

Volume 3,
Issue 7



The City Voice



November 2017 Edition



IT ALL HAPPENS HERE

In This Month's Newsletter:



- Winner of this year's Halloween Costume Contest
- Annual Employee Appreciation Breakfast
- What is FICA and what does it do?
- How may I help to improve the look and beauty of our community? - tips and info about the most common fines
- This Month's Safety Tip

Employee Spotlight

Beginning as a plant operator with the City of Hobbs in 2012 and working as a water/wastewater lab technician since July of 2016, Wiley Owens is quite familiar with municipal government and what it means to serve.

Mr. Owens actually goes by his middle name "Glenn." Having previously worked as a correctional officer for the Texas Department of Justice and served in the Army, Glenn is quite familiar with physical situations in the workplace, and even workplace violence at times. With all the stories of senseless violence creeping into our daily lives, Glenn recognized an issue that needed to be addressed. It was with these concerns that Glenn reached out to a member of the City of Hobbs Morale Committee. Glenn explained a concern for the lack of active shooter and workplace violence training at the City of Hobbs. What should an unarmed employee do if confronted with such a situation? What would be expected of an employee who practices concealed carry? What training should happen to keep all involved as safe as possible?



We've all heard it from people that want to identify a problem but bring no possible resolution to it. They want to point out and complain about an issue, but don't think past that to what a solution could be. This is where Glenn handled himself differently than most. Interim City Manager Manny Gomez sat down with

Glenn one-on-one to discuss Glenn's concerns. During this conversation, Mr. Gomez became impressed with not only Glenn's depth of thought and concern but his instinct to find solutions. Describing it as a "very beneficial conversation," Mr. Gomez wanted to shed light on Glenn's commitment to improving his own and his coworkers' workspace. On his conversation making a difference in the organization, Glenn sees it as just bringing to light a discussion that needs to be held, no question about it in today's

environment. Glenn believes that a person does not need to only be given the tools to protect their person but that the person needs to be trained and educated, as well. With that in mind, the City of Hobbs looks forward to more insightful thinking from its employees.

Upcoming Events

November 6 - City Commission Meeting at 6 pm

November 8 - Got Science?! youth program at Hobbs Public Library (see inside for details)

November 20 - City Commission Meeting at 6 pm

November 23 - Thanksgiving Day

November 25 - Small Business Saturday
#shopsmall



Drumroll please!....

Here are the Winners of this Year's City of Hobbs Costume Contests!



To the left:

Shelly Raulston from the Finance Department and her companion Sadie won 1st place for Most Original Costume for their Cruella Deville ensemble! I definitely wouldn't want to be late on paying my invoice to this tyrant!



To the right:

Cecilia Tarango from the Water Office won 1st place for Scariest Costume wrapped up in her mummy attire! I bet she scared some customers who came up to pay their water bills that day!

To the right:

These members of the Code Enforcement Division won 1st place for Best Group Costumes! This group comes up with fabulous ideas for group costumes every year, so they were entertaining as ever! You should have seen the 3 witches demonstrating the marching walk from the movie!

Interestingly, Chad Littlejohn, who is the zombie of the Hocus Pocus group, won 2nd place in the Scariest Costume category!

Below:

The Parks and Rec Office won 2nd place in the Most Original category! Take a look and you will see they are representing the events they hold throughout the year!:

Gus Macker Tournament, Movies Under the Stars, Christmas, Father Daughter Dance, Hooked on Fishing, the CORE, Dog Daze of Summer, Halloween and Easter Egg Drop



City of Hobbs 2017 Employee Appreciation Breakfast

For the last 3 years at the end of October, the City of Hobbs holds an Employee Appreciation Breakfast for all City of Hobbs employees' hard work over the last year. This year, as usual, Department Heads calculated how much sausage, pancake mix, orange juice, eggs, and all other ingredients would be needed to fill employees' bellies that day, and they purchased these items with money from their own pockets. Then they work up early on Halloween to begin cooking at 5 AM! These



efforts were not in vain as over 160

employees attended the breakfast!



This event is to celebrate our organization and all that the employees commit to, as October is usually when we hold our annual United Way campaign as well. It is only appropriate to give back to this group of people who give so much of themselves in the name of public service.

What is FICA and what does it do?

Every day brings new random conversations, and with those usually come questions. This week, we found that many employees in the City of Hobbs and from other organizations do not know what FICA is nor what it does. This is interesting because it is the first deduction listed on your paycheck!

FICA stands for the Federal Insurance Contributions Act. It is a U.S. law which creates a payroll tax that requires a deduction from the paychecks of employees, as well as a contribution from employees. This deduction contributes to the funding of the Social Security program and Medicare. For those who are self-employed, there is the equivalent that is called the Self-Employed Contributions Act (SECA).

Social Security and Medicare are the U.S. social programs that provide benefits for retired citizens, the disabled, and children of deceased employees. Social Security is geared towards helping retired people and the unemployed or disabled, while Medicare is an insurance program from the federal government that is aimed mostly at people who are 65 or older.

FICA contributions are mandatory and the rates are revised annually. FICA stipulates that there is a maximum wage base after which no contribution is necessary for Social Security, while there is no maximum on what can go toward Medicare.

FICA contributions are mandatory and the rates are revised annually. FICA stipulates that there is a maximum wage base after which no contribution is necessary for Social Security, while there is no maximum on what can go toward Medicare. The social security tax is 6.2% and the Medicare tax rate is 1.45% for a total 7.65%.

We hope this helps you to feel more informed about where your hard-earned dollars are going! Thank you all for being contributing citizens in each of your individual ways!



What can I do to improve the look and beauty of our community?

By Chad Littlejohn

Happy, fall, y'all, from the City of Hobbs Community Services Department!

As summer has officially left us, the changing seasons are a swell time to take a good look at our homes and address any potential yard maintenance issues before the colder, wetter weather sneaks in. In doing so, we can all contribute to keeping Hobbs clean & beautiful throughout the year.

With that in mind, we wish to remind everyone that code compliance is a year-round issue, and will be proactively worked and enforced at all times, helping to keep the city safe and beautiful for all to enjoy whether you're a local business, a good neighbor, or an out-of-town visitor!

Common Code Violations:

Yard Maintenance: Grass, weeds, or uncultivated plants should not be allowed to become overgrown on a property. Remember: maintenance of vegetation on parkways and alleys is the property owner's responsibility.

Domestic Storage: Storing material outside that would not be generally used outdoors, such as indoor furniture or appliances, is prohibited

Junked Vehicles: Junked vehicles or junk vehicle parts may not be stored in residential areas where it is visible from the street or alley.

Illegal Dumping: It is unlawful to dispose of solid or hazardous waste, such as garbage, construction material and used tires on vacant lots, private properties, city right-of-ways, and other non-permitted areas.

Sidewalk Obstruction: Keep branches, foliage, hedges and shrubs trimmed, so there is at least eight (8) foot of clearance between their overhang and the sidewalk. Parking of vehicles on public sidewalk is strictly prohibited.



What should I do if I have been put on notice by the Code Enforcement Division?

Correct the violation by the time allotted on the notice.

If you correct the problem by the compliance date, your case will be cleared and closed.

If your property is not in compliance at the time of re-inspection, with certain violations the Code Officer may issue a citation. Alternatively, the department may take the case to the City Commission for Condemnation to have the city abate the violation. In such instances of the city cleaning up the property, the cost for the clean-up will be passed onto the property owner.

Report Illegal Dumping

Code Enforcement Officers investigate illegal dumping cases. Help keep your neighborhood beautiful by reporting illegal dumping. Whenever possible, please provide us with the following information:

- Date, time and location of incident
- Description of vehicle and license plate number
- Description of person(s) dumping
- Your name and phone number (optional)

To report any illegal dumping or other code violation please call the City of Hobbs Environmental Division at 575-391-8158.

We appreciate your time and assistance with these matters, and wish everybody a safe, happy fall and winter! Now, can we *please* have a snowball fight?!

This Month's Safety Tip

The weather cools down quite a bit during the fall and winter, leading many people to employ the use of a space heater. While being portable may be a convenience of these machines for keeping both family members and pets warm, like everything else they have their risks. The use of extension cords with space heaters may carry some unforeseen risk for any individual. Read the tips below for ways to safely keep both you, your family, and your pets of the family safe!

1. Understand what your cord can and cannot handle.
 - Check the maximum capacity of an extension cord, and make sure you never exceed it.
 - Don't use an adapter to get an extension cord with a 3-prong plug into a 2-prong outlet.
 - Don't plug extension cords together. Use one long enough for your purpose.
2. Know where it is safe and where it is unsafe to run a cord:
 - Never run a cord under mats or rugs. This prevents the cord from releasing its heat, which can start a fire.
 - Don't leave cords dangling anywhere—otherwise, the cords could be pulled down and tripped over.
 - Keep unprotected cords out of the path of both vehicle and foot traffic to prevent fraying, overheating, and tripping.
 - Never use staples or nails to attach cords or cord bundlers to a surface, such as a baseboard or wall. They could puncture the insulation of the cord and create a shock or fire hazard.
3. If a cord is hot to the touch, unplug it and don't use it again.
4. If an electrical cord ever catches fire, do not pour water on it as this will charge the

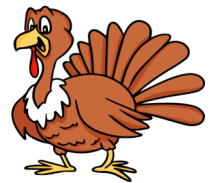
electricity and may cause the electricity to arc to yourself. Instead, call 9-1-1 and turn off the power to the outlet.

Remember, our best resources and assistants are each other. Look out for each other as well as yourself!

These tips and information were provided to you by the City of Hobbs Human Resources Department, with the original source being b21 Business Publications.



Do you have Facebook?



Be sure to look out for Our Week For You,
a week-in-review of the day-to-day work and efforts of the City of Hobbs municipal government.

This publication is posted every Friday evening to our Facebook page at
facebook.com/cityofhobbsgovernment/