lean Laser Focus: OptiSource

“The system will talk to you and tell you what to do, if you just listen,” says OptiSource’s Cindy Romero. The Albuquerque company has made many capacity-building improvements in recent years with the guidance of New Mexico MEP. Understanding processes and identifying areas of improvement have been key.

Read the story

The MEP national network *

Reduces the Deficit

- For every one dollar of federal investment, MEP generated $33.80 in new sales growth and $32.20 in new client investment (FY 2019).
- This translates into $4.7 billion in new sales annually.
- For every $1,221 of federal investment, MEP creates or retains one manufacturing job.

MEP grows our economy by helping small manufacturers succeed

The manufacturing industry *

Creates & Retains Well Paying Jobs

12.84 million U.S. manufacturing workers (8.5 percent of the workforce)

$87,185 average annual earnings per worker

Makes America More Competitive

- MEP helps companies streamline R&D, which now makes up more than 5 percent of total manufacturing expenses

Three-quarters of all manufacturers have fewer than 20 employees.

* Per most recent data at [http://nist.gov](http://nist.gov)
Though Albuquerque’s Midtown Metal was known primarily as a metal fabricator of roofing materials, they had the capacity to produce metal products for all architectural and building needs with quick turn-around, and in a variety of colors and finishes. By 2016, the company saw an opportunity to grow their product line to better include all aspects of the building envelope. And they also recognized that such growth heralded big changes that would require significant time and resources to implement.

Management turned to New Mexico MEP for help performing a medium growth services assessment. In part through activities that helped the team shape their objectives and strategies, that partnership initially yielded an overview of strategic planning and structured discussions to shape a vision/mission statement.

Using the vision/mission statement as a beacon, NM MEP identified five key business objectives and the associated strategies for Midtown Metal to meet their goals. With strategies guiding a three- to five-year plan, NM MEP created a high-level roadmap identifying actions that would be needed the following year. As Midtown Metal approached the end of 2016, they had completed the following actions:

- Increased automotive assets by $13,500
- Increased machinery/equipment assets by $32,005
- Added two new employees to the fabrication shop, and implemented a split shift to meet increased production demands
- Added a BIM Modeler/Estimator to the front office in order to deliver additional BIM, CAD, and material packaging services
- Added an Administrative Assistant/Office Manager to handle additional paperwork and data entry
- Added to their menu of services BIM/CAD Submittal packages, LIDAR Scanning and Field Dimension Services; and Lump Sum Package Estimating

By the end of 2017, these changes and continuous focus on other growth strategies resulted in a broadened customer base, a 23% increase in sales volume, and a 49.2% increase in gross profit.

“Watching them work together as a team and taking the time to shape the future for their company was very rewarding,” said Innovation Director Ursula Slavens. “I am confident they will lead their company to success and achieve their mission to ‘develop the highest skilled designers and fabricators that produce leading-edge metal products and building envelope solutions that surpass customer expectations and add value to the building industry.’”

“It was a pleasure working with NM MEP with Ursula Slavens. She’s a highly talented strategic thinker who helped us focus our goals and strengthen our efforts in sales and manufacturing processes. We developed long-term visions with realistic aspirations that are made achievable through NM MEP.” — General Manager Sam Johnson
LEADERSHIP & MANAGEMENT

5 TIPS FOR WORKING WITH INCOMPETENT CO-WORKERS

By Karen Burns
Special to Seattle Times Explore

Every company has employees who are, shall we say, less than great at their jobs. They’re probably not bad people. But they lack the skills, or the motivation, or just the raw intelligence, to do effective work.

Sadly, their problem becomes your problem when you end up having to spend time correcting their mistakes or, worse, doing their work in addition to your own. It can turn an otherwise good job into a very bad job indeed.

Of course, it’s management’s responsibility to address the subject of problem workers, but you can also take steps on your own to improve the situation.

1. Resist openly complaining about your incompetent colleagues. It’s undignified and rarely helps. Try to remember that you’re not perfect at everything either. You may not even know for sure that they’re not doing their best.

2. Where possible, identify those tasks that are within the abilities of the poorer performers, and put them to work on those. Your aim here is to quarantine the incompetence and keep it from spreading. If you’re assigned to work with them on a specific project, be the one who designs the project. This way you can manage the risks, steering around disasters before they can occur by making assignments according to ability, inclination and experience.

3. Don’t forget to keep good records. Put all communications in writing — this is especially helpful with people who habitually fail to do a task and then claim, “No one told me I was supposed to do that.”

4. Of course, if the powers-that-be are unaware of the problem, you need to — politely and professionally and with documentation — make them aware.

5. Look for ways to help the poor workers in your life become better workers. Try to get to know them. Don’t assume bad faith on their part. Ask them what they need (better explanations, more feedback, additional resources). Perhaps with a little positive reinforcement they might even improve and you will have made a friend for life. Even better, if you’re looking to become a manager yourself, helping others to succeed shows what a great leader you can be.

Bottom line: You can’t always choose the people you work with. But you can definitely choose how you respond to and deal with those people.

LEADING AS AN INTROVERT: SHOW THEM WHAT YOU’VE GOT

By Zackary Rettig

An “introverted leader” sounds almost like an oxymoron. When we think of the traits and habits that are most often associated with leadership (being outgoing, a successful networker and an exemplar of teamwork), it seems impossible for a leader to be an introvert. This is, unfortunately, an all-too-common misconception that could be potentially devastating to organizations. They could be overlooking excellent candidates for leadership positions simply because those individuals seem to be too introverted.

Here are a few reasons why introverts, contrary to popular belief, make great leaders. We’ve also included a few tips that are sure to help you, whether you’re an introvert looking to prove yourself as a capable leader, or a manager looking to better understand the capabilities of your team.

Don’t Stress About Weaknesses; Use Your Strengths

A commonly claimed weakness of introverts is their reluctance to interact with others in large group settings. To many, this translates to mean that introverts would struggle with the interaction necessary to be a successful team member in most workplace environments. This does not have to be the case. While an introvert may struggle with or simply dislike large group settings, many consequently excel in smaller, person-to-person interactions, even surpassing their extroverted peers.

If you’re someone who prefers to avoid large-scale interactions, try supplementing them with consistent habits and rituals of communication with smaller components of your organization. If these meetings are just as effective as a large team meeting, there is no reason they can’t continue as the new workplace norm. They may even be more effective, as the resulting deepening of workplace relationships can only be a boon to trust and teamwork.

Be the Model

As a leader, your outlook and habits set the tone for the whole of your team and their work. If a team is mostly composed of fast-thinking, fast-acting extroverts, they may actually benefit greatly from having a more introverted leader who can provide perspective to the table that they might not otherwise have.

For instance, many introverts prefer to carefully analyze a problem and fully consider their options before coming to a decision. While a fast-paced work environment demands speed, it also demands accuracy, with little time available for making mistakes.

If your team has met an unexpected roadblock or needs an out-of-the-box solution, take a play out of the introvert’s playbook and encourage some quiet time away from the problem for individual reflection. By slowing things down, your rapid-fire team may come to solutions they would otherwise have never thought of.

Continued on page 22
The U.S. Census Bureau is joining forces with schools and national partners to help ensure the 2020 Census counts all children living in the United States.

The Census Bureau will highlight this effort at a kid-friendly event Feb. 22, at the Great Lakes Science Center in Cleveland, Ohio, designed to raise awareness about the importance of counting everyone – including young children – in the census.

Being counted in the census impacts critical childhood services for the next 10 years.

It will be joined by national and local partners, including the American Academy of Pediatrics, the Rainey Institute and Shore Cultural Centre of Cleveland, and the Cleveland Public Library.

The Census Bureau has formed partnerships with national and local organizations across the country.

According to the Census Bureau, an estimated 1 million children under the age of 5 were not counted in the last decennial census. Young children are also at risk of not being counted in the 2020 Census, especially those with complex living arrangements like dividing their time between divorced parents or living with multiple families under one roof.

Consider this: A newborn or toddler counted in the 2020 Census will be finishing elementary school in time for the 2030 Census. Being counted in the census impacts critical childhood services for the next 10 years.

Results of the 2020 Census will inform federal funds that communities receive for services including those that benefit children, such as Head Start, special education, after-school programs, school lunch assistance, children’s health insurance, child care, and housing support.

A Family Festival in Cleveland

The family festival will feature a coloring corner with materials that tie Dr. Seuss themes to the 2020 Census as well as other fun activities throughout the day, such as hula dancing from Pacific Entertainment, a local Census Bureau partner.

Families attending the event will also receive free admission to the Great Lakes Science Center.

Why Are Young Children Missed?

There are many reasons young children are under-counted in the census. Research shows that children living with large, extended families or with multiple families under one roof are at greater risk of being missed. These children may have more than one home and may not be related to the person responding to the census for their household.
Children living in linguistically isolated or low-income households and those who recently moved may also be missed in the count. Babies under 3 months old may be at an even higher risk of not being counted.

Where to Count Children in the 2020 Census

Here are Census Bureau guidelines for counting children:

- Count them in the home where they live and sleep most of the time, even if their parents do not live there.
- If a child splits time between two homes, count them where they stay most often. If their time is evenly divided, or you don’t know, count them where they are staying on April 1, 2020.
- If a child moves during March or April 2020, count them at the address where they are living on April 1, 2020.
- Count children that do not have a permanent place to live and are staying with you on April 1, 2020, even if they are only staying temporarily.
- Count newborns at the home where they will live and sleep most of the time, even if they are still in the hospital on April 1, 2020.

How Schools and Parents Can Help

The Census Bureau is also working with schools and educators across the country who play a key role in making sure all children are counted.

The Census Bureau’s Statistics in Schools (SIS) program has developed a suite of materials designed for children under age 5 to be used in a classroom or at home.

Among them: a storybook about the census, a fun and engaging video series, classroom activities, and an upbeat song about the census. Many of the materials are available in English and Spanish. The SIS program provides materials for students through grade 12 — and for adults learning English as a second language.

Parents and educators can also learn more about the importance of counting young children in this fact sheet and this FAQ document.

Preparing for the 2020 Census

Beginning in mid-March, almost all households in the United States will receive invitations to respond to the 2020 Census. For the first time, everyone will be invited to respond online or by phone or mail. For more information, visit 2020census.gov.
CONTINUED STORES

A Swatch of Hail
Continued from page 11

Nov 27, 2014 – Brisbane, Australia – just under $1 billion

Hail Impact Testing Standards and Building Codes

Hail is rarely mentioned in international building codes. However NFPA 5000 “Building Construction and Safety Code” includes the following classification:

Moderate Hail Areas: Areas subject to a minimum of one hail day with 38 mm (1.5 in.) hail or greater in a 20-year period.

Severe Hail Areas: Areas subject to a minimum of one hail day with 50 mm (2 in.) hail or greater in a 20-year period.

It also indicates what class of building material (impact resistance) is required for each area, and the test standards as mentioned below.

A number of testing standards are in place in the USA and use steel or ice balls which are dropped or propelled into the samples.

- FM 4470: “Susceptibility to Hail Damage, Test Standard for Class 1 Roof Covers”

Ice balls generally are harder and denser than hailstones and therefore an ice ball should simulate the worst case hailstone. Steel balls are also obviously harder than all hail. However, the various testing methods do not necessarily account for some variables, such as aging factors of the building materials or reduced temperatures during hailstorms.

In Europe, impact resistance testing is mainly confined to roofing membranes and solar panels.

Hail Research

Notably, the IBHS has been researching the hardness variability of hail and comparing actual hail with the steel balls or ice balls used in impact resistance tests. Results are being used to guide ongoing evaluation of current impact testing standards mentioned above, but at this point they appear to be sufficiently conservative. For a given diameter, spherical laboratory stones would generally possess greater kinetic energy on impact than a natural hailstone of equal diameter, because of the larger mass associated with the spherical shape as compared to disc or other shapes.

Loss Control Recommendations

- Select hail-resistant building materials, including roofing, sidings, windows, vents, skylights...
and EIFS; otherwise provide hail guard protection. Ensure that an appropriate testing standard such as UL 2218 or FM4473 has been employed.

- The use of a thin, single layer of underlayment improves the hail resistance of the shingle roof
- Using thicker-gauge metal roofing will give it a higher impact resistance.
- Avoid storing high value equipment or materials susceptible to water damage in buildings with hailpenetrable roofs or skylights.
- Select hail-resistant skylights and windows or provide mesh hail guarding.
- Protect roof mounted equipment with mesh hail guards, or otherwise enclose them. The fin coils of air conditioning equipment are particularly susceptible to hail damage. Mesh enclosures are another option. Antennas, vents, cooling towers, heating units, company signs and other roofmounted equipment should be considered for hail protection.
- Solar panels top surface coatings affect hail resistance and hail-resistant versions should be chosen for hail-exposed areas.
- Design roof drainage systems so that hail blockages cannot result in ponding and roof collapse, or overflow of gutters and subsequent internal water damage. For existing roof drainage system hail mesh guards or slats can be used to prevent drainage blockages. Wood slats designed to hold hail above the drains can be used over box gutters that run in valleys between roof apexes.
- Consider in structural design the additional load from accumulated hail on large flat or gently sloping roofs. Provide structural reinforcement as needed. (Refer to provisions for snow loading in ASCE 7)
- Include hail in emergency procedures: Weather radar can provide some pre-warning of severe hail. Include measures, such as protecting vehicles or valuable easily damaged external storage prior to the storm, if possible, and conduct a roof inspection immediately after any storm.
- Maintain trees near buildings; remove overhanging branches.
- Protect large areas of stored vehicles and aircraft with hail netting or by using hail mats.
- Consider damage possible to external storage and make arrangements for cover if necessary.
- Site selection to limit hail damage is possible but generally not practical. Also, roof pitch can increase hail resistance
- and this may be considered during design phases.
- Prior to purchase, inspect roofs for pre-existing hail damage which may not be immediately obvious.

The peril of hail causes billions of dollars in damage to commercial and industrial properties annually, especially in areas subject to moderate and severe hail exposure. Hail may be infrequent in any one location and difficult to predict, but the consequences to an individual commercial or industrial facility can be severe and warrant protection as suggested in this article.

References
Weather Notes: Sever Hail, Selden, Kansas, June 3, A. D. Robb, US. Weather Bureau, Topeka, Kansas, Manuscript received August 26, 1959.
The Scales of Hail, Stanley A Changnon, Jr, Journal of Applied Meteorology, April 22, 1977
Simulated Hail Damage and Impact Resistance Test Procedures for Roof Coverings and Membranes, Vickie Crenshaw and Jim D. Koontz P. E. Oct. 27, 2000,
The impact of Climate Change on Hailstorms in Southeastern Australia, Stephanie Niall and Kevin Walsh, International Journal of Climatology, 20 October 2005
2013 IBHS Characteristics of Severe Hail Field Research Summary, Ian M. Giampanco, PhD, Tanya M. Brown, PhD, Insurance Institute for Business & Home Safety, February 25, 2014
FM Data Sheet 1-34 Hail Damage October 2014
formation of the Walmart building. The vision, now dubbed “Square 47,” attracted two state senators and Lt. Gov. Howie Morales to the company’s grand opening. Alamogordo Mayor Richard Boss and several city commissioners also attended.

And there’s plenty of room for growth. “It sits on 65,000 acres, so it’s a huge property,” said Anderson. “They had a little shopping center and a standalone building that was a video store. But there’s so much property…”

Anderson and her rapid response team are busy turning the vision into reality. “We’re trying to tie in another manufacturing company with Medlin Ramps — another manufacturing company that’s looking to expand into Alamogordo,” she said about a business her team is pursuing.

Advice

The Medlin Ramps project was announced in December, 2018, and it became operational in February, 2020. But Anderson said the project’s long timeline is atypical, with other projects coming to fruition in as little as 120 days. Unusual delays were due to extensive architectural plans, permitting to bring the building up to code and other contracting considerations. The building was old and the property had been vacant for 20 years, she said.

Anderson encourages other communities to be proactive so they’re ready when an opportunity arises. “It’s just really building a strong resource team,” she said. “We have really good relationships with the college, the city, the chamber.”

Finance New Mexico partners with the New Mexico Municipal League on the Grow It! project and other economic development initiatives. To learn more, go to www.FinanceNewMexico.org and www.GrowItNM.org.
Have you checked your city’s other website lately?

A New Mexico Municipal League economic development initiative that empowers your municipality.

GrowItNM.org/your-city

Events + Resources for your local business community. All in one place. Continually updated for you.
Continued from page 15

Don’t Run from Who You Are

If you are an introvert, don’t feel ashamed to admit it, especially to those you are working with. Because of the current dominating culture in the professional world, you may feel compelled to deny being an introverted person, or even feel ashamed for it.

If this is the case, remember that “introvert” doesn’t have to be a label used to define you and your capabilities. Instead, accept it as a description for how you best recharge your battery. While others might feel refreshed after an exhausting work week by having a large get together, you prefer to bounce back by taking some quiet time alone. This has no bearing on whether or not you are a capable worker or leader.

On the other hand, by constantly pretending to be someone you aren’t at work, or by shaming yourself for being who you are, you will start to wear yourself down and negatively impact your performance.

Be open with your team about your tendencies and preferences for interaction. For example, by letting someone know that if you seem disengaged during their presentation it is because you are thinking hard and trying your best to understand what they are saying, they will appreciate knowing that you value their input and are invested in their efforts.

By showing honesty and self-awareness, you’ll encourage others to do the same, thus strengthening the trust within your team.
February 17-March 13
Classes will include CES and Public Finance I & II
https://nmedge.nmsu.edu/

LiUNA! Local 16
BUILDS NEW MEXICO

505-265-7933
www.LIUNA16.org
www.LIUNAbuildsNM.org

LiUNA Local 16 partners with responsible contractors, public and private entities, elected officials, and community groups to build and maintain the infrastructure needs of communities throughout New Mexico while providing residents a career in the construction industry.

PEOPLE | PROJECTS | PARTNERSHIPS
### 2020 District Meeting Schedule

<table>
<thead>
<tr>
<th>Date</th>
<th>District/Location</th>
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</thead>
<tbody>
<tr>
<td>Monday, March 16</td>
<td>District 7 – Silver City</td>
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<tr>
<td></td>
<td>Grant County Conference Center</td>
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<tr>
<td></td>
<td>3031 Highway 180 East</td>
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<td></td>
<td>575-538-3785</td>
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<tr>
<td>Tuesday, March 17</td>
<td>District 6 - Alamogordo</td>
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<tr>
<td></td>
<td>Sgt. Willie Estrada Memorial Civic Center</td>
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<tr>
<td></td>
<td>800 East 1st Street</td>
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<td>575-439-4159</td>
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<tr>
<td>Wednesday, March 18</td>
<td>District 5 – Roswell</td>
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<td></td>
<td>Roswell Convention Center</td>
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<tr>
<td></td>
<td>912 North Main Street</td>
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<td></td>
<td>575-624-6860</td>
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<tr>
<td>Thursday, March 19</td>
<td>District 4 – Portales</td>
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<tr>
<td></td>
<td>Memorial Building</td>
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<td></td>
<td>200 East 7th Street</td>
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<td>575-356-8449</td>
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<tr>
<td>Monday, March 23</td>
<td>District 1 – Gallup</td>
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<td>El Moro Events Center</td>
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<td></td>
<td>210 South 2nd Street</td>
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<td>505-726-2600</td>
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<tr>
<td>Tuesday, March 24</td>
<td>District 8 - Albuquerque</td>
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<td></td>
<td>Marriott Uptown</td>
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<td>2101 Louisiana Blvd. N.E.</td>
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<td>505-881-6800</td>
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<tr>
<td>Wednesday, March 25</td>
<td>District 3 – Raton</td>
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<td></td>
<td>The Raton Museum</td>
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<td></td>
<td>108 South 2nd Street</td>
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<td>575-445-8979</td>
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<tr>
<td>Thursday, March 26</td>
<td>District 2 – Santa Fe</td>
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<td>Hilton Santa Fe Historic Plaza</td>
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<td></td>
<td>800 Sandoval Street</td>
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<td>505-988-2811</td>
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</tbody>
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### 2020 Newly Elected Officials Training

**Saturday, March 21**
Crowne Plaza Hotel - Albuquerque
1901 University Blvd., NE
505-884-2500