

CITY COMMISSION MEETING MINUTES
CITY OF TRUTH OR CONSEQUENCES, NEW MEXICO
CITY COMMISSION CHAMBERS, 405 W. 3RD St.
WEDNESDAY, SEPTEMBER 10, 2025

A. CALL TO ORDER:

The meeting was called to order by Mayor Rolf Hechler at 9:00 a.m., who presided and Angela A. Torres, City Clerk-Treasurer, acted as Secretary of the meeting.

B. INTRODUCTION:

1. ROLL CALL:

Upon calling the roll, the following Commissioners were reported present.

Hon. Rolf Hechler, Mayor
Hon. Amanda Forrister, Mayor Pro-Tem was absent
Hon. Destiny Mitchell, Commissioner
Hon. Merry Jo Fahl, Commissioner
Hon. Ingo Hoepfner, Commissioner

Also Present: Gary Whitehead, City Manager
Traci Alvarez, Assistant City Manager
Jay Rubin, City Attorney
Angela A. Torres, City Clerk-Treasurer
Jocelyn Holguin, Finance Director
Luis Tavizon, Chief of Police
Brenden Anglin, Streets Department Supervisor
Jamie Forman, Water/Wastewater Supervisor
Sonya Renfro, Utility Office Manager
Buster Smith, Streets Department Manager
Wyatt Graves, Service Center Supervisor

There being a quorum present, the Commission proceeded with the business at hand.

2. SILENT MEDITATION:

Mayor Hechler called for fifteen seconds of silent meditation.

3. PLEDGE OF ALLEGIANCE:

Mayor Hechler called for Commissioner Hoepfner to lead the Pledge of Allegiance.

4. APPROVAL OF AGENDA:

Commissioner Fahl moved to approve the agenda with the removal of item D1. Commissioner Mitchell seconded the motion. Roll call was taken by the Clerk-Treasurer. Motion carried unanimously.

C. PUBLIC COMMENT (3 Minute Rule Applies):

Becca Eza, MainStreet Truth or Consequences addressed the Commission with comments related to:

- This morning, I wanted to talk mostly about the Levitt music series grant. I know that I have talked with all of you about it individually. I'm also talking to everyone in the room and everyone out there in virtual land listening. We are in the running for a big grant to put on a music series that would be free to the public, it would be outdoors and family-friendly, and for the next three years at Ralph Edwards Park; it is a really cool opportunity. We are in the public voting phase of this, and we are up against communities that are bigger than us, but we are holding our own right now. We need the help of everyone to get people to vote. The most simple way to vote is by text, it takes 15 seconds to get your phone out, put the phone number in, and text TorC to that number. I have little brochures, I put some on the table at the entrance as well, I handed some out, if you would like any more, please take some, please share with your friends, your networks, your churches, and any other community groups that you are a part of. If anyone has connections that are out of town, if you have friends and family that live elsewhere, share this with them, anyone in the United States can vote. If we can get people that are out of our community to help support us as well, that's going to give us more votes than we will get just here. Voting ends next Monday, so we only have a few more days, we're halfway through right now, so please everyone, help spread the word, vote by text, tell your friends, and let's try to get this grant for the music series.
- A couple other MainStreet things, we have met and are working on finalizing selections for the curb appeal grants, that was the microgrants that we are giving out to downtown businesses that have a project that's going to increase the curb appeal of town. So, painting, lighting, signage. Either today or tomorrow I am going to notify the businesses that applied and then tomorrow or Friday, we'll put out a public announcement about which ones were awarded grants. You'll see those projects happening this fall. We ask that everyone finish them by the end of November. It'll be a little bit over \$10,000 invested in a number of different businesses downtown, specifically in the street fronts.
- Our second concert of the Dancing in the Streetlight series, the mini-series that we're doing in partnership with the city just to see how it works out, it's coming up on September 27th, that's a Saturday, from 6-10pm at the Healing Waters Plaza. Similar to the one we did in August, it's a very casual event. Bring lawn chairs, we'll have a couple of food trucks, we'll have two bands playing: Tequila Nights at 6pm and The Consequences at 8pm. Please plan to attend that and tell your networks about that one as well. I sent you guys the at-a-glance document, so if you have

any questions about other MainStreet things, please get in touch with me. Thank you.

Ariel Dougherty addressed the Commission with comments related to:

- I thank Manager Whitehead for his workaround in adding my original communique on this issue into the public record at the last meeting. Nearly 2,300 National Guard troops from seven states have been stationed in the District of Columbia since August 11th. Why? The District of Columbia, a federal city, originally had home rule. Congress usurped that power in 1870 in part when black men got the vote. For almost 100 years, everything from a textbook to a garbage truck went through Congress. Like, I was a school student there, my textbooks had to be approved by Congress. In 1973, some limited home rule was granted. Yet, Congress can still overrule any city council legislation, which it did like on the marijuana law. DC has *one nonvoting representative* serving in Congress. The president oversees DC's National Guard and has limited 30-day possibility to federalize the DC Metropolitan Police Department. Those thirty days are up today. Do we want guard members patrolling our streets? Actually, in DC mostly they are doing clean-up work, filling in for the reduced National Parks workforce cut by DOGE and Congress. You take an oath of office to uphold the Constitution. I urge you to pass a resolution that supports that commitment, as it applies to our fellow citizens in DC. When one group has lesser rights, we are all threatened. DC is used as a testing ground for extreme actions that cannot be readily, initially applied in other parts of the country. In this case, it is an authoritarianism that stretches way beyond our Constitution. There is no emergency. You may see your role solely as dealing with legislation regarding our municipality, but we are all citizens of these United States. It is not a moment to sit on the sidelines. I would like to see my local representatives – as a way of serving and protecting my rights here – advocate for citizens in DC. I have provided you all a draft which I hope you will consider and pass at your next meeting. I would be glad to answer any questions you may have. Thank you.

Kathleen Sloan addressed the Commission with comments related to:

- I ask that you have a town hall about this electric study. If they followed the packet, it's very scant, this has been going on for a year, year and a half, maybe two years. Cost \$500,000 – half a million – that's a lot of money. The presentation is not in layman's terms, I ask that it be interpreted and that the people have a question and answer period. The same company did the 2015 study, they tagged and located all the assets, they did it again, evidently, internally, we're not keeping up with that and we're having to pay a lot of money for that. The presentation has no financial estimates, it gives future scenarios but it doesn't give any clear idea of the state of the current system. That needs to be done, and through the years, the most public complaints I have heard are about the cost of electric bills. Our electric rates have always been higher than the state or the US average as it is today. When you were thinking about selling the electric company, there were five studies done according to a reliable knowledgeable source. I IPRA'd that two or three times, no such copies exist,

you guys didn't get copies of those studies, although the public paid for half of it. So you know, we've really been waiting for four years, since 2021 to figure out what's going on, and especially after a \$1.3-\$1.6 million emergency purchase of one of the transformers. I didn't see anything in the packet material that indicated whether we need to replace the other 50-60 year old electric transformer. So, there's a lot of missing information. We need, you know, the public has paid and paid and paid. They should get the information in layman's terms. Thank you.

D. PRESENTATIONS:

1. Tech-45 Airport Management Update. Chad Rosacker, Airport Manager

This item was removed from the agenda.

2. Presentation: Electrical Distribution Total System Asset Management Plan.

Willie Lopez and Robert Perea, T & D Services reviewed the Electrical Distribution Total System Asset Management Plan. (Complete copy attached hereto and made a part hereof).

Mayor Hechler: I have a couple of questions. So, my overall impression is that our system really isn't in that bad shape, is that correct?

Willie Lopez, T & D Services Engineer: Yeah, from an electrical standpoint, I would say so.

Mayor Hechler: So even if some of our equipment may be 38+ years old, it still has a value, right, as long as it's functioning. Did you guys make an overall assessment of what the value of our system is or generally could be?

Willie Lopez, T & D Services Engineer: The value assessment that we conducted is a replacement value and that would tell you how much it cost to replace everything on your system brand-new. So it's not an valuation, we did an evaluation and not a full valuation. That would entail taking aging and deterioration into account to get a true value of what the assets are worth.

Mayor Hechler: Do you have a ballpark figure of what our system might be worth if we were ever to consider, for instance, selling it to another entity, or doing something different with it?

Willie Lopez, T & D Services Engineer: I don't have that information on hand right now, no. We have the replacement value.

Mayor Hechler: Which is what?

Willie Lopez, T & D Services Engineer: Around \$28 million.

Mayor Hechler: So, if everything was replaced brand-new it would be about \$28 million?

Willie Lopez, T & D Services Engineer: Yes sir.

Mayor Hechler: Okay. We have two major transformers right now and we seem to be doing okay, will they be sufficient for the near future? Do we need to have some redundancy or a backup transformer?

Willie Lopez, T & D Services Engineer: For the near future, they are sufficient. It's not until 2045 where we see some capacity that might be an issue. So around that time, in N-1 conditions, you will see some capacity issues, where if you had an outage and it was during absolute peak load, middle of July on a hot summer day, it could overload that transformer.

Mayor Hechler: Okay. But both of them together, we should be fine. If one fails, do you just upgrade that one and we survive on the other one? Well, we don't have to have a third one for another 10 years, 15 years.

Willie Lopez, T & D Services Engineer: Well, I don't know of any co-ops that necessarily have big transformers like that for emergencies. They usually have to rent a mobile transformer from their transmission provider for temporary services or other options that we could look into. But in the near future, your transformers will serve the load until around 2040, I think is where we're seeing that issue, where the overloading might happen.

Mayor Hechler: Yeah, the last transformer I think just went for \$2 million so it sounds like we made a good investment with that.

Willie Lopez, T & D Services Engineer: 2035, around there.

Mayor Hechler: And just a general question, this might be for Bo more than for you, so when we do the refresh, how much of that vote do we do in-house and how much do we contract out? What are our capabilities when we're dealing with the refresh?

Bo Easley, Electric Department Head: Refresh, what do you mean?

Commissioner Fahl: On his list there.

Mayor Hechler: On the list when we do the refresh.

Willie Lopez, T & D Services Engineer: The recommendation improvements, I think that's what you're referring to.

Mayor Hechler: Yes.

Bo Easley, Electric Department Head: So right now, I'm getting close on replacing the relays on the high side for the North and South transformers. I'd like to start working on the substation on the high side and replacing the underground feeders from the breakers to the hose where it goes out and feeds that circuit. Those aren't very old, but I'd like to start moving forward on it.

Mayor Hechler: And the switches and insulators, can you do that in-house?

Bo Easley, Electric Department Head: No, it would have to be contracted out.

Mayor Hechler: Okay, I'm trying to get an idea of what it's going to cost us, what we can do in-house and what we will have to contract out to take care of business.

Bo Easley, Electric Department Head: When it comes to the substation, yeah, a lot of that is going to have to be contracted out.

Mayor Hechler: Okay.

Commissioner Fahl: Rolf, I don't know if this is the time to talk about this, where we're on the agenda, but to me, most asset management plans we've seen here, all of our inventory, water, or whatever it is, this is what it costs to replace this and that, and the value, like you're doing a financial statement. To me, this is more of a performance asset management plan, this is what we really need to make it work, and how do we make our electric system meet the needs of our consumers and plan for the future more than what our typical asset management plan, I thought that was –

Bo Easley, Electric Department Head: I also thought this could be really good help for us too, when we go out to apply for grants and everything, we have it right here in writing.

Commissioner Fahl: Right.

Willie Lopez, T & D Services Engineer: Like Bo mentioned, the GIS part of it, the electrical model might not be super easy for most people to navigate but the GIS part of it is basically almost another digital twin of your system, and as any changes are made, you guys could then implement those changes right away, and you'll have a full, detailed inventory of your system with pictures, pole numbers, locations, everything. It's projected on top of kind of a Google Earth map, where you can zoom in, and even if you wanted to have it side by side by Google Earth, go to street view, it's super valuable in keeping inventory of your system for moving forward with any type of project.

Commissioner Hoepfner: I just came back from Germany, and you don't see a lot of overhead powerlines in Germany besides on the countryside connecting towns and villages with each other. Back in the day, I heard that above-ground versus underground costs were doubled. I also heard that that is not the case anymore, that it is balanced out, the costs for both sides, that you can choose if you're going above-ground or underground. My question is, when we are doing new neighborhoods, new developments, if we should go with the old system, above-ground, or go underground, if there would be a big difference, especially with power loss and everything in the long run. I hope it would be spaced efficiently, or efficient enough to say we should go underground for future projects.

Willie Lopez, T & D Services Engineer: Okay, so I don't know if it's completely true that they have balanced out in cost. I think underground is still significantly more, but there's give and takes engineering-wise. The accessibility to underground is obviously not very accessible, and then when you have new taps, it could cost more, because you're going underground, you have a lot more equipment. Whereas, if you are tapping into an overhead pole, you just put another pole, tap in with some jumpers, and move along. So there's give and take in terms of underground and overhead. If you have a good portion, let's say you're putting in a new neighborhood and you need to know exactly what it's going to be like and there's not going to be a bunch of taps off of it for incoming stuff, it's a planned neighborhood, underground is a great option for that, and usually *the* option for those types of situations. So it's all, depending on what kind of infrastructure is getting put in place, where it's getting put in place, and also the budget, feasibility, stuff like that, there are sometimes engineering restrictions because you get a lot more losses underground than overhead due to thermal heating. Something that can be overhead with a certain conductor, you might have to double that and run two strands of a certain conductor underground because of the thermal heating, depending on what's in the ground and how deep it's going. There are just different factors whereas, overhead, it's 30 feet in the air, we already know the heat losses to that, where the underground route might require a little bit more engineering in terms of that heat loss to seek capacity. When it's overhead, you could just refer to a chart and know the capacity. There are give and takes, but there still is a cost difference today.

Commissioner Hoepfner: My other point was, why we are growing. We have of certain amounts that we have to buy and everything that is set, and when we are growing because we are still in the desert, and I'm still a fan of solar and wind energy. How would it be here? Could we make up for more pull in the future when we just have solar feeding into the grid to make up for the extra usage? Is that feasible in that regard?

Willie Lopez, T & D Services Engineer: You're asking if solar is feasible on this system?

Commissioner Hoepfner: Yeah, it would be as an addition, as we grow, to make up for what we need more of.

Willie Lopez, T & D Services Engineer: So that requires a feasibility study, a system impact study, and the first thing you need when conducting a feasibility or impact study

is a detailed electrical model, that model will enable you to see the impact of any type of infrastructure tying into that system. It's not necessarily saying that your system looks good so it's feasible, it depends on where it's connecting in, and the model can be an easy way to know exactly what upgrades will be needed to make it feasible. With infinite amount of budget, I mean, anything is feasible, you update the conductor, the feeder breakers, you know, you can make it feasible, it's just a matter of how much money it would cost, or what type of upgrades it would take to get that solar in place. But it is feasible, it would just tell you what would be needed.

Commissioner Hoepfner: For me, it's just the point like you said, with the house, say the house gets that long and there's where it starts to lose power, and we could put a small solar system to make up for it, or level it out; to make up the losses.

Willie Lopez, T & D Services Engineer: Yeah, for sure. During peak loading it would drop that peak loading and increase transformer capacity if you have solar on when all the air conditioners are on, it's kind of cancelling out that load that the transformer is serving, so in that regard, solar is of great benefit, when it comes to desert cities like this, for sure.

Commissioner Hoepfner: So with your study, your model that you created, we can make them more cost efficient to make a study where they could use that model to have sufficiency and everything, so it benefits us in future projects.

Willie Lopez, T & D Services Engineer: Definitely, whether you invite developers to come and build, or you guys get grant money or any other funding to add solar on, you have a comprehensive model to get that study done within a couple of months.

City Attorney Rubin: Mr. Lopez, thank you for coming here today. What I was trying to do is simplify this so I could understand clearly what the plan is, because actually what we're doing later today is voting on this plan. So as I'm understanding this, page three is the summary recommendation.

Willie Lopez, T & D Services Engineer: Yes.

City Attorney Rubin: You have short term, you have midterm, and long term. Now my assumption would be that the rest of the documents here probably would give you more specifics as to what the summary is. That's the basic assumption I'm making, now as I go through this, that was page three, I don't see anything reporting these recommendations on pages four through twelve. It looks like basically there you're talking about study methodology, the study results, etc. But those pages don't really address the recommendations as I'm seeing, is that correct?

Willie Lopez, T & D Services Engineer: The study results, yes sir. That tells you the data that we saw and the recommendations would be our engineering judgement based on the study results.

City Attorney Rubin: So, for the Commission to be analyzing this, I'm assuming what they would be doing is they would be harmonizing pages thirteen through sixteen with your page three summary. Now it looks like thirteen through sixteen is actually the work that's projected to be done. So, page three gives us a summary recommendations, and again pages four through twelve wouldn't seem to address any of those recommendations, so am I correct in assuming that pages thirteen through sixteen is what the Commission should be looking at just to get specifics as to what your recommendations are?

Robert Perea, T & D Services Division Manager, Planning: If I can sir, our presentation is a summary of a detailed report that we've provided. Specific details of recommendations for upgrades would be provided in that report. Just want to make sure everybody's aware of that.

Willie Lopez, T & D Services Engineer: Yeah, so there is a comprehensive report that we did provide, which gives a lot more details, but I would think thirteen through sixteen are still just data that we collected in our analysis. Pretty much all the recommendations are in pages three and four.

City Attorney Rubin: Oh okay. So, I mean, this is my personal opinion, but if I was analyzing the recommendations, I would have to look at the additional data you're talking about, it's not in this presentation, correct?

Robert Perea, T & D Services Division Manager, Planning: Yes sir, there are detailed descriptions of those recommendations in the comprehensive report that we've prepared and provided, and we'd be happy to address any questions as those come up, as you're looking through those recommendations.

City Attorney Rubin: And that's up to the Commission, you know, I just want to make sure I understood what was in front of me and what we should be approving.

Mayor Hechler: Where you're going with this, I appreciate it. So not having the actual plan in front of us, do we feel comfortable approving this? And should it be made public first and posted on our webpages and everywhere else so that people can review it and assess it, and then provide feedback? I don't know if we need to have a subsequent meeting. What are your recommendations Manager Whitehead?

City Manager Whitehead: I would follow that line. Again, the documents we have are in draft form, so the document that I'd received, that we've reviewed, and the electric team has reviewed these documents three times, we've met individually, had an opportunity to address the engineering team with our questions, and we've done so. But again, the intent of the meeting today would be for them to present that and for us to accept the report in their final, this is their final report. For this action item, our options would be to accept the report or take no action and we could present the form, so it would come out of draft form after today and we could have public forum like we do with many things, and actually discuss and see more detail of the items that they've listed.

Mayor Hechler: Okay, that makes sense. So what I'd like to do, hear me out, is if we do make a motion later on, we'll accept this presentation, but I think we should wait to approve the actual plan until we have a chance to look at it. Does that make sense?

City Manager Whitehead: And mayor I would also say that I did not take this document to be a comprehensive roadmap set plan that once we adopt, that's the process that we're going to be in, there are four pages of recommendations. Some that our electric crew will be able to do, and some that have to be bid out. For example, one of them is ultimately a new substation, it's in their plan that even though right now the system is good, I think it would be taking that plan, and your electric team developing a work plan out of it, which is really the nice tool from this document, which is, it's really going to detail short-term fixes that we need to do, midterm, and long-term, and then we would be able to really assess that. So your acceptance or approval of this document, would by no means put us in a set plan where that's exactly the way we're going to go. But you have very good information, detailed information on the system.

Willie Lopez, T & D Services Engineer: And I just wanted to add into that; after a little bit of clarification on that discussion, when building the report, we did really focus on trying to minimize our recommendations to what would impact your utilities at most, in terms of operability, reliability, and performance.

Mayor Hechler: Alright thank you. Well I think you've accomplished what you wanted to accomplish as far as your presentation goes. I think we do want to look at the details of the actual plan, though, just to say that we've done it and have done our due diligence, and be sure we can go forward with it.

Willie Lopez, T & D Services Engineer: Yes sir.

Mayor Hechler: There's no action at this time, as it was just a presentation.

Robert Perea, T & D Services Division Manager, Planning: We appreciate the opportunity to provide support to the City of T or C, we look forward to any further discussions or questions.

E. REPORTS:

a. Police Department Update.

b.

Chief Tavizon, reported the following:

My report is going to be a reflection of the month of August, some of the things that we were able to accomplish or get done:

- National Night Out was on August 5th, it was a great event that was open to the community and the kids, it was a free event, we had a bunch of providers from

our community there for different services, that way the community understands what's available to them. It was nice, it was a pretty good turnout.

- When it came to training, we had members of the department attend an Advanced Crime Scene Investigation training, Taser Instructor training, Managing Police Services, Report Writing - for some of our newer guys just to make sure we're on par with where we should be, Court Room Testimony, DWI SFST Refreshers - The whole department attended that, we also had the invitation of the Sheriff's Department, and we had the majority of the Sheriff's Department attend that as well, so that was a nice, collective training that we had.
- The officers responded to 989 calls for service for the month of August, which is more than it had been, now that fall is in full swing, our call volume will average around the 900's.
- Animal Control had 129 calls for service.
- Motor vehicle accidents, something I'm proud of this month, they went down substantially to 5. So that's always nice to see that, obviously that affects us all with our insurance rates and everything, so that's nice.
- Officers had 17 CYFD referrals, that's children youth and family referrals for alleged abuse or neglect.
- Our School Resource Officer had 5 cases in the schools.
- We've conducted 52 follow-ups.
- Code Enforcement has been working 5 different cases to try and get some abatements done.
- Officers conducted 209 traffic stops, and issued 145 citations. I don't know if that has any correlation to the lowering of motor vehicle accidents, but they were out there making stops.
- We had 11 arrests.
- So far, starting in September, just to get ahead a little bit, none of these crashes were on Broadway or Main, but we did have a pedestrian versus vehicle on Main Street last week, I believe it was, not related to the traffic pattern, it was more inattention of the driver. Being a one-way, they were looking to see if oncoming traffic was coming and not looking to their right where the crosswalk was, and that's where the pedestrian was crossing. I get it, sometimes we're in a hurry and not paying attention, but it is important for us to pay attention to pedestrians, they always do have the right of way, or should have the right of way.
- We did hire a new Animal Control Officer, he accepted the position, so we're just waiting for him to go through the remainder of the process and should be starting shortly. So we are excited to have that fully-staffed and start working on some of these abatements.

Commissioner Fahl: The cases about CYFD, was that an increase from the month before? I thought that was a pretty high number.

Chief Tavizon: So, it is fairly high, school is back in session so some of those referrals come from teachers, so there was a slight uptick. Now whether there's an allegation or

suspicion of either abuse or neglect, and then what the actual findings are could be two different things. It's good that they're reporting.

Commissioner Fahl: That's right, and when school's out we don't know some of those things. I was going to ask, I was all prepared with a question of how are we with Animal Control Officers, and then there you go.

Chief Tavizon: We're excited. He's a great candidate, he's got good experience.

Commissioner Fahl: So will that mean, once he's through with his training, that we'll be fully-staffed for Animal Control?

Chief Tavizon: Yes ma'am.

Commissioner Fahl: Well I bet some people are happy about that.

c. Department Head Reports.

Sonya Renfro, Utility Office Supervisor:

- In the Utility Office, we have a lot going on, as per usual. We've been working on a new step in red tags, we're going to start announcing that in the paper and on our city flier. We're hoping to get away from the red tag where you put one on the door, and we're going to start mailing those out, which will save us having to have a department come, take two people off of their crew, to go and pass out those red tags. We usually have about 50 a week, so there are quite a few.
- I've been going out in the field a lot recently, going to look at water meters and such, I have even drug the city manager and the mayor out with me. And that's great, getting out in the public, getting to know people, letting people know that we actually really care.
- Water increased this month of September, it went up 3%. In July, the sewer did go up 5%. Also, the commercial trash rates went up, I believe it was in July also. So all those increases have been made. We are not fully-staffed, we're still looking for a customer service collection person. We are getting quite a few applications, so hopefully we find someone who's a good fit, who comes in and hits the ground running. I believe that's about it, do you guys have any questions for me?

Commissioner Fahl: With all the increases since the beginning of the fiscal year, how has the response been from the community? Have you been getting a lot of feedback? I'm sure we were trying to get the word out before that, but how has the response been?

Sonya Renfro, Utility Office Supervisor: We really haven't had too many complaints about the rates. We are so far behind on our rates anyways, like the electric went up finally, but that that was after 22 years, and the water and everything. So we really haven't been getting too many complaints about the rates raising. Of course, we'll find

out about water next month, and I'll let you know next time I come, but it's not really a huge increase, it's 3%. And that's just wear and tear.

Commissioner Fahl: And the new Daupler, now that's different from the Daupler reporting leaks? Because it's the same name so I was confused.

Sonya Renfro, Utility Office Supervisor: No, so the Daupler is going to be a wonderful system for the Utility Office also, Jaime actually brought it, she talked to them and everything, and it will allow us to be able to send out text messages to people if the water is off or electricity goes out, if the trash route changes, anything like that we should be able to send out text messages. We have also incorporated text-to-pay in the Utility Office. It's totally self-managed, so anyone can sign up for that and it'll actually send text messages and you can just hit yes to pay your bill or no to skip it, you know. But that seems to have been picking up pretty fast in the community.

Commissioner Fahl: And how does it work again? Can you explain it to everybody?

Sonya Renfro, Utility Office Supervisor: Yeah, so the text-to-pay is just self-managed, you can either call our 1-866-202-2614 number, or you can do it online on our website. You just enter your phone number, the credit card, and then it'll just send you text messages, and if you don't pay your bill, it'll keep reminding you, it's kind of like a firm. The Daupler system, I'll have Jamie explain. But on our part in the Utility Office, any time we have customers come in, we're trying to update phone numbers because we like to have the most updated information possible.

Commissioner Hoeppner: When I'm signing up for the autopay, can I then decide, myself, how much to pay, or is it all or nothing? Could I split it up, before the due date, of course, so I can pay what I have at the time and the rest later? Is it possible to add a custom amount?

Sonya Renfro, Utility Office Supervisor: You absolutely can, we actually have quite a few customers that make two or three payments. If you do it straight through us, there are no fees, it ties into your savings and checking account, and it gets pulled on the day it's due. For that, it is the full amount. Now for text-to-pay, or if you decide to do online or even if you call, it's your choice how much you want to pay. As long as you don't go past your next billing date then everything is good.

Commissioner Hoeppner: Yeah I had a problem, I was in Alamogordo out in Dark Canyon, and I had signed up for autopay, and there was a problem, from one moment to the other, I had \$900 deducted and it was an error on their side, and then it took me two months to get my money back. That's why I don't do autopay anymore, I really want to see the amount first.

Sonya Renfro, Utility Office Supervisor: It's such a coincidence you brought that up because we did have an issue like that just last week, where someone would try to pay online and it would pull out three to four payments. Tyler was totally aware of it, it was

their issue, they got it fixed, and they did refund everyone except for the original payment they were making. Now, they told me something like that will not happen again, but we only can do the best that they let us do.

Commissioner Hoeppner: Thank you so much.

Commissioner Mitchell: I did have one question, how much does the customer service position pay?

Alona Niebergall, Human Resources: After the pay study I'm not sure yet.

Sonya Renfro, Utility Office Supervisor: I believe it's around \$16, but I could be wrong.

Commissioner Mitchell: I was looking at the general description and it didn't say it.

Sonya Renfro, Utility Office Supervisor: Yeah, and it's just depending experience on that also. We might end up with someone awesome, that's my plan anyway.

City Manager Whitehead: And I'll add a couple of points, the new part of Daupler is an addition to the current system. It's an enhancement that Jamie's been working on and the departments have been working together to bring that fast. The other items, the red tags, we talked a little bit about that, these are all changes that we're trying to make, we'd hope to be working with a customer service person to give Sonya one more opportunity, and as soon as we get them hired, these are the enhancements we want to do, where the customer has multiple ways to pay, we have multiple ways to help. I would say that most of the issues we've been on for the last couple of months is not necessarily that "my bill's a little higher by 3%" but we have a weird reading, a customer goes along really good for four, five, six, even eight months, and then they get a \$900 bill. That's the concern, so that's where our customer service person, we're really looking to make sure, and we are putting in processes that would make sure we have a way to help those customers. In two of the cases that we've gone to, we could easily know that it was not a use of water, it was an error in the meter or an error in reading. Just those kinds of things, so that's what this customer service person will do, and we feel like by not having somebody drive around all week to hang a red tag on the door, that when they see it they come in to pay, if we could figure that out, we're going to be more efficient and have more hands on deck to deal with potentially reading the meters correctly, or making sure that if we made an error, we could send somebody. That's a better use of our time to go look at the meter again and see if we didn't read it correctly, let's fix it and not charge somebody. So those are some of the enhancements.

Sonya Renfro, Utility Office Supervisor: And there's one more thing I forgot to let you guys know, we're also doing, I mean we've always been doing deposits, but the amount of the deposits are changing and it's also because of the rates, the prices of the meters, so on and so forth. But the deposits that we've been collecting, hopefully, will help us collect from people who might move or leave or get kicked out of their property, so that's been working really well for us also.

Jamie Foreman, Water/Wastewater Supervisor:

- As previously stated, Notify, which is through Daupler, is live. We're asking all customers to sign up either through the QR code that's been provided on the Facebook page, it's also been provided in the newsletter that goes out, with the link. They can also call and update their phone number at our office, and we'll take their information. The way Notify works is, it's an automated text message, we can go in there if we have any issues anywhere, and highlight an area. It's an automated text message, phone call, or email, your choice, to let you know if there are any issues with any utilities. So we're using it for electrical outages, water outages, changes in trash routes, if streets need to close a road for some reason, in those instances.
- Right now we're at about 30 leaks in the city. I have crews working Tuesday-Thursday full time on leaks, and then we're doing our maintenance stuff on Mondays and Fridays. That allows additional meter reading on Mondays and Fridays, so that way we can make sure billing gets out.
- For our meter projects: Two is moving along fairly quickly. The building has been torn down. They will have the pitless motor adapter here tomorrow, and they plan on installing the new motor, the adapter, and the electrical, the week of the 22nd.
- Shovel-Ready has been sent out to bid, so we're just waiting on any of those.
- WISPI-1 will hopefully go out to bid in the next few months, followed by WISPI-2 early next year, and critical water lines after that.
- The meter project that allows the AML meters for a good portion of the city, we're just pending paperwork on that one, and then that should be able to go out to bid also.
- For Wastewater, regarding the vac station project, we are waiting on an RFP for construction and design through engineering. In the meantime, we are still going out there about four times a day to flush lines to maintain the vacuum pressure that needs to be in the lines. We're also going out there and replacing any components in the pits that need to be replaced, as needed. I will stand for any questions.

Commissioner Fahl: How are you doing with your staffing?

Jamie Foreman, Water/Wastewater Supervisor: I have one pending completion of paperwork, and then we will be fully-staffed.

Commissioner Fahl: That's always good news.

Jamie Foreman, Water/Wastewater Supervisor: Yes. I got a new admin last month.

Wyatt Graves, Service Center Supervisor:

At the Service Center, since the beginning of the fiscal year, we've done:

- 17 full services
- Replaced 7 sets of tires

- Had 18 tire repairs

Some of our larger projects:

- We had 3 mowers go down for the Parks Department; we also replaced the primary and secondary clutches on their Polaris Ranger.
- The Golf Course had a larger mower, the drive shaft flew off, hit the radiator, so it took some time to get parts for that. They had a small John Deere tractor that we replaced the cylinders on for that.
- For Electric, we replaced the DEF tank for their digger truck.
- We also had Water and Wastewater's vector truck in for brakes, air conditioning service.
- Right now at the Service Center, we've got the street sweeper, we're going to replace the rollers on it. We have their 621 loader, replacing fuel lines, and we have all the filters to do a full service, and I also have a trash truck, we're replacing the big long arm bar that picks up the dumpsters. Two of those actually had the same problem, so I've been talking with the folks that sold us those parts to see if that's a common issue they have with that particular trash truck.

Outsourced right now:

- We've had two of Parks' trucks get collision repair, one of them is done, so that's been returned. The other one is being handled through insurance. SWA – Southwest Auto Body is handling that.

Commissioner Fahl: Okay just a second Wyatt, are you saying the Parks Department is out of control? So they have all of those, two accidents, and all that, what the heck is going on over there?

Wyatt Graves, Service Center Supervisor: I am not saying anything. Otherwise, some trainings going on:

- Daniel and myself will be going to El Paso next week, we're going to learn about hydraulics. This is a class that our master tech, Country, has already taken. So he will be at the shop by himself for a couple days.
- Daniel will also be going in for his CDL coming this winter.

Commissioner Hoepfner: I want to say, thank you for your report. It looks like you are getting the handle out of everything, and manage everything, so in the future, I'm looking forward to when parts have to be replaced or anything, that we make them the recommendations. It looks good and I'm happy to have you on board, and moving forward.

Wyatt Graves, Service Center Supervisor: Thank you, and to talk about new things, we did get two new John Deere Gators for the golf course. They're about 5 years old, both of them are used, but they're in really good shape, they're cool units.

Commissioner Fahl: How are you with your staffing now, are you fully-staffed?

Wyatt Graves, Service Center Supervisor: Yes. Still, I want to take some time to see what a third hand might do, just for the quick stuff, the oil changes, etc. That way, the

other two gentleman can really handle the bigger projects where stuff is catastrophic. That's definitely on the back burner, I haven't really had much time to consider a new employee, but that is on my mind.

Commissioner Fahl: I wanted to ask about CDL, and I don't know if this is a questions for you, Wyatt, or for Gary. So, what is the process? I know what the individuals have to go through to get their CDL, it's very cumbersome and expensive, and I was thinking, is it similar to the city being able to get a public pesticide applicator's license, where anybody could just go take the test, but for a commercial one, there's all kinds of internships you have to do, it takes several years, so I was just wondering, I know we have quite a few people on staff that have their CDL, when we send them for that, does it cost the \$4,000 or \$6,000 for the general public or how does that work?

City Manager Whitehead: The last request we've signed have been for the \$4,000. Human Resources and I have not talked about if there's a program we can go through, but it seems that when they take it they have to take the full class.

Wyatt Graves, Service Center Supervisor: Personally, I went through Doña Ana Community College, so I'm unaware of if there's a program specifically for government entities to do that.

Commissioner Fahl: They used to.

Wyatt Graves, Service Center Supervisor: Okay, because when we've gone down there, it's a 7-week program, and that's where I came out of.

Commissioner Fahl: Federal employees have to get CDL's and they don't pay \$4,000 for their classes. I mean, some federal employees, not all of course, but there might be one. That's a big investment, so when you pay for them to do that, do they have to sign something in blood that they have to stay here long enough to justify the cost of the CDL? Because that's a lot of money to put into somebody that may be gone within a month. I hope we make wise decisions when we send people for CDL class. Gary should have to go, for one.

City Manager Whitehead: I'd like to.

Mayor Hechler: There used to be a program where you could have a CDL instructor on-staff. They'd go to the training and then train your staff. They still had to go through the training, or through the testing at the state level, but we could train them in-house. I think that might be something we could look into. See if somebody could get that certification, so we could do our own training and then send them off to get tested.

Wyatt Graves, Service Center Supervisor: Yeah absolutely, I'll look into that. Thank you.

Commissioner Fahl: Where do we send them to when they take the class?

Wyatt Graves, Service Center Supervisor: Doña Ana Community College.

City Clerk Torres:

- The first thing I wanted to talk about is our upcoming election. A lot of people get confused on our election, so I just wanted to let the community know that our elections are held through the County Clerk's Office. This year, it will be on Tuesday November 4th from 7am-7pm. On election day, we have our different areas for elections since it is the county-wide one. The one for T or C will be here in the Civic Center. The City of T or C has two open seats available. We have 6 candidates that are running and one write-in. Absentee and early voting will begin October 7th, that will be held at the Sierra County offices at 1712 North Date street, during regular business hours from 8am-5pm. The last day for early voting will be Saturday, November 1st from 10am-6pm and that will also be at the County. Our candidates that will be elected will start their office January 1st, 2026. Their oath of office will be done at the first meeting in January. Usually what I do is I will give them a newly-elected officials packet, that has our Open Meetings Act, the Governmental Conduct Act, and the Governing Body Code of Ethics, and then a bunch of other useful information. We also encourage them to go to the newly-elected officials training.
- I also wanted to give an update that we will have our Animal Ordinance Workshop on September 24th after our regular scheduled meeting. We are looking at around 5:30pm. The public will have the opportunity to voice their concerns, give us their feedback, and then at that time, the Commission will let us know if you are ready for us to take the public hearing and final adoption at the first meeting in October, or we can also extend it to the November or December meeting, or if you think we need more time, we can extend it from there too.
- Of course, we've been doing a lot of Business Licenses, IPRA's, Short-Term Rentals, etc. in our office. Right now we're doing renewals for our Short-Term rentals. They're staggered. How we have it now is, once our inspections are done, then we issue the license, and it's due a year from that date. We would like to change it to where it falls on the same date their Business License is due, since they are required to have a Business License. I think that will be easier on everybody, it'll help them remember, it'll help Tyler on all his inspections as well, so that's something we're looking into. We're going through the Ordinances to make sure that's something that we can do.

Commissioner Fahl: Could you reiterate to the public how the elections will work? I think it's still confusing, you know, running for a position and how that works.

City Clerk Torres: Right now how we do it is, it's at large. So, seven candidates will run, and since we have two positions open, our top two highest votes will be the two that are elected.

Mayor Hechler: Can I ask a question about Airbnb's? So if a person signs up for Airbnb, Airbnb automatically assesses taxes and sends them to the city, is that correct?

City Clerk Torres: Airbnb does, they do the 5%. Right now, they're not doing the 1%. So, most of the people that we have registered that go through Airbnb, they submit the 1% on their own. We're trying to work with Airbnb to see if they can automatically do that 1%. It's not easy, unless we have an account with them, they don't really want to talk to us. But we're still working with a couple people to try to get that established. Despite this, even if they're not registered with the city, we are getting that revenue from everybody that has an Airbnb in the city limits of Truth or Consequences, we are getting that 5%.

Mayor Hechler: And that's Airbnb. Now we know that there are other companies like VRBO and others that are a little more difficult to work with, is that correct?

City Clerk Torres: No, they're actually easier than Airbnb. With VRBO, when they send us a check, they actually give us the address of everybody. Airbnb just sends us a lump-sum check. So, we're getting the revenue, we just don't know who it comes from.

Mayor Hechler: There seems to be some discussion out there that we're not collecting all the fees possible from Airbnb or companies like that. How do you think we're doing or how do you think they're doing?

City Clerk Torres: I think we're doing great, we're getting a lot of revenue from it. Like I said, the only thing we're not collecting is that 1%, we're not collecting it from Airbnb, but the people who are registered are coming in, so we do have a lot that aren't registered, so we're not collecting that 1% from them, but we do get their 5%. So, we are still collecting that revenue.

Mayor Hechler: Thank you.

City Manager Whitehead reported the following:

- We continue to work on the vac station, it's at the top of our list, we recognize how important that is, the engineering document that we had expired in September, so we had to go to a new RFP. We have that, finance is working with Traci to get that new document out and get the engineering in. Our goal there is to use the funds to replace and work on the 51 pits that are a problem. We've already replaced the motors in the vac, we'll be replacing some of the vacuum system, and then we'll be using some of our general obligation bonds to fix one of the streets, Hagen street seems to be the problem within the line, so those three things.
- I had an interesting phone call yesterday from a contractor and a water operator around Corpus Christy, that happened to have read our minutes or saw our meeting and understood we had a vac station, and they've offered to supply us with some help and support. They have another product that's different than Airvac, and their position is that Airvac doesn't control the whole market, and that vac stations work really well in low outlying areas and they said their problems are the same that we're having. So, I've asked them to send me some

information, and they've offered to help, I'm not sure if they were looking for an opportunity to bid on the project or were just being supportive, but it was a very interesting and worthwhile call for my time yesterday, very helpful.

- We've brought you up to speed on this a few times, the Morgan Street project continues, that developer is building rentals, which obviously we need rentals in town, long-term rentals. They have their next four houses going up. One of the challenges there is that we don't have sewer accessible to the next area that they have, so we've been working through that. We did receive our preliminary engineering study and it looks like we can do a pretty simplistic gravity feed to a manhole and a system that we have there. We'll be meeting with the property owner next week, so we are invested. They've paid their impact fees, we have a little money in the bank, but it is going to cost us some dollars to extend sewer and get it to a spot where they can hook up the rest of those homes and continue to develop their property. Unfortunately the sewer in that area is all the way across the Morgan Street ditch, so we would have no way to extend a line all the way and get through the ditch, so we're going to have to do something on the side. Every resident has sewer there except for this one particular track.
- As you know, earlier this year, we had entered into a contract with 4x4 Services, Jesse Cole, to be our Wastewater/Water licensure. He is a licensed Level 4 for both Water and Wastewater, and he has his own consulting business. Jesse did have some health issues for a few months and had to step away, but he's fully back in. We've re-engaged with him, and come up with a little different process that we're doing, we're still inside the professional services agreement, but our fee with Jesse won't be as high as it was, but we did make an agreement that we are paying Jesse and that contractor for his licensure. We cleaned that up a little bit, and the agreement would require him to provide us 90-days notice if he needed to step away, so that we would make sure that we could replace that. We do have to have a Level 4 Wastewater and Level 3 Water to be compliant with the Environment Department, and we continue to work through that. Wastewater continues to meet all the testing requirements, but we are, as we've said before, still kind of broken, and we're working on that plan. Hopefully we'll be meeting with Mary Jo and the folks at the Veteran's wall just to talk about the helicopter. Just to remind everybody, we do have a helicopter for that site, a museum piece, but we've run into some snags in trying to get it ready for this Veteran's Day, but we'll be meeting to bring that up and see where we can get.
- Finally, we're going to start, hopefully through today, we've got the pay study in order, we're excited to present that to you, we've got a few big projects we think we're bringing to the end, we really want to get started on some Planning & Zoning changes. The committee has been working on different little issues with that, so we hope in the next few months to be able to start presenting ideas within the Planning & Zoning code that we potentially need to change. I remind the Commission that one of the challenges I think we face is a process by which we can adjudicate issues that come before us, like if somebody doesn't want to clean their yard, how do we get them there? Right now we're doing that through magistrate, and I have no intention of being disrespectful to the magistrate court, they're doing a great job for us, but their docket is busy as well. So that process

has become timely for both sides, so we will continue working with the police department on finding a new way that we can try to enforce some of the code issues we are having. We'll also be looking at Airbnb and some other things where we can enhance the system. We've looked at the situation and we agree that if you're registered on Airbnb to rent your site, Airbnb is responsible for making sure that you're paying what the city has. That's a relationship between the city and Airbnb. We feel like we're collecting, we just could do a better job of having the addresses, making sure we're inspecting them properly, making sure we get business licenses, and those things, we will continue to work on those issues.

City Commission Reports.

Commissioner Fahl had no report.

Commissioner Mitchell reported the following:

- I just wanted to remind everybody about our Fall Fiesta, it's our first Fall Fiesta we've ever done. It's taking place this weekend Friday, Saturday, Sunday. We're kicking off Friday night with a horseshoe tournament at Ralph Edwards Park, and live music at the Brewery, Tequila Nights and we're going to have our own special Fiesta hat merchandise bar, you can make your own hat, get your Fiesta logo put on it right there, customize it with Rebel Roadrunner who will be hosting that. T or C Animal Shelter is doing a pet parade on Saturday morning at the Healing Waters Plaza, they're also doing an all-day adoption event with Desert Haven's grand opening of their Jones Street Thrift store. We'll have live music on the Plaza all day, games, pie eating contest, scavenger hunt, cake walks, tons of stuff. Saturday night is transitioning into the second Saturday Art Hop. We'll have food trucks along the plaza, Krab Kingz is going to be here, Smoke Shack, and Rusty Roots. Vendors, again, along the plaza, and then Sunday is the bowling tournament at Sidekixx at 11am, and our second gameshow of Truth or Consequences the live gameshow, we are still looking for contestants and you can get tickets online at our website torcfiesta.com and that's what I'm doing this weekend.

Commissioner Hoepfner reported the following:

- It's good to be back. Of course each time when I go home to visit, I come back with ideas and different things, it will develop over time, and I feel with the city manager, we've had a couple of talks and ideas. What I would like for maybe next year is to have a music festival. I was at a music festival as well, and it was pretty much a big fundraiser, it was ticketed, you had to buy a ticket, it was also Friday – Sunday at one location with multiple music bands, but how it was organized was that every city department was there, that means the Red Cross, the Police Department, different departments, and also all the non-profits were there. What they do is everybody volunteers, they are collecting money for the festival and at the end of the festival the profits are divided among all the non-profits and organizations, which helps them to keep going. I think that's a pretty

good idea, to do something like that at Ralph Edwards, where we could have a controlled environment where we could do a ticketed event as well. I think that is something to look into. Then, of course, different ideas when it comes to the parks and planters and stuff like that. But we should look into things like that for the future. With Fall Fiesta, we will also have our afterparty going on again, so we will be indirectly part of it. Next month, we will have the desert glow fest at the Healing Waters Plaza as well. So, I'm glad to be back in action, all rested up and moving forward.

Mayor Hechler reported the following:

- I met with our first Sierra Vista Hospital CEO candidate Shanna Cameron on 8/28, so the way the process works, we spent about an hour and a half with her initially on a virtual interview, and then we invited her for an on-site visit and another two or three hour interview with our mayors and city representatives on 8/28, then we went out to dinner that night to kind of see how they are in a social setting, and talk a little bit more. So, we're going through that process for the second time today, so after this meeting, I go straight to the Sierra Vista Hospital, our second CEO candidate Burt Klein will be here, we'll do the same thing, we will have a two or three hour interview with him and then we will take him out to dinner tonight. Then we'll do it one more time on September 15th with our last candidate. If we don't like any of them, we don't make a selection, we have a good CEO right now that is an interim that will stay here for up to a year. If we are enamored with a particular candidate, we will make an offer. Generally, CEO's for a hospital our size and in this area make about \$270,000 a year. So, it's a high-powered job, these are professional folks that we are interviewing, and so it's an exciting process, we are looking forward to it, we have three good candidates, but we already have 10-12 candidates in the hopper if we don't make a selection this time. So, we'll take our time and hopefully find a good candidate that's going to stay with us for a long time. Our hospital is in good shape. We have \$13 million in cash on-hand at the hospital. For over 130 days, the hospital can function if we've got no money coming in. We're doing pretty well. The hospital is not to the point where it's self-sustaining. A lot of the money that we have at the hospital is government grants and government funding, that's why our balances are so high, but we're getting closer. That's a good thing for our hospital, it's in great condition, we're looking for a good CEO to handle it and keep us moving in a forward direction.
- This last week, I met with some representatives from Senator Heinrich's office at the library, they were here for veteran's affairs. I talked with them extensively, but my reason for meeting was to extend my thanks to Senator Heinrich for his past support of our water systems and the money that he's given us. We have another \$5.2 million in the hopper that we're hopefully going to get next year, so I wanted to extend a thank you out to Senator Heinrich and also make sure that he remembers us down the road when we seek additional funding.
- We received a letter recently from representative Vasquez's office regarding Clancy Street. It seems that we have made the next cut to the house appropriations committee to the tune of \$1,092,000 instead of the \$1.2 million

that we asked for. But that means we're still in the mix and we're waiting for federal budget approval down the road, and hopefully we'll get that funding for Clancy Street.

- I spent a little bit more time than I should have at trying to figure out a way that we can save that palm tree that's next to the city offices that we have to move for our charging station. So, I've been trying to do some research, as to if we can relocate it. It's going to be pretty expensive to do that, I called several nurseries in Las Cruces, and none of them do it anymore, so I don't know if we're going to be able to relocate it. I'm talking with a professor at NMSU right now who is one of two authorities that know more about palm trees than probably anybody else on the planet, working with him to try and see what we can do, but my sense is we're probably going to have to remove that palm tree. Although, the pups that are underneath the palm tree, we may be able to relocate. So although we may lose one big tree, we may be able to relocate the small pups underneath which is 3-5 different palm trees that we can relocate to somewhere else. We'll try to do that, and that's been a fun project, I've learned a lot about monocots and dicots and all that kind of stuff. Although they call it a palm tree, it's not a tree, it's actually a grass, so I got a pretty good education from this professor, so it's been interesting and it's been a fun project.

City Attorney Reports:

City Attorney Rubin reported the following:

- I just want to elaborate further on Clerk Torres' report about the Animal Control Ordinance. I appreciate the information you've provided, and I just want to mention, just to try to give the Commission some guidance and maybe even save us some time when we have the workshop on the 24th, I've already gone through the ordinance and I've already written a letter to Mr. Whitehead and also to Officer Knull, just to point out that based on my observations, I think I talked about at one of our previous meetings, I did get some feedback from Officer Knull a couple of days ago, so I'm going to compare his observations to mine. Hopefully I'll have all this organized way in advance of the 24th so you'll be able to really see where we are.

F. CONSENT CALENDAR:

1. City Commission Regular Minutes, August 13, 2025
2. City Commission Regular Minutes, August 27, 2025
3. August 2025 Accounts Payable
4. Take Home Vehicle Form: Police Department

Commissioner Mitchell moved to approve the Consent Calendar as submitted. Commissioner Hoeppner seconded the motion. Roll call was taken by the Clerk-Treasurer. Motion carried unanimously.

G. ORDINANCES/RESOLUTIONS/ZONING:

1. Discussion/Action: Resolution No. 10 25/26 Authorizing the execution and delivery of a Colonias Infrastructure Project Fund Loan/Grant Agreement between the New Mexico Finance Authority and the City of Truth or Consequences.

Assistant City Manager Alvarez: This pertains to the application and award that we received from the Colonias Infrastructure Fund, this is for our Wastewater collection system preliminary engineering report. So this is the actual loan and grant agreement process at this time. We received the award of \$171,900 in grant, \$19,100 of that is a loan portion, and \$19,100 is a cash match. Once the agreement is fully executed, then it'll come back to you again, so it'll be about the fifth time you'll hear about this, but it'll come back again on a BAR so we can actually budget that. Then, we'll proceed with the formal services to go out for proposal for engineering services to proceed with this project. I do believe we're looking at potentially not having to deal with the loan, maybe paying that off through our bond funds that we have, as well as the match portion.

Mayor Hechler: That's good. The loan's only a quarter to 1%. Still, it'd be nice not to have that hanging over our heads.

Commissioner Fahl: Well then, we have more opportunity to borrow money later.

City Manager Whitehead: It would be a really low payment for 20 years on \$20,000.

Mayor Hechler: It wouldn't be worth the administration, would it?

City Manager Whitehead: No.

Commissioner Fahl: I think that we always need to reiterate, thank you Traci for doing all this and saying that it's come before us before, people think that these things happen quickly, and they really don't, so they say, "Well where's all this stuff happening?" well, here we are, how many months have we been working on just this one thing to get the paperwork in order? I guess people think we wave a magic wand and the money's here and they're already doing construction, but there are so many steps involved that we should always use every opportunity we can to remind people that this is a long process.

Assistant City Manager Alvarez: And this one in particular came to the Commission in February, then again in April, then again in July, and then you see it now, and then you'll see it at the next meeting for the BAR.

Mayor Hechler: That's good though, the importance of this thing is it gives us an end-to-end engineering report of our system, and it's going to set us up for other grants and money down the road.

Assistant City Manager Alvarez: The scope for this PER will require that the PER be done in a manner that is acceptable both through our state NMFA Water Trust Board Colonias, as well as USDA, that way we'll have the option to apply for various types of funds, and they are required in order to apply for the grant funds.

Commissioner Fahl: And going back to the timeline, so after we hire somebody to do this report, then that takes, you know, it doesn't happen in 30 days.

Assistant City Manager Alvarez: No, it'll probably take a good 9-18 months, depending. It'll give us a full system, it's going to be a whole hydraulic model, it'll be putting it on the GIS system, similar to our municipal water system, and they're going to be out there in the field, they're going to have to verify lines and it'll be a long process and that's for the sewer lines, it's separate from the wastewater treatment plant, it's all the collection that takes it all to the plant.

Commissioner Fahl: Thank you for that.

Commissioner Hoepfner: A small comment as well, I see here our 41,000 feet of sewer are in poor or very poor condition. Because I heard that we can now do water and wastewater projects together, is there a possibility because these are already made plans for our water system in the bas areas, when we out map the streets, well I calculated out, approximately it is per foot, \$700 a foot including engineering, including repaving and everything, per foot, it comes down to. So maybe we should look into, when we do a water project, to look into the sewer replacement at the same time.

Assistant City Manager Alvarez: Some of it's going to depend on where those lines are, right, for our water system is definitely in the street, but I will tell you, funding does not overlap like that. If I apply for funds for our wastewater system, it won't do a water line and it won't do the pavement, it will do a pavement cut for where that line is, but that's kind of the situation we ran into with McAdoo Street. We tried to formulate that around the MSD plan, we had a funding shortage on the MSD. McAdoo Street got taken out for the water lines, so then the city ended up having to pay for that water line because we had already received the Colonias funding for the street repair, so trying to collaborate multiple funds, if we use McAdoo Street as an example, is not the best idea.

Commissioner Hoepfner: I just want to avoid paving a street brand-new, and then two years later we start cutting it into pieces because of the gas and water lines. I want us to at least try to see what other projects we can do when we are applying for grants so we can try and save some money.

Assistant City Manager Alvarez: It's definitely something we want to look at collaborating, but in having conversations with the City Manager, too, sometimes our water line or our sewer line are in horrible shape, but the street is in great shape. So maybe doing a pavement cut is the right thing to do and not worry about re-doing an entire street and putting those funds there, when we have streets that are in much worse shape. Unfortunately, they just don't always line up.

Commissioner Fahl: I'm sure usually they don't.

Mayor Hechler: I think that makes sense, Mr. Hoeppner, to do that where we can.

Commissioner Hoeppner: Exactly. I'm not talking for the entire WISPI-1 or WISPI-2 project that we are doing it everywhere, it's really a matter of, it's already open, let's invest the extra money.

Mayor Hechler: This report here will allow us to get funding probably 2-3 years down the road, and hopefully by then we'll have our money for our water, WISPI-1 for sure, where we can start making those repairs, and those things are in dire need of repair right away, and we're going to jump into it, I would assume.

City Attorney Rubin: I hope the letter from the finance authority dated June 30th in the packet was very helpful. It sets forth the terms right there in a couple paragraphs, talking about \$191,000 funding, talking about a 10% loan of \$19,100, and the \$171,100 is the grant amount. The loan component is 10 years, with basically no interest, so that made me feel good when I was reading this that they actually confirmed this in writing in the letter.

City Manager Whitehead: My thinking is, it's hard to take a time and say we're going to do all those at this time, because when the city started having water problems, you guys did a tremendous amount of work to raise money to fix a water problem, and you didn't realize all the conditions that come with putting that pot of money together. But I would say, when we get to critical water, which is what we call the steel streets, when we get to the feeder out there, depending on how fast this report comes together, we might be able to find some grant money that could be in the right time to do that. The likelihood, not very, but that project's probably still a year away from being ready to bid, it's close, it could be possible, but the current water projects we have going, trying to put something else with those right now, unless we get there and we find that the sewer line is in bad repair, we might be spending some city money to fix things that we say, "Well we're here, we better do that." I think that's more of a realistic situation. I think we're going to see a lot of that as we manage these projects for the next 18 months. I think we're going to have lots of those opportunities.

Commissioner Fahl moved to approve Resolution No. 10 25/26 Authorizing the execution and delivery of a Colonias Infrastructure Project Fund Loan/Grant Agreement between the New Mexico Finance Authority and the City of Truth or Consequences. Commissioner Hoeppner seconded the motion. Roll call was taken by the Clerk-Treasurer. Motion carried unanimously.

2. Discussion/Action: Resolution No. 13 25/26 Budget Adjustment Request.

Jocelyn Holguin, Finance Director: This is the correction from last week. Last Commission meeting, where we had the error from the electric vehicle infrastructure grant project. The correct amount is \$641,341. This is 100% refundable project, so we're included in the budget adjustment. The portion that will be coming out of the electric department, that way we won't have to come back for another budget adjustment, it's all in place, and once we get the final documents that have been signed by DOT, then we'll submit it to the state for approval. I stand for any questions.

Commissioner Fahl: I don't have any questions.

Jocelyn Holguin, Finance Director: Well thank you for catching that last time.

Mayor Hechler: Good catch.

Commissioner Mitchell moved to approve Resolution No. 13 25/26 Budget Adjustment Request. Commissioner Hoepfner seconded the motion. Roll call was taken by the Clerk-Treasurer. Motion carried unanimously.

3. Discussion/Action: Accept an Application for a Local Economic Development Act Agreement and Approve Resolution No. 14 25/26 Authorizing the City of Truth or Consequences to enter into a Project Participation Agreement with Love's Travel Stops & Country Stores.

City Manager Whitehead: In your packet, you will see the work that we put together over the last month. Love's Travel center has been working to get here for quite a while, they've made several presentations, we've been supportive of that project along the road. When we got down to the final real conversation about extending electric, the cost to do so was significantly higher than Love's anticipated, so they asked us if there were any incentives or rebates, anything at all that we could do, so we went to work in close concert with Jay to look at the legalities of what we have on the books. We do have the LEDA ordinance which does allow us, by state statute, to make an investment into enterprises, private businesses, based on their opportunity to improve the conditions in the community. So in this case, our rebate program has language that says we could offer a 20% rebate to a large user for all their utilities: electric, water, wastewater, and sewer, for 18 months, provided that they have 8 full-time jobs, or up to 400 hours of annual work. So we used that language to also add to the LEDA agreement, or the request that they've made, to say that if they will agree to at least have 8 full-time jobs, meet those requirements, we would propose to offer them a benefit through LEDA (Local Economic Development), and then the same conditions would exist to then grant them the 18 months rebate on the utilities. So what we've proposed, the electric cost, and I apologize, the presentation you received on one of the quotes for the utilities did not quite come through on the presentations, I think I handed everybody one of those. We have an estimate, it's in the

packet, it just didn't copy well through there. The overall costs to put the utilities from the west side of I-25, that's where our three-phase power ends, we have the service there, that's where it terminates, to run the line from that point to their site, we have an estimate of \$240,000. That's the total package, the quote that I've given you, we think it's going to be right at \$150,000 to run one phase of the line, which Bo from the electric department would like to contract that out. That's working live, it's significant work, it's in a rough area, it's a lot of poles, so we would contract out a line that runs from our termination point due West to a termination point, and that's going to cost about \$150,000. Then, our local crews would pick up from that point and run all the way to the transformer on their property, and that estimate was right at about \$89,000. In the proposal for our portion of the work, we included an estimate for labor and we included the transformer. Our utilities director has indicated that in the past, we have provided the transformer at no cost to businesses. Again, they can't have utilities without the transformer, I equated it to getting a cell phone for free, and then we're delivering. So we think, again, Love's will be a large user of our electric, and they'll be contributing significantly to the system. Our proposal, using the LEDA grant would be that we would give them a \$13,000 credit for the labor and the equipment portion of our line installation, and we would provide them the \$31,000 transformer. So that would give them about a \$45,000 immediate credit for installing, so they would pay us just under \$200,000 for the installation of their portion of the line. That's a number they seem to be comfortable with, but it still would cost them \$200,000 to do that. So that's the LEDA portion that we're asking for permission to do, grant them those two things, the LEDA would allow that, the second part would then be to use the ordinance that we have, 2-245, which would allow us to provide them an 18-month credit on their utility bills. I did some analysis, they sent me utility bills from both their Sunland Park operation and their Belen operation. They run somewhere between \$7,000 and \$11,000 a month in utilities at both of those places. Our utility bills at a couple of our large producers here are consistent within those numbers, so they would end up with approximately \$2,000 a month credit. Our proposal here would be that they would actually receive a credit on their bill, so we're not going to try to track it, we're not going to set aside a reserve, the act requires that if they leave within 36 months, they have to repay us, so our agreement would require that we would be made whole for that 20% rebate if they leave. You never know what's going to happen, but this is a large corporation with multiple sites across the United States, and them leaving in 36 months with the amount they're investing doesn't seem reasonable. The two final actions, we have impact fees that we charge for every developer, every homeowner that comes in pays an impact fee for every water apparatus that they put inside their home, it's \$150 per unit. Love's has agreed to put \$100,000 water line for us, so our WISPI-1 project has a water line extension from the tanks, it's going to move all the way through town but it starts there, Love's is going to put that line in for us, they have already started working, so that's included within their road development. They will improve the road, and so that they're not putting in a water and sewer line, they're going to do those items. So that's \$100,000 estimate from our engineers, so we're proposing waiving the impact fees for them in lieu of the \$100,000. Their impact fees would be somewhere between \$6,000 and \$10,000. We're getting \$100,000 line, it's consistent with that program, it can be used to expand capacity, so we would use the impact fee rebate there, and then finally, we would draft an agreement that would allow them to accept any tap fees that we would have off of the

sewer line; they're running a sewer line all the way from their plant down to Kopra Street, that's a completely undeveloped area, they're paying for that as well, but then in the future, if the developer decided to put a subdivision in or do some additional work, and then new homes had to hook up to that sewer line, Love's would then get a credit back against the money they spent, to put the sewer line in. That's consistent within the regulation we have, we have rules that allow that. The proposal before you today is to grant them those four considerations to effectively say that this is what we're willing to invest in them coming here, in the opportunity for 8 jobs, over 400 hours of work, and I would remind the Commission that we did not and have not considered any of the gross receipts tax that this is going to bring into this particular issue, so that's a secondary benefit to us. The utility, our electric revenues will rise, also our gross receipts tax. With that, I'll stand for any questions or any presentations you might have from our attorney.

City Attorney Rubin: I appreciate that, Mr. Whitehead, let me just add a few things from a legal standpoint. As Mr. Whitehead points out, we already have an ordinance called the Local Economic Development Plan Ordinance. What that ordinance does, and this is set forth in your packet, we adopted by reference, the state statute, the Local Economic Development Act, so we've adopted that, now what does that mean? So really, what was required was that Love's has submitted an application, and the application has set forth the benefits that we would be receiving so that we would consider what they're asking for. The application, also needs to set forth what they're asking for, which I think Mr. Whitehead has already done a good job explaining that. So I think really what we're talking about, the action that we would be taking today is, there's a letter in your file from Love's dated September 5th of 2025, it's very brief, and again, it talks about the four different things that they would be providing to us, and what we'd be giving in that exchange, so I think what we'd be doing today is approving the application set forth in the September 5th letter. Is that your understanding?

City Manager Whitehead: That's correct, we would be accepting the letter as the application.

City Attorney Rubin: And we would be approving the actual application, I think is what we're doing. And then I think the second part is, there's also a resolution in the file that actually references a project participation agreement. Correct me if I'm wrong, but I think we'd be approving the resolution to allow us to go forward with the project participation agreement. We have a draft in the file, but that may not necessarily be the final draft. So I think we'd be approving the application and the resolution.

City Manager Whitehead: That is correct. The action of the resolution would particularly earmark the items that we've listed as the only items that would be available within what they've requested and how the structure of the deal would be created with the items that you approve today.

City Attorney Rubin: In fact, the draft that we have actually even goes so far as to even say that. So, yes.

Commissioner Fahl: I wanted to just say that I think in the past, the city has used the LEDA before, I think they even used it for the brewery.

City Attorney Rubin: Yes.

Commissioner Fahl: It's certainly an excellent tool for cities to help with economic development, and I think that's a good thing. What Love's is willing to do to work with us is outstanding, and I think besides the benefit to Love's, we as a community, as the Commissioners, need to – the advantage is to us for the long-term to have those utilities over on that side is only going to help us grow. I think those two things are a big benefit. My sons, who tell me all the time what I need to be doing as a Commissioner, they've been telling me for a long time to have a truck stop here that is big enough for even our local ranchers with a long gooseneck trailer, it's really hard for them to get in to get fuel. Having that ability, just that alone, I think will be a benefit to our community. What Love's can do to enhance our community financially and the jobs that they're going to bring is going to be a win-win situation for us. I don't see anything detrimental in approving this, that's my opinion.

Commissioner Mitchell: I agree.

Mayor Hechler: I appreciate your discussion on the letter, it outlines everything that you've asked for and that you've outlined, so that covers us.

Commissioner Fahl moved to accept the application for a Local Economic Development Act agreement and approve Resolution No. 14 25/26 authorizing the City of Truth or Consequences to enter into a Project Participation Agreement with Love's Travel Stops & Country Stores as presented. Commissioner Hoeppe seconded the motion. Roll call was taken by the Clerk-Treasurer. Motion carried unanimously.

H. NEW BUSINESS:

1. Discussion/Action: Series 2025 General Obligation Bonds.

Mark Valenzuela, Bosque Advisors, LLC presented.

Presentation attached hereto and made a part hereof.

City Manager Whitehead: We'll finish the presentation at the next meeting. We are working diligently to outline and have a complete road map of every project that we're earmarking general obligation bonds for in those categories: streets, water, and wastewater. So you'll hear us talk about where we'll use general obligation bonds, but we will also present you a complete outline. Myself and the PIO are working right now to make sure that we can get that, so we can have it not only on the city's website, but on

the county's side as well. So when the taxpayers see their bills, they can go see exactly what those bonds are being used for.

No action was taken.

2. Discussion/Action: Acceptance of Electrical Distribution Total System Asset Management Plan.

Mayor Hechler: Do we have any further discussion on this?

City Manager Whitehead: I think not. Again, the engineering firm has finished their work, they have presented to us, the document I had was in draft form. I think today they were prepared to give us their final report, so the proper action would be to accept that report that you've paid for, and then instruct us as to what action you want us to take next. I think that public hearings, public meetings, and presentations are in order for that as well.

Mayor Hechler: I like that. I think we'll wait for the final plan to be presented to us, and then we should distribute it, make it available to the public. Perhaps we can have one meeting down the road to introduce that plan, and then we'll do a final approval.

City Manager Whitehead: We absolutely could, but your acceptance of that today would make it a public document, we can do all the work. It would come out of draft form and it would be available.

Commissioner Fahl: I wanted to ask Gary a question about the impact fees and all those costs, the things that we need to do. I don't remember exactly about impact fees, but can we use those for electrical work? Or is it only for water?

City Manager Whitehead: At this point, the impact fees only cover water and wastewater.

Commissioner Fahl: Is that by our choice or by law?

City Manager Whitehead: I haven't gone to look to see how the city put that impact fee ordinance in place, what the concept was. We'd have to go back in time, it's been on the books for a minute and I haven't done that level of research. But I would think impact fees for total utilities system are probable and possible, so we could certainly explore that.

Commissioner Fahl: I just thought for future growth, if we could collect impact fees for, maybe not Love's, but somebody that's tying in and we have to extend the line, maybe that would be another way to recoup some of our expenses.

City Manager Whitehead: And Traci's just whispering in my ear, but she was saying it would require the impact fee study as well. We would review what the opportunities are, and then it would require another impact fee study. And remember, we cancelled the impact fee study because it wasn't necessary for just water and wastewater. The Commission had the ability to say, "We'll continue, we think the fees are fair and

reasonable, our growth is consistent, we haven't seen a lot of growth, so we could do that." But it would then require a study to do so.

Commissioner Fahl: Just something to think about for the future.

City Manager Whitehead: Sure. I would say, as it relates to the study, we're looking forward to accepting, it's a good report, it's a very detailed report, and I think you're going to enjoy seeing it. It's clear, sitting and hearing the presentation, it was easy for me to grasp the concepts, just like he explained, he did a good job with me as well. There are four pages of goals and ideas that they have for repairing the system from easy short-term to mid, like I said in the presentation, so it will provide us a good road map for Bo and I to develop work processes and those kinds of things. I think we're excited about it. I think the GIS portion, Bo just shared with me, he's finally received the digitized copy, and that's going to be significant for us to see all the mapping. So I think you and the public will all enjoy seeing the level of work done.

Mayor Hechler moved to accept the Electrical Distribution Total System Asset Management Plan as presented at the beginning of the meeting with the stipulation that the city is to distribute the final report to the public and have a future public meeting. Commissioner Mitchell seconded the motion. Roll call was taken by the Clerk-Treasurer. Motion carried unanimously.

3. Discussion/Action: Safety Corridor Implementation.

Brenden Anglin, Streets Department Supervisor reported the following per agenda item E-1:

- We've been working on potholes and repairs on various streets including Second and Gold, Marie Street, Silver Street. Primarily all the high-traffic areas, we've been trying to get those done and keep on top of them.
- We've also been trying to keep up with sweeping, but unfortunately like Wyatt mentioned earlier, our sweeper had broken down and we are currently looking for parts for it. It's just some simple bearings and rollers so it should be a quick fix, hopefully.

Commissioner Fahl: Is that the leased one?

Brenden Anglin, Streets Department Supervisor: No.

Commissioner Fahl: So that's the one that we own?

Brenden Anglin, Streets Department Supervisor: Yes.

(report continues)...

- We've been partnering with a rental company to secure a sweeper for month-to-month, or depending on what we agree on. Money-wise, hopefully we will get a vacuum sweeper to help suck up the finer dirt in the downtown area. Our sweeper sometimes leaves smudges, so hopefully it will improve that.
- We're anticipating the arrival of a new water truck, we've been going around in circles with this for two years, but they said it will be here within a week or two, so we are excited for that, we can get roads done a lot quicker and in a safer manner.
- We've also been working on the washouts and things on Turtleback Avenue, also complaints on various streets from the rain that we've had. We've been dedicating two days a week the last two weeks to fixing the roads. The bureau turning on the dam kind of threw a wrench in our plans because we were just going to maintain that section right there and then come back to it, handle the things in the city first, then come back. But now they have to be rerouted completely again.
- We've been working on the safety corridor, which we will present on shortly.
- One of our employees has recently acquired a CDL permit.
- We hired a new guy named Larry; he's doing really well too.

Brenden Anglin, Streets Department Supervisor presented on the Safety Corridor.

Presentation attached hereto and made a part hereof.

Commissioner Mitchell: I have a question on the signage. Are you going to have the flashing signs that are on a timer that say 15 miles during the school day, or is it just going to be a solid posted sign?

Brenden Anglin, Streets Department Supervisor: At the moment it's just going to be a solid posted sign on the intersections of where the school zone will begin. We also have those radar feedback signs that we can add additional messages to as well.

Commissioner Mitchell: Thank you, sorry for interrupting.

(presentation continues)...

Commissioner Fahl: Of course I have comments, but mostly because I live over there and I drive along that whole safety corridor several times a day sometimes, and most people speed on that road. From the hospital, from Ninth, to Date. I'm one of those speeders I would say, 25 miles an hour, I think that's going to be a big change and I would say you probably need to watch that because I'd say everyone drives really fast, 30 or 40, there are no stop signs, and the police don't ticket me while I'm riding out, myself. I would say a lot of people speed on there. They go fast coming down from the hospital through Silver because you get on that hill and you just start speeding that way, on the top of that hill, whatever side street that is, you can't hardly speed because the road turns so much, but reducing the speed and having posted limits is going to be a good thing, but I think that change, for most people, is going to be hard to remember. There is a lot of traffic during

school hours, as we know, but during the middle of the day there's just a lot of traffic on those streets because there is so much activity going on over there. Reducing the speed limit is going to be a good thing.

Brenden Anglin, Streets Department Supervisor: The posted speed limit is currently 25.

Commissioner Fahl: I thought it was 35. Most people drive 35 or 40 mph starting on 9th street and then they slow down for that little jog.

Commissioner Mitchell: There used to be a stop sign at the bottom of the hill and now there's not, you can just go right through.

Commissioner Fahl: And coming down the hill, I'd say from Ninth to Date, and from the top of the hill on Silver until they get to Third Street, there are lots of people that go fast. And I know for a while there, there was law enforcement, especially when people are going to and from school, we would have law enforcement there, but it's busy all the time. I don't know how many signs you're going to put, but you probably need to put more because that's a very busy area. Like I said, after you pass the school and you're going by the hardware store, the road turns a lot so that affects how people drive, but I'd say those other two, that surprises me that you said only 273, I wonder if that's me 270 times on that road, I actually thought it was 35 all these years, and I've lived on that street for 30 years, so I've been speeding for a long time. But I would say I'm not the only one. I just think that getting people to slow down to 25, if you had more flashing lights it would help, because they don't drive 25.

Brenden Anglin, Streets Department Supervisor: Well you did bring up a good point, all the arrows that you see on slide 4, the blue ones are the already posted speed limits, so those are 25. The lighter color blue by the hospital exit on the East side, that one was actually 15 mph and we're going to make that one into a 25 so people that are pulling up there, they can see that the speed limit is going to be this. The red ones are the new signs that will be implemented, so on and so forth with the orange one up there by the roundabouts and by Sidekixx.

Commissioner Fahl: And it was good to have those signs up before school started. Does it say 15 mph during school?

Brenden Anglin, Streets Department Supervisor: It does not currently, but that's one of the things that we're going to do.

Commissioner Fahl: I think that will help. People are really good around school zones but I'd say the rest of the time it's no holds barred and you should probably investigate people other than myself.

City Manager Whitehead: Let me just remind so that it doesn't get lost, we're changing the speed. The speed limit through the zone is 25 and 15. What we generally have is some alignment issues. We have a 15 mph sign that's really misplaced, it's between the

hospital and the nursing home. That needs to be corrected. Primarily what we'd be doing in the safety zone would be just outlining that it is a safety corridor. I would ask the chief to come up and comment on the law enforcement side, so again, we're not looking to add but it could be enhanced enforcement items. If you are driving 35 instead of getting a warning, you might get a ticket, but I'd let the chief talk about the enforcement side. So all we're doing in the zone is clearly identifying the 25 and the 15, making the school zone sign proper and clear, and then enhancing the utilization of the technology signs that the street department has implemented, which is the data. We have one sign that the street department has, the police chief has talked about where we might buy a second one, and we're able to move those every 90 days, so this might be a street on the lower side where we put these to get the same level of data. I would say to the Commission, if you looked at the data, I was encouraged to say that of 21,000 drivers, only 4 drivers drove faster than 40 mph, and nobody faster than that in that particular zone, so those signs seem to have, in my opinion, affected peoples' habits in those areas to at least drive responsibly. We're not changing the speed limit in here, we're just putting some signs in different locations and enhancements, and some things that would at least make people think. I would also to give the opportunity to Buster and the police chief if they'd like to comment on the zone.

Police Chief Tavizon: I'm in full support of this. I did some research, the history behind safety corridors, they're generally done on the state side on state highways, and they're based off of data that they compile, generally reflecting fatalities related to speed. So you might see safety corridors on the interstate, like on I-10 where you have to have your lights on, or whatever the case may be. Those generally are associated with double fines if you're pulled over in that corridor. So the challenge that we've had here in doing some research, is that there's nothing that eliminates a city from being proactive within their own community outside of a state highway, so each community has the ability to designate whatever they feel necessary to be that. But in order to get the double fines, it has to meet at the state level. So unless we're going through a municipal court, at which point we have a little bit more leeway as to what our fines would be. So in this instance here, thank you for warning me that people speed on there. Unfortunately it's something that happens all throughout the city. We have small neighborhoods, Palo Verde for example, that sees an influx of speeders at certain times, maybe when they're coming home from lunch, maybe it's some of the high school students. So the way we try to direct our patrols is based off of data, and luckily the streets department was able to share their speed radar sign with us, so we're collecting data currently on that as to when the majority of the traffic is going through there, at what times the speeds are happening, if there are speeders. If you look at those, the majority of people truly do want to comply. The majority of the population does comply with the speed. You have a few that are out there, and that's just how it is, there are those people that make the choice to do that and go outside the scope of the rules. What this safety corridor will do from our perspective, I will give a directive to my guys to have a zero-tolerance in this zone. So that means if you're pulled over for speeding or anything silly like distracted driving, you're going to get a ticket. We're going to go to court. That's the only way to get any kind of accountability in this corridor. I know it's nice as community members, if we ever get pulled over, that you're able to communicate with that officer and talk him into giving you a warning or whatever, it helps

us out, and I think there's a place for that. But in this circumstance, trying to get this and buying on this, it's going to have to be a zero-tolerance policy on our side. With that, I'll stand for any questions you may have.

Commissioner Hoepfner: I have a quick question about the signage. Regarding the signage for wayfinding, what are our capabilities for doing certain signs in-house? Is it just street signs?

Buster Smith, Streets Department Manager: yeah, that's all we can do in-house is just the street signs, everything else we have to order out.

Commissioner Hoepfner: So, it's outsourced? I'm not just talking about specialized signs with flashing lights, I'm also talking about speed limit signs. Would we be able to do that in-house? Would it be more cost-efficient, or something that would be quicker?

Buster Smith, Streets Department Manager: It's not something I've looked into. The company we use is out of Albuquerque and they have all that set up, where they make them right there. I could look into it and see what the difference is.

Commissioner Hoepfner: I'm just trying to figure out ways where we can do more things in-house that would make things quicker and cheaper.

Brenden Anglin, Streets Department Supervisor: Have you seen the current signs that are up there on the school zone roads?

Commissioner Hoepfner: yeah.

Brenden Anglin, Streets Department Supervisor: Are you talking about something similar to that? Like all around or just the regular signs?

Commissioner Hoepfner: Just stop signs, speed limit signs, just if we are capable of doing some stuff in-house.

Buster Smith, Streets Department Manager: And generally, we keep a decent amount of stock on-hand when we're able to. Maybe not specialty signs, but stop signs, yield signs, we keep in-stock.

Commissioner Hoepfner: Thank you.

City Manager Whitehead: I would say if it was a misunderstanding, the team is fully capable of replacing, standing up a pole, any sign. If we were handed wayfinding signs that were going to go down Austin or something, it would be a project where they would partner with us and we would work with them. So, any kind of sign, we are fully capable, but I don't think we want to be capable of making signs or having some kind of a sign making machine. The way Buster has it set up to buy from a vendor works really well, it's efficient, they're not expensive.

Commissioner Hoeppner: Yeah mostly for the installation as well.

City Manager Whitehead: But certainly, your vision should be that this team is fully capable of doing anything short of on Date Street, which is NMDOT, so if there's a sign on Date Street that's out, they would contact NMDOT and they would come and replace that sign, but other than that, they can do everything, they're good.

Commissioner Fahl moved to approve the Safety Corridor Implementation.

Commissioner Hoeppner seconded the motion. Roll call was taken by the Clerk-Treasurer. Motion carried unanimously.

4. Discussion/Action: Approval of proposed City Employee Compensation Study.

City Manager Whitehead: We're here as agreed, at the first meeting in September, to bring you our recommendation and proposal to implement the comprehensive pay plan study that we've put together. In your packet, I gave you some of what we took as key points from the presentation you saw, what the intention was. As I've expressed to all the department heads, our intention here wasn't to find a way to give everybody a raise, it was to find a way to come up with a compensation package that met standards, markets, was competitive, gave us an edge to be an employer of choice, and that's the challenge that we sent out to the consultants, and they brought forward that plan. In the interim, since the presentation, finance has worked a little bit with us, but Alona through Human Resources, and myself have spent hours going through every single employee, looking at every single dollar, looking at every single recommendation that the consultants made. They've provided us with the base; the base idea behind this study is what we call a payroll calculator.

(See attached presentation on page 14 of all the slides and agenda request form).

City Manager Whitehead: So, you can take a look at the structure, in NE1, so that's non-exempt employees level 1, what this chart would tell you is that the lowest employee that would come to work for the city would earn a rate of \$13.25. if you go to NE10, the highest rate that a person could make would be \$47.69. That's the range. The reason I point that out is, if you had an employee in the NE1 category, Alona has the ability to take any education, training, experience, anything that person brings to the table, and put it into the calculator, and it develops a number between \$13.25 and \$18.55 and allows her to then make that employee an offer. They might have no experience, they might come with nothing, then it would be a \$13.25 an hour job. They might have a ton of experience, and it could be at the higher end. Then at that point, the payroll calculator would then do the calculations on an annual basis to figure out what the next step is based on their year of service. I talked to you a little bit about cost of living and those kinds of things, again, a cost of living increase would happen through the budget process. We would make a recommendation to you and say, "We think we need to give the employees across the

board a cost of living raise." That would go to the employees and also to the chart, that's what the consultant said. Annual raises would happen through the calculator, and that's the way it would work, so if you're employed at the NE2 level, the calculator would then tell us what that rate would be. How it's relevant to our discussion is, Alona took one more step and put every employee, not only did we look at the consultant's idea of what they thought we should pay based on the market, she put somebody in, in case we didn't have an education, we found an employee that had a master's degree. They didn't have that information, so that employee got another step of compensation based on that. So that's how the payroll study will work going forward. We also asked you when we did the study if we were able to implement the study, we would put together new job descriptions. So we met with every department head once we had assessed the number, once we had decided what we felt like the calculator was going to give us, we met with every department head to review it, and then we asked every department head to take their job descriptions, and take a moment to clean up the job descriptions, tell us what you think it says that we don't need to be doing and what it doesn't say that it should say. Over a week, they had those and presented them to Alona, so we are now in the process of finishing that process. It's a lot of work, and we just couldn't get that to the finish line, but again, those new job descriptions will be done. The second piece was an evaluation process, so you'll see that in this, you saw the evaluation process that Alona has developed, so every employee on an annual basis will have to have an evaluation to then get to that next step in that process. So the department heads will have some work to do there. The third piece that I wanted to add was a continued education, so we've developed a 6-hour process, you can see from the presentation, annually, that every one of us will have to take. Those concepts are, this is where your personnel policy is, these are the items that are important, this is what customer service is, they're all things just to remind the employees of what it means to work for the city of Truth or Consequences. With that, we will move to the presentation of the study obligation.

(page 12 on that same document)

City Manager Whitehead: So, what we did is take every one of those employees, we looked at every position that we had, we've added those numbers, where they had an increase. There will be some employees that will not receive any additional compensation. Their salary range was in-market. Based on some changes, they maybe have been a little above, so they're consistent, but every one of the employees is now inside that highway, we brought everybody up to a standard. I pointed out NE1, we only have two positions in NE1 that we would employ in. Otherwise, everybody is NE2, so realistically the lowest rate you might work for the city would be \$14.58 and up. We've moved that. If you'll take a look, we've budgeted \$10,495,571 for payroll this year. I had encouraged Jocelyn from finance, we had agreed that we would have Alona put every dollar that she could in payroll, figure out every penny that we needed to add, every raise that would come, make sure that we had enough money put inside payroll so that we could see how it would stack up against this presentation. If you'll remember, the consultants indicated that we would spend somewhere around \$240,000 to bring everybody up to a standard and then deal with compression. I always like to go to the bottom line because it's probably the most exciting, if you take a look at the bottom right,

that number is \$71,819 which is what it will cost us to bring the payroll study into action within the city. Now, you might ask how we got that low of a number, we did several things. We have had two long-time employees retire, which created some savings. We had budgeted for them, now we're budgeting for a lower number, so we had some cost savings there. You can look and see at the Police Department, there's a \$58,000 savings in changing some employees that were part of that in that structure, so there will be a cost savings there as well. In the Streets department, I have one position that wasn't filled. I felt like I was going to have to take that position away, we called it a street sweeper, I thought we may need to take that off the table and make one less employee, but what we were able to do is cut it and make it a seasonal employee, so hypothetically, Buster would be able to hire someone that could work either streets or street sweeping. We really want to get to some kind of a street sweeping process, so we were able to keep it as a part-time position, but that found us \$12,000 in savings. If you go down to Electric, we had the same situation, we had a long-time employee retire, so that'll produce some savings by us hiring at a new position versus an older position. The big savings come in Water and Wastewater. In those departments, we had a supervisor position posted for both Water and Wastewater. Both of those positions were \$90,000 positions. Currently my vision for that is to run it with our consultant and then one supervisor. Jamie is really running both sides, so we didn't need the other \$90,000 job, so we were able to cut that and save a considerable amount of dollars. Right now, with Jamie acting as the interim, we have a compliance and technical position open, and we're not going to fill. If Jamie can't make her level 3, she has an obligation by this year, and something happens for her, she would go back to the compliance, we have to protect her, that's an obligation we have, and then we would hire another supervisor. But if she continues on the track and passes, then we would eventually move that person into the administrative assistant job where they could actually take the compliance part of the house. So we would have some savings there, and then finally we worked through at the Golf Course and were able to readjust, and we had some savings there at the Golf Course. So if you add the savings up against what we have to budget, we are at about \$240,000 but by budgeting so much in the final, we have enough cash in the budget to make the payroll system function and make it work. A couple other items I will point out for safety, I did not change the Water/Wastewater director, so we still have \$110,000 budgeted. So if what we're doing at Wastewater doesn't work and we need to go hire our own director, we still have \$110,000 that we're not planning on using, but it's budgeted, we have the compliance officer budgeted, we have seven employees that we are waiting to fill, and we've programmed the full compliment of health insurance for those, the full family. A family benefit costs the city \$25,000 annually for us to ensure a family, so we have seven positions where we have \$26,000 budgeted to pay for their health insurance. If someone comes on and doesn't choose to take it because they have health insurance from another provider, or they only want it for themselves, we would see savings. So we have over \$270,000 that we think is unspent money within the budget that we have set aside. We feel like we have enough space, we have enough comfort to do so, and we would only need to find \$71,000 to implement the plan. At this point, I would stand for any questions you may have.

Commissioner Fahl: Pretty darn creative.

City Manager Whitehead: Well I have one more piece of creativity, but I'll take that.

Commissioner Fahl: Just this part, just this page, to figure out all those details, it was very smart of Alona to put in the budget for every position and always to plan for that because you never know. But having that money already planned for, when you can realize savings, that's very smart and creative to find that, so just that component alone is exciting and it'll be exciting for our staff.

City Manager Whitehead: Well certainly that creativity belongs to the finance team as much as me because again, we did it together, we made that decision, that if we were going to do it we would find a way to put as much in so we understand, so the team deserves that credit. And Alona deserves, she's put a lot of effort into really assessing the challenges that I've asked of her. I dream, I see things creatively, and she's had a smile on her face every time I've said, "Go try this." Or "Go try that." So I really want to publicly thank her, and for us to get here, we feel really confident in these numbers.

Commissioner Fahl: I'm sure it took a lot of time for everybody to sit down and just do all of that.

City manager Whitehead: Finally, how would we find the \$71,000, so today what we would ask of you is if you accept our proposal and the plan, this would be implemented, and what we would do then is meet Alona and each department head would meet individually with their employees to show them how they've moved or how they've changed within the compensation highway, what that will be. It's not a negotiation, I accept it, it's not enough. I'm sure we will get people that will say that's not what they expected or it's not enough, but we've done good work, this is a market study, it took into a lot of consideration. So Alona and the department heads will meet, and if you look at this page (**page 13 of the same document mentioned above**) shows you how the payroll calculator would assess the annual increase, so take the top one of a parks worker, if they were a new hire at \$16.03, they were here for a year, the calculator would move them to \$16.43, that's how the calculator would work with one additional year experience. You can see, so that will lead us into how those increases will go. If you look further down in that document, these two pages are connected (**pages 14-15 on that document**) and we broke everything down so it would be linear. You can see the every department, and then the consultant had things a little bit broken up, but we have connected everything, and if you take a look at an Apprentice Lineman would start at NE4, and as they increase their skill, they just move right along each step, so it's not a guess, we're not going to say, "Well let's put you in this category." Bo would be able to say, "Welcome aboard, we'd love to have you, you're going to start at this pay rate, and if you go all the way through to be the Lineman Crew Chief, here's the structure in which you can." So we've connected every single thing along those lines, horizontally. Vertically, if you look down NE4 you'll see Administrative Assistants for everyone's department is in the same category, so whether you work in the Electric department, Utilities, wherever you work, if you're an Administrative Assistant, you're going to be compensated the same unless you have different skills, different time, or you bring something else to the table. Somebody with a master's degree in public administration working as an admin assistant might make more than somebody who just

started that has no experience, but they will be in the same category, within the same structure. So we worked really hard to create good alignment across all the sections, and finally in this budget, we put in for the seasonal workers as well, so if you approve the plan today, we won't be coming back to you to ask us to give you 10 employees, we found the 10 spots to put seasonals, and then we put seasonals in two categories: NE2 or NE3. If you're working anywhere else, parks, roads, golf course, you're going to be an NE2 so that's what we're going to pay you. If you're a lifeguard because you have to have that additional certification, you're going to be NE3, we created 10 spots to do so. In those, we might actually do 20 part-time employees next year just to give us a bigger pool, but we've also planned for that. We went across, there are a few folks in the Police Department, somebody might say, "Well you didn't take them because they had a study." We've looked at their wages as well, so there are a couple of folks within the Police Department structure that will be getting some adjustments within their pay. Everybody was a part of it, we looked at everything. On the Police Department, to be fair to the chief, NE7 is the pay for a certified officer, it's at \$23.41 and in his study, it was \$24.75. I've agreed to hold everyone that has been in training or going through to be at \$24.75 would be the starting wage, even though this document says it a little bit differently. Then again, if they use the calculator, if he brought in a new officer with five years of experience, it would be higher than the \$23, he would get to give them that five years credit for that as well. So here's the annual continuing education program **(page 16 of that document)** that Alona has put together, so you can read through that to see what we would require that they take on an annual basis, and if you continue down, here's your evaluation sheet **(pages 17-19 of that document)** that every employee will have to have in order to get that annual increase. Past that, we have the new job description template that Alona has created, again, we don't have those to present, Commission does not generally review or approve the job descriptions, but they'll all be the same, they'll all have the same format, and then they'll have the input from every department head to make sure they are consistent with how they wanted the department to look. Now if you'll look toward the end of this document, so when we present to every employee, they will get a statement that will tell them what the compensation is and what we are going to do. After this page is the total compensation summary, so we will not be meeting with an employee and saying, "Congratulations you're going from \$14.50 to \$16.00" we will instead show them exactly what we invest in those employees, here's your hourly wage, here's what medical we pay for you, here's the dental and vision, here's your ten paid days off, here's how all these things stack up so that, really, your bottom dollar is probably \$25 or \$26 an hour. I know most people need that dollar in their pocket when they get home, but I think it's important that the employees and the public see that we are investing a significant amount of dollars into every employee that works here. \$25,000 if a family of four gets insured that we have to pay, so you could make \$13.50 an hour and insure four members of your family, and you're making almost \$40,000 on that just with the benefits. The last piece, I would say, we will present to you in October, we would like to come with the final analysis, so how would we pay for the \$71,000? What we would like to propose, I talked to you when we did the budget, that we wanted to increase an administration fee from the enterprise funds. So currently, the enterprise funds are not charged for finance, they don't pay for human resources, they don't pay for finance, they don't pay for procurement, payroll, and there's no compensation for the work that we do. So we want to present somewhere

between $\frac{3}{4}$ of a percent and 1% for an administration fee from the enterprise funds that will generate somewhere between \$100,000 and \$150,000 on an annual basis that would then offset our expenses against the general fund. So the general fund is paying for finance, for human resources, for my salary, and the enterprise funds are not compensated for that, so we think that's an area. In the interim budget I had proposed \$125,000 to go to utilities, and I backed that off to \$100,000. So this year we're putting \$400,000 into operating the utility department, they have to collect their money, so we set that \$100,000 aside by not asking for \$125,000 in the interim budget. So this is the adjustment and that's how we would present it. That's how we would create the \$71,000 and actually it would create more than the \$71,000 in that process. That's or presentation and I would stand for questions.

Mayor Hechler: Good presentation, a lot of work went into that.

Commissioner Mitchell: Fantastic job, that's amazing. Kudos to everyone who worked on that, it's wonderful to see, that's one of the major complaints that we've had for years was, "Oh, the city doesn't pay enough money." And my personal complaint was if you have education and further training, you're not getting compensated for it, so I think this is brilliant.

Mayor Hechler: Will the evaluation have any effect on the salary? A successful evaluation or a poor evaluation?

City Manager Whitehead: I would like to think it would; we want to empower the department heads. The department head would have the ability to work with human resources to set a salary to make an offer to a new employee. We would want the department head to say, "This employee is not doing well so they're not going to be eligible." I hope so. You don't think about it like that when you're developing it, we're excited and motivated, and we think we will get good evaluations, but I think that would really be on the department head and human resources to say, "This employee is just not meeting grade." And I hope that the department heads feel compelled to say, "You know what, we're doing a good thing here, we have a good salary, I need good employees." So I hope that's the way it would work, but I don't think that we're looking to make a policy that says if they get below a three they can't have a raise, I think we want to say to the department heads, "It's your department and we want you to have the tools to run it. You have to do these things, and if it's all in order, let's move forward. If it's not, it's up to you to drive that."

Mayor Hechler: Okay, that's a good answer. I agree, I think an evaluation is a development tool, you have to let an employee know how they're doing and you have to be honest about that. If you need improvement, you have to let them know that and you have to identify where you want that improvement. The trick is consistency between departments. You'll have to have a person that kind of oversees that. For sure, it's going to be Alona. So that some manager can't say, "I have all great employees so they're going to all get fours." We've seen that, so we'll have to figure that out, a good way to deal with it.

City Manager Whitehead: All of this stuff is communication and a relationship, really. Over the last six months, we've tried to make sure Alona is in a position where she feels confident to say, "Let's make sure that's consistent." I really want things to be able to be duplicated and I think we've worked well in trying to make sure that we can do that. It'll just have to have that relationship to make sure it goes forward like that.

Commissioner Fahl: I wanted to say that the salary study and this conversation is a tremendous asset for our employees, but I think another two valuable tools are: very accurate and clear job descriptions, and performance plans. We've talked about that a lot as Commissioners. Personally, I think that many places, not the city per se, but there are so many places where people aren't held accountable anymore, they don't have performance plans, and we're settling for mediocre work because we're not making people accountable. A performance plan opens the door for that, and doing it fairly, so if they're underperforming, you can write some kind of development plan to help them get to where they need to be. So if you're underperforming, I'm going to give you a one, well that doesn't mean you're going to be fired, that means we are failing this employee, so how do we help them do better? Then you write that up and give them another year or however long, so they become better employees instead of just chucking what you've done because "Well I don't like you and you're underperforming." I think having a performance plan is really important. But what if you have an employee that is exceeding expectations? Is there any opportunity to give that employee a merit increase because they've gone above and beyond and they're doing all kinds of things that you want to recognize and reward them for doing an outstanding job, is there any way to do that?

City Manager Whitehead: Unfortunately, there's not. I have tried to hold true to say to the staff, "I'm going to stay within the recommendation of the consultant." I didn't want to break apart, so the compensation calculator is the tool that we're going to use. If they do those extra things, and they get training or certain certifications, or they go back to college or any of those things, that information can be put into the calculator and it would give Alona and the department head another number that we could adjust, but they can't just say, "Add another year because I think they're really great." It's just not part of this, we're not going to do that. It's putting them in a category, a line, the calculator is going to give human resources the next number, and it's going to be based on them passing something. On that same point, if your job description says you have to have a CDL, we'll pay for the CDL training because you have to have it, but that doesn't equal a raise. The job requires that, so you're not going to get a bump because you have it, it's part of the job. You could lose your job because you didn't want to go get it or because you didn't have it. So we've found areas like that where we're not going to say, "Oh, well they got that CDL let's give them a little raise because otherwise they'll quit." It's within the calculator and what is outlined in the job description, and we have to stay consistent within that, or it begins to crumble around us.

Commissioner Fahl: Yeah, it has to be fair. Is there a way that you think, not necessarily a merit raise, but if you have outstanding employees, can we develop a process to recognize that in some way?

Commissioner Hoepfner: Like a paid vacation?

Mayor Hechler: I think eventually we could do something like an award program, you give special recognition to certain employees that have done certain things.

Commissioner Fahl: And not years of service so much, but they came up with this way to save us thousands of dollars maybe, or they did something outstanding, it's always good to recognize them. It's too bad we can't do it financially.

Mayor Hechler: I think you're opening up a can of worms too.

Commissioner Fahl: Well, you didn't give that to me, so yeah, you're right. This is exciting for everybody.

Commissioner Mitchell moved to approve the proposed City Employee Compensation Study. Commissioner Hoepfner seconded the motion. Roll call was taken by the Clerk-Treasurer. Motion carried unanimously.

I. ADJOURNMENT:

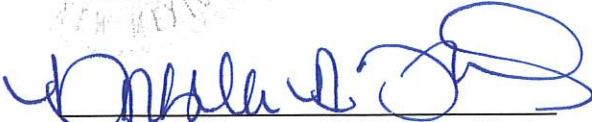
Mayor Hechler adjourned the meeting at 12:40 p.m.

Passed and Approved this 8th day of October, 2025.





Rolf Hechler, Mayor



Angela A. Torres, CMC, City Clerk

Public Comment -- by Ariel Dougherty
at Truth or Consequences City Commission meeting -- September 10, 2025

Greetings Commissioners. I thank City Manager Whitehead for his workaround in adding my original communique on this issue into the public record at the last meeting.

Nearly 2,300 national guard troops from seven states have been stationed in the District of Columbia since August 11th. Why?

The District of Columbia, a federal city, originally had home rule. Congress usurped that power in the 1870s, in part when black men got the vote. For almost 100 years everything from a text book to a garbage truck went through Congress. In 1973 some limited home rule was granted. Yet, Congress can still overrule any city council legislation which it did on a marijuana law. DC has *one nonvoting representative* serving in Congress. The president oversees DC's National Guard and has a limited 30-day possibility to federalize the DC Metropolitan Police Department. Those thirty days are up today.

Do we want guard members patrolling our streets? Actually, in DC mostly they are doing clean up work filling in for the reduced National Parks workforce cut by DOGE and Congress.

You take an oath to uphold the Constitution. I urge you pass a Resolution that supports that commitment as it applies to our fellow citizens in DC. When one group has lesser rights we are all threatened. DC is used as a testing ground for extreme actions that can not be readily, initially applied in other parts of the country. In this case it is an authoritarianism that stretches way beyond our Constitution. There is no emergency.

You may see your role solely as dealing with legislation regarding our municipality. But we are all citizens of these United States. It is not a moment to sit on the sidelines. I would like to see my local representative -- as a way of serving and protecting my rights here -- advocate for citizen rights in DC.

I have provided you a draft which I hope you will consider and pass at your next meeting. I would be glad to answer any questions you may have.

DRAFT

RESOLUTION on the District of Columbia

In exploring this possible Resolution,
Commissioners should discuss the whys of each point suggested.

WHEREAS, the City of Truth or Consequences Commissioners believe that the U.S. Constitution is the basis for our democratic republic and our civil society;

WHEREAS, the City of Truth or Consequences Commissioners, understand that the President under the District of Columbia Home Rule Act of 1973 retains authority over the DC National Guard, section 740 allows, under "emergencies", and for the duration of only 30 days, the President to federalize the DC Metropolitan Police Department (MPD);

WHEREAS, the call up of the National Guard in our Nation's Capital is based on a supposed emergency of crime in DC at a time when the US Justice Department data documents crime in the Nation's Capital is at a 30 year low;

WHEREAS, Memphis, TN according to FBI data is the US city with the highest crime rate and is not mentioned as a city to which National Guard should be sent. [FN 1], yet the Tennessee governor has sent troops to DC;

WHEREAS, the National Guard call up in DC and threats by the President to do the same in other major majority black cities run by mayors of color, has significant racial overtones which the City of Truth or Consequences Commissioners find unacceptable and unAmerican;

WHEREAS a major point in National Guard deployment in DC may be directed at youth, studies show such authoritarian police showmanship on searching and questioning youth has a dire immediate and long term negative impact on youth, especially on their education and social engagement;

WHEREAS, the United States is the only democratic nation in which the population of its capital does not have full citizen rights and self-government;

WHEREAS, each member of the City of Truth or Consequences Commissioner swears an oath to the U.S. Constitution and those elected to public office thus have a duty to protect and defend the U.S. Constitution and the rights of residents within their jurisdiction that are being harmed by violations of the constitution;

Now **THEREFORE** be it resolved that the Commission of the City of Truth or Consequences:

1. urges our New Mexico delegation in Congress to work against any extension by Congress of the 30 day federalization of the DC Metropolitan Police Department.
2. opposes any extension of any National Guard deployment in Washington and the federalizing of

the DC MPD beyond the 30 days allowed the President as stated firmly in the Home Rule Act of 1973.

3. forcefully objects to the use of any military against citizens in any capacity, as practiced throughout our nation's history, and was the primary reason the Founders did not want a standing army.

4. urges members of Congress and any federal administration to cease using the District of Columbia as a political guinea pig to enforce its political will on a population that does not hold absolute and complete home rule, thereby, in turn, threatening all citizens of the United States.

5. and, encourages our New Mexico Congressional delegation in Washington to rectify the unequal representation our fellow citizens have in Washington DC – **taxation without representation** – and to call on Congress to grant Statehood to the District of Columbia.

[FN 1] <https://www.security.org/resources/most-dangerous-cities/>

This draft is provided by Ariel Dougherty, a long time resident of Truth or Consequences, and who grew up in Washington, DC: 575.740.5868 ArielCamera@gmail.com

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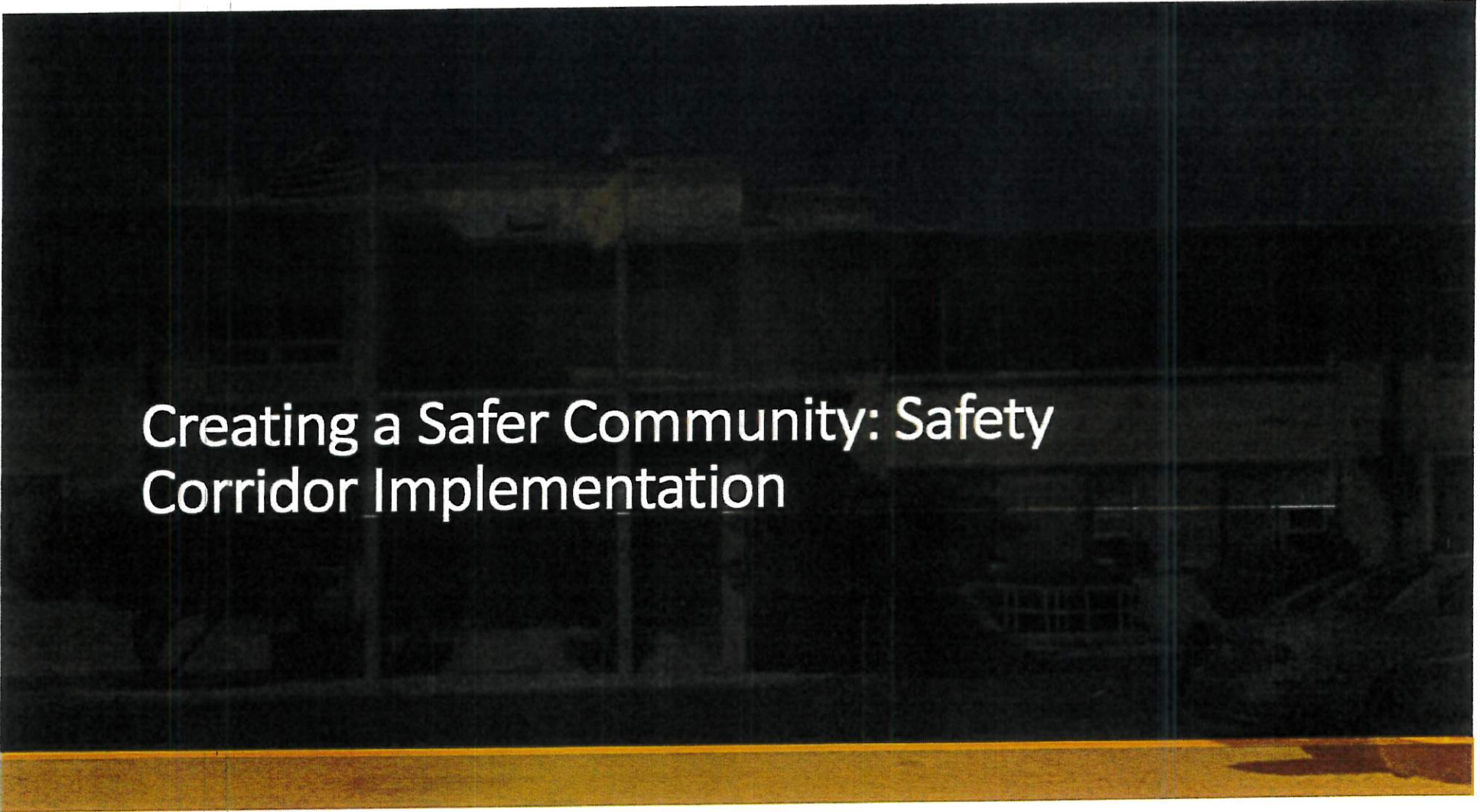
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Creating a Safer Community: Safety Corridor Implementation

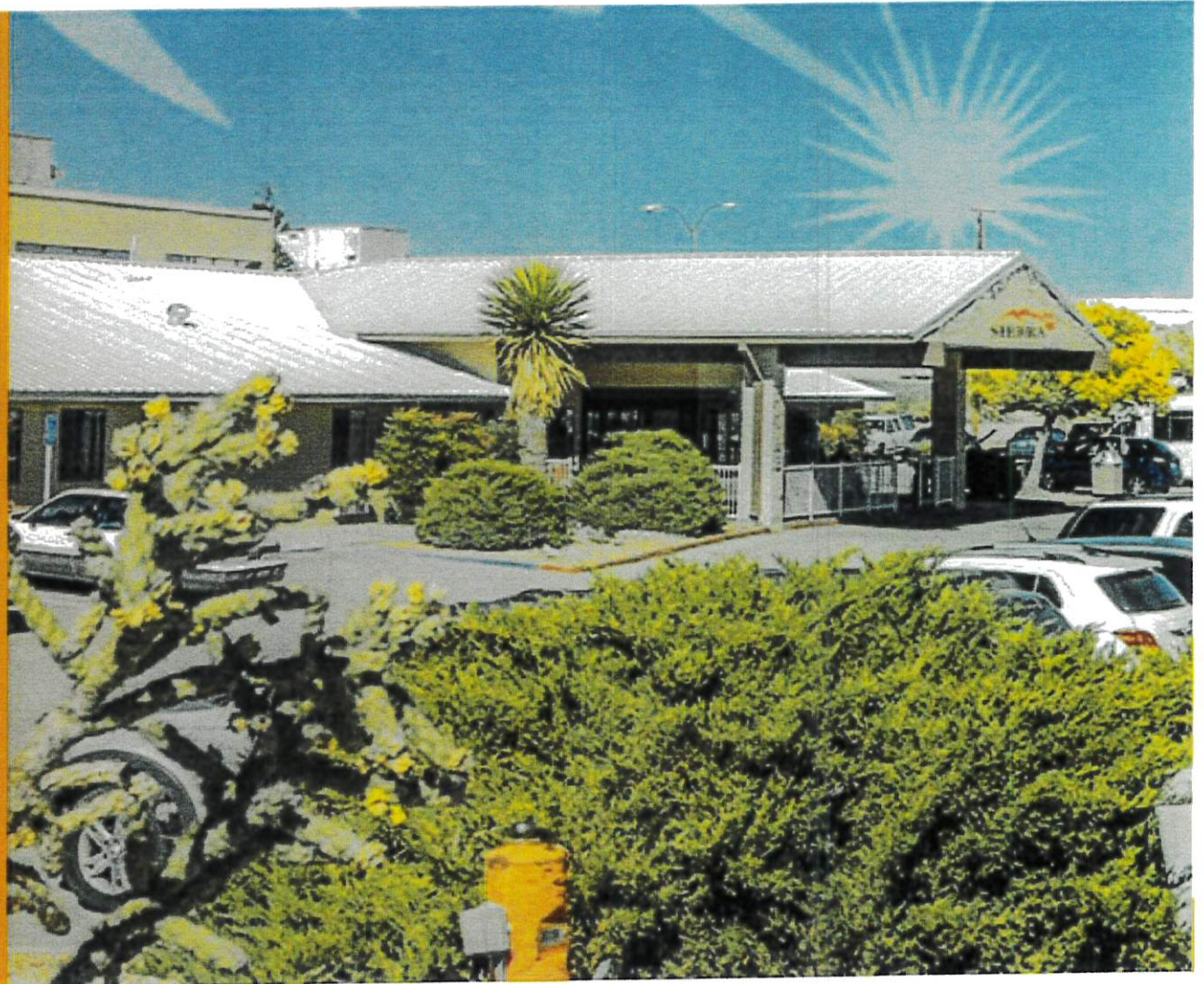
Purpose of the Safety Corridor

Reduce crashes and improve safety near critical infrastructures (hospital zone, fire Dept, Assisted living, school zone)

Support Vision Zero and Safe Streets for All goals.

Prioritize vulnerable road users including pedestrians, patients, and medical staff.

Improve driver behavior in known high-risk areas.



Corridor Overview

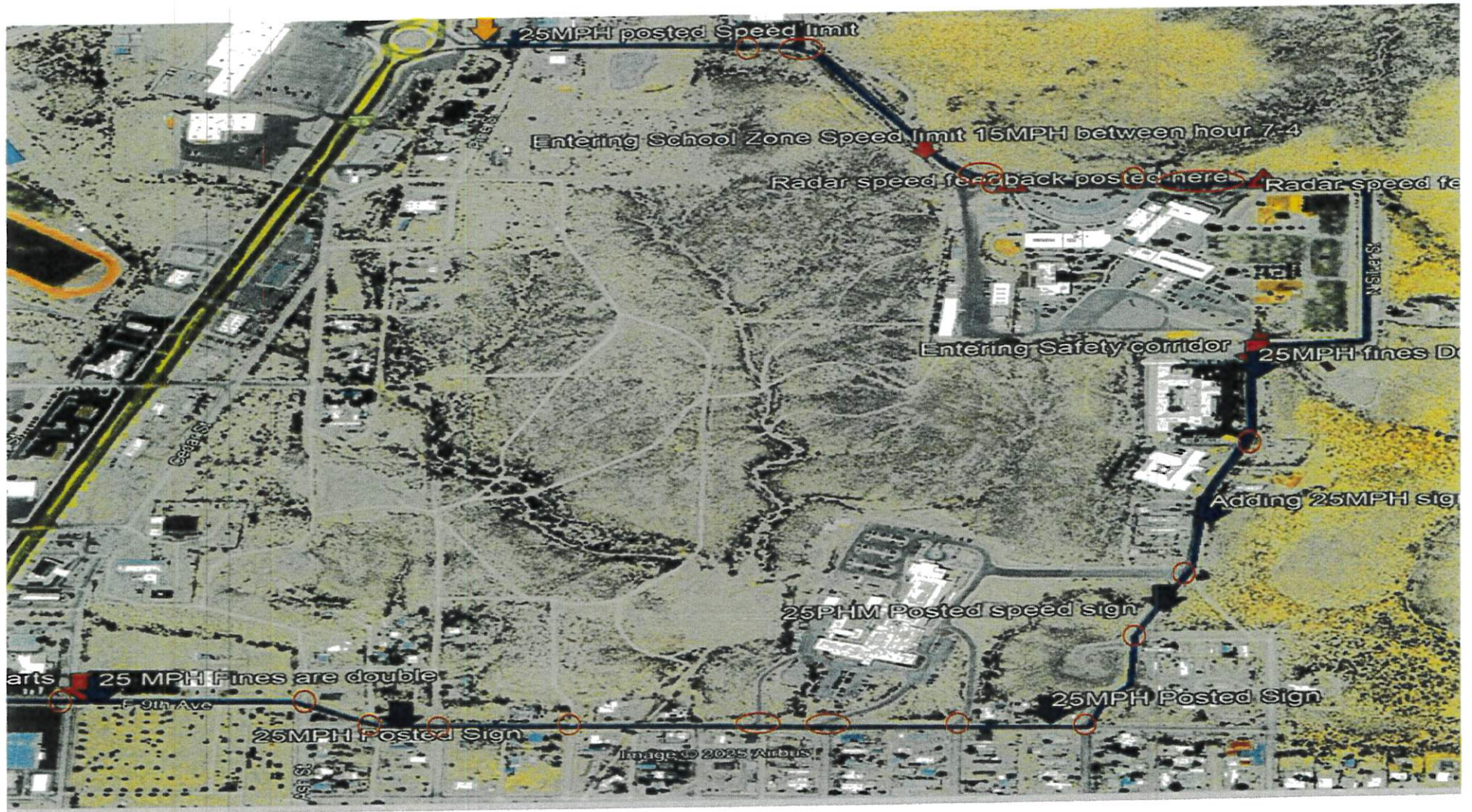
Start Point: 9th & date Street to silver street

Path: East on 9th → North on Silver Street → End at smith and date

Total Length: (1.6) miles

Over head image
of proposed
safety corridor.





Hospital Zone, Assisted living and school Speed Limits

Hospital Zone, Assisted living, school
Speed Limit: 25 MPH from the
intersection of 9th and Date to silver.
Then from Silver and Smith to Date
and Smith, the speed limit will remain
25MPH before and after school hours
and 15MPH during school hours and
25MPH during school breaks such as
spring, summer, winter



New Signage Plan

- Installation of
- Speed Limit (25 MPH) signs
- Hospital Zone Ahead warnings
- School Zone Ahead warnings
- Safety Corridor Begins/Ends markers
- Signage compliant with MUTCD standards
- High-visibility reflective materials for night safety
- Used to inform and remind drivers about the increased risks and rules.

SAFETY CORRIDOR
STRICT ENFORCEMENT
SPEEDING AND
DISTRACTED DRIVING

Safe Streets for All. Alignment

Supports:

- Traffic calming measures
- Equity-based safety improvements
- Community health and accessibility

Encourages data-driven safety improvements

Coordination with:

- Local Police Department
- Automated speed monitoring (if applicable)
- Evaluation through crash data and speed studies
- **New Mexico:** Known for implementing some of the earliest Safety Corridors with high-visibility enforcement.



Benefits of Community Engagement

in Planning and Design



Align goals
with the
community



Get valuable
data for
planning



Increase
community
buy-in



Build trust
through
transparency

 maptionnaire

Community Engagement

Public outreach via:

- Flyers.
- Social Media.
- Hospital advertisement
- Public meetings
- Public Information Officer



Importance of Safety Corridors

Safety corridors are critical sections of roadways that have been designated to reduce accidents through enhanced enforcement, improved signage, public awareness campaigns, and engineering changes. These corridors are often targeted with double fines and strict traffic laws to promote safer driving behavior. According to the National Highway Traffic Safety Administration (NHTSA), roadway fatalities exceeded 42,000 in the U.S. in 2022, with speeding and distracted driving being major contributors. Safety corridors help address these issues: states that implemented safety corridors saw a 20–50% reduction in fatal and serious injury crashes within a few years of enforcement. For example, in New Mexico, fatal crashes along certain designated corridors dropped by 34% after implementation.

The effects of safety corridors extend beyond the road. neighborhoods benefit from fewer crashes, and enhanced pedestrian and cyclist safety. Less roadway trauma also eases the burden on nearby medical facilities. Hospitals located near high-crash corridors often experience surge-level emergency responses, which can delay care for other patients and strain resources.

In summary, safety corridors not only save lives directly on the road but also contribute to stronger, safer communities

Cost and longevity



Length: 1.6 miles



Scope: Signage only (no lighting, barriers, or pavement work)



Safety corridor signs \$300 – \$700 ea.



Signposts & mounts. \$100 – \$300 ea.



Total cost (signage-only): \$6,700 – \$8,000



Maintenance Every 3–5 years Replace damaged signs; clean & inspect



The total length of this project is projected to take one week depending on things such as shipping and availability

Report period: 2025-05-16 to 2025-08-13

Count By Speed Range

Speed (mph)	Count
1-5	231
6-10	292
11-15	3188
16-20	9017
21-25	6168
26-30	2016
31-35	273
36-40	15
41-45	4
46-50	0
51-55	0
56-60	0
61-65	0
66-70	0
71-75	0
76-80	0
81-85	0
86-90	0
91-95	0
96-100	0
Total	21204

Report period: 2025-05-19 to 2025-08-13

Count By Speed Range

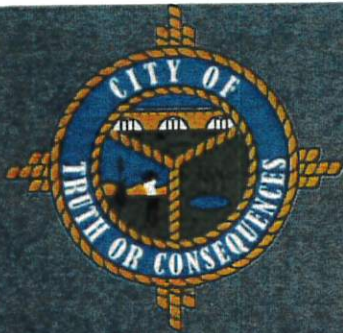
Speed (mph)	Count
1-5	434
6-10	700
11-15	4557
16-20	7158
21-25	3587
26-30	1186
31-35	156
36-40	5
41-45	2
46-50	0
51-55	0
56-60	0
61-65	0
66-70	0
71-75	0
76-80	0
81-85	0
86-90	0
91-95	0
96-100	0
Total	17785

Speed Report

HERE ON THE LEFT IS THE ELEMENTARY SCHOOL ENTRANCE AND THE ONE ON THE RIGHT FACING SMITH STREET DATA WAS GATHERED FROM THE RADAR SINGS 3 MONTH REPORT

BRENDEN ANGLIN

Thank you.



Compensation Study

City Commission
Report

Presented by City
Management



Key Concerns Addressed

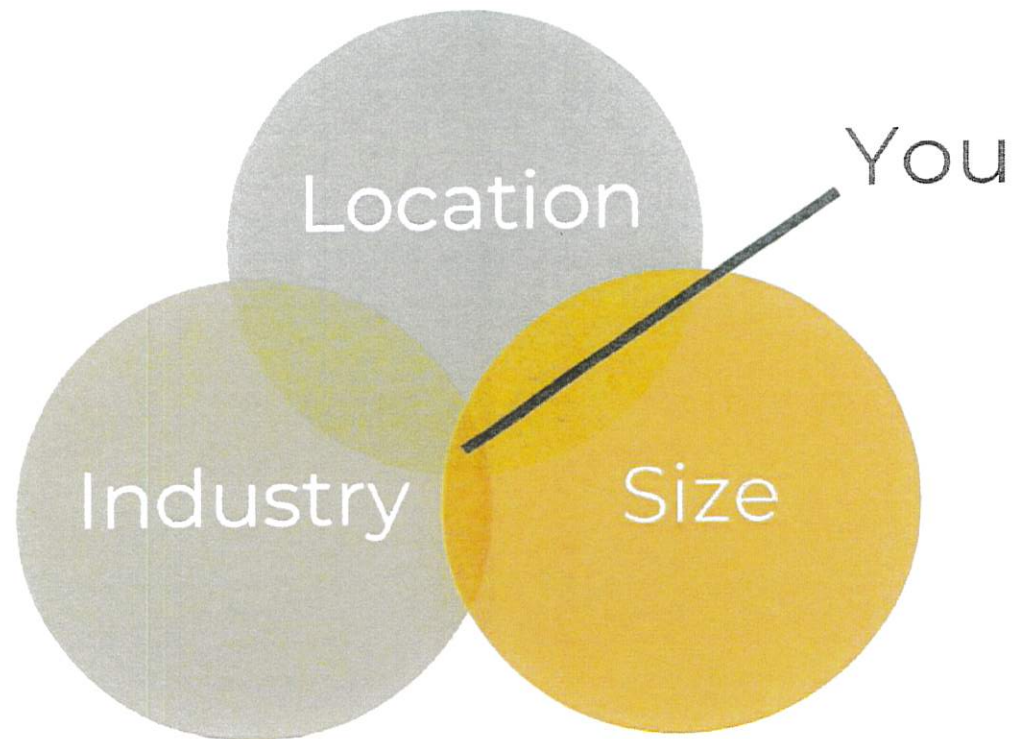
- Desire for greater market responsiveness and internal consistency
- Eagerness to pay a livable wage
- Desire to become premiere employer-of-choice

... — Study Objectives — ...

An effective compensation system balances an organization's need to be externally competitive and internally consistent.



Defining Market





Market Determination

Salary Surveys

- Bureau of Labor Statistics
- CompAnalyst
- Department of Labor
- EACR Non-Profit Organization Salary Survey
- Economic Research Institute
- O*Net Online Database
- World at Work

Comparable Employers

- Job postings for comparable positions
- City of Aztec
- City of Hobbs
- City of Raton
- Sierra County
- Town of Edgewood
- Town of Taos
- VCG's confidential database of salary sources, including other New Mexico municipalities



Salary Structures

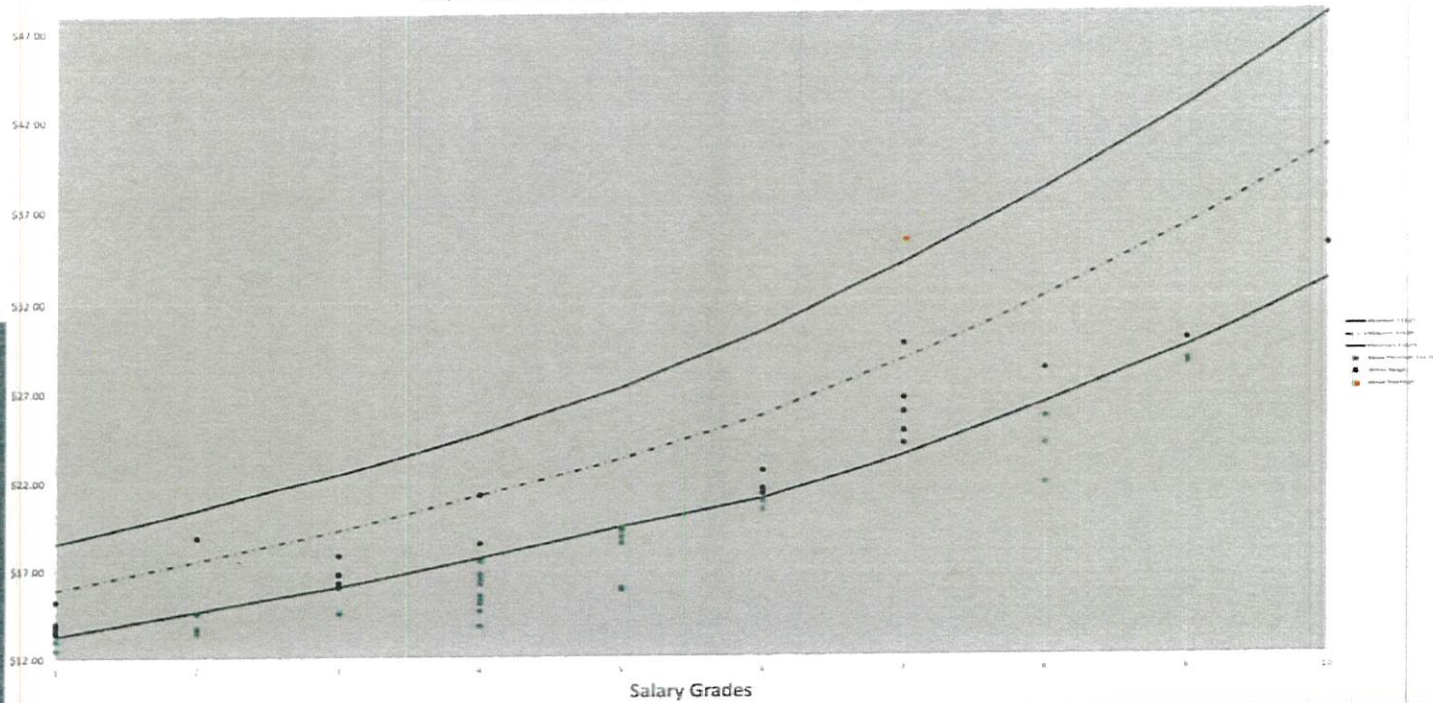
Non-Exempt

Grades	Minimum		Midpoint		Maximum	
	Hourly	Annual	Hourly	Annual	Hourly	Annual
NE1	\$13.25	\$27,560.00	\$15.90	\$33,072.00	\$18.55	\$38,584.00
NE2	\$14.58	\$30,326.40	\$17.49	\$36,379.20	\$20.41	\$42,452.80
NE3	\$16.03	\$33,342.40	\$19.24	\$40,019.20	\$22.44	\$46,675.20
NE4	\$17.63	\$36,670.40	\$21.16	\$44,012.80	\$24.68	\$51,334.40
NE5	\$19.40	\$40,352.00	\$23.28	\$48,422.40	\$27.16	\$56,492.80
NE6	\$20.91	\$43,492.80	\$25.61	\$53,268.80	\$30.32	\$63,065.60
NE7	\$23.41	\$48,692.80	\$28.68	\$59,654.40	\$33.94	\$70,595.20
NE8	\$26.22	\$54,537.60	\$32.12	\$66,809.60	\$38.02	\$79,081.60
NE9	\$29.36	\$61,068.80	\$35.97	\$74,817.60	\$42.57	\$88,545.60
NE10	\$32.89	\$68,411.20	\$40.29	\$83,803.20	\$47.69	\$99,195.20



Compensation Highway

City of Truth or Consequences - Non-Exempt Compensation Highway



City of Truth or Consequences Compensation Study





Cost to Mitigate Compression

	Additional Cost to Address Compression	Total Estimated Cost	Average Compa-Ratio Achieved
Non-Exempt	\$134,669.60	\$241,030.40	89%
Exempt	\$67,138.73	\$70,574.33	93%
Total	\$201,808.33	\$311,604.73	90%

Compression assumes an employee with **8 years in position** should be paid at the market-aligned midpoint.

6.99% of payroll



Policy Evaluation

VCG recommends adopting policy to will support market-based pay practices.
Recommended additions include:

Updating language
referencing the salary
structure's design to align
with recommendations

Guidance on how the City
will maintain the structure
over time

Adding language regarding
job descriptions and cases in
which an individual may be
required to perform duties
not captured

Adding language
regarding compliance with
the Fair Labor Standards
Act (FLSA)

Recommending
opportunities for merit-
based increases

Adding language pertaining to
placements for New Hires,
Promotions, Transfers,
Demotions and
Reclassifications



Implementation



Approve

- Determine if it is economically feasible to implement the recommendations
- Approve structure



Prepare

- Assess the timing and method for addressing employees paid less than new grade minimums.
- Identify date for implementation
- Determine resources needed (e.g., payroll dates, forms, etc.)



Implement

- Train managers
- Communicate to employees
- Implement new structure
- Implement increases to minimum
- Prepare for compression increases



Maintain

- Monitor employees paid over maximum
- Review/adjust structure every 12-24 months
- Utilize salary calculator
- Benchmark every 2-3 years

Salary Study Financial Obligation

	Approved Final Budget	Proposed Increase	Difference from Current to 09/2025
Clerks	\$224,395	\$239,907	\$15,512
City Manager	\$209,441	\$210,823	\$1,382
Finance	\$492,507	\$510,096	\$17,589
Animal Shelter	\$274,505	\$281,431	\$6,926
Police	\$2,946,535	\$2,887,952	-\$58,583
Code Enforcement	\$202,973	\$200,148	-\$2,825
Parks	\$284,283	\$333,049	\$48,766
Community Development	\$117,152	\$117,152	\$0
Streets	\$617,654	\$604,773	-\$12,881
Fleet	\$239,460	\$257,325	\$17,865
Community Services	\$102,020	\$102,020	\$0
Facilities	\$416,546	\$469,527	\$52,981
PIO	\$63,079	\$66,772	\$3,693
Pool	\$103,919	\$107,764	\$3,845
Library	\$255,365	\$275,637	\$20,272
Utility Office	\$330,928	\$355,532	\$24,604
Electric	\$1,310,789	\$1,285,347	-\$25,442
Water	\$639,819	\$613,025	-\$26,794
Wastewater	\$483,201	\$448,188	-\$35,013
Sanitation	\$944,525	\$975,678	\$31,153
Golf Course	\$236,475	\$225,244	-\$11,231
	\$10,495,571	\$10,567,390	\$71,819

Example Payroll Calculator

	Position	Current Year of experience	9/20/2025	Annual Increase
1	Parks Worker	New Hire	\$16.03	\$16.43
2	Admin Assistant	3 years of experience	\$18.07	\$18.51
3	Maintenance Tech II	4 years of experience	\$19.39	\$19.83
4	PT Library Clerk	3 years of experience	\$15.67	\$16.04
5	Animal Lead	5 years of experience	\$15.31	\$15.67
6	Water Gen Laborer	5 years of experience	\$17.23	\$18.03
7	Facilities Tech	1 year experience	\$16.03	\$16.43
8	UB Clerk	1 year experience	\$14.58	\$14.94
9	Electric	Lineman 3	\$23.41	\$26.96
10	PD Certified Off	1 year experience	\$24.75	\$25.38

- * In the future annual increases will be determined using the salary calculator
- * All annual pay increase shall require 6 hours of continuing educate and evaluation
- * All probationary employee will require 90 days, 6 months and annual evaluation for continued employment

**Appendix A: City of Truth or Consequences
Non-Exempt Salary Structure**

Grade	NE1	NE2	NE3	NE4	NE5	NE6	NE7	NE8	NE9	NE10
Maximum	\$18.55	\$20.41	\$22.44	\$24.68	\$27.16	\$30.32	\$33.94	\$38.02	\$42.57	\$47.69
Midpoint	\$15.90	\$17.49	\$19.24	\$21.16	\$23.28	\$25.61	\$28.68	\$32.12	\$35.97	\$40.29
Minimum	\$13.25	\$14.58	\$16.03	\$17.63	\$19.40	\$20.91	\$23.41	\$26.22	\$29.36	\$32.89
Animal Control			Animal Control Officer							
Animal Shelter	Animal Shelter Attendant	Animal Shelter Lead								
CMO						Executive Assistant to the City Manager				
Clerks				Administrative Assistant		Deputy City Clerk				
Electric				Administrative Assistant						
				Lineman Apprentice	Lineman 3rd Class	Lineman 2nd Class	Lineman 1st Class	Journeyman Electrician	Lineman Crew Chief	
Facility Management		Maintenance/Custodian	Maintenance Technician I	Maintenance Technician II	Maintenance Foreman					
Finance						Accounts Payable Specialist	Human Resources Specialist			
						Payroll Specialist	IT Support Analyst			
						Chief Procurement Officer				
Fleet				Administrative Assistant	Fleet Mechanic II	Fleet Maintenance I				
Golf Course	Pro Shop Clerk	Maintenance Technician I (Part-Time)	Maintenance Technician II	Golf Course Operator						

**Appendix A: City of Truth or Consequences
Non-Exempt Salary Structure**

Grade	NE1	NE2	NE3	NE4	NE5	NE6	NE7	NE8	NE9	NE10
Maximum	\$18.55	\$20.41	\$22.44	\$24.68	\$27.16	\$30.32	\$33.94	\$38.02	\$42.57	\$47.89
Midpoint	\$15.90	\$17.49	\$19.24	\$21.15	\$23.28	\$25.61	\$28.68	\$32.12	\$35.97	\$40.28
Minimum	\$13.25	\$14.58	\$16.03	\$17.69	\$19.40	\$20.91	\$23.41	\$26.22	\$29.36	\$32.89
Library		Library Clerk (Part Time)	Library Technician							
Parks		Maintenance Worker I (Part time)	Maintenance Worker II	Maintenance Worker Foreman			Parks Manager			
Pool				Pool Supervisor						
Police				Evidence Technician	Police Officer (Uncertified)	Office Manager	Police Officer (Certified)	Police Sergeant	Police Lieutenant	
				Administrative Assistant				Police Detective Sergeant		
Lodging Tax						Tourism Coordinator/Public Information Officer				
Solid Waste		Solid Waste Scale House Attendant		Administrative Assistant						
				Driver/Collector		Solid Waste Foreman	Solid Waste Supervisor			
Streets			Street General Laborer	Street Equipment Operator I	Street Equipment Operator II	Street Equipment Foreman				
Utility Office		Utility Billing Clerk		Collection Agent		Account Receivable Supervisor				
Wastewater			Water/Wastewater General Laborer	Wastewater Operator I	Wastewater Operator II	Wastewater Operator III	Wastewater Operator IV	Wastewater Supervisor		
Water			Water/Wastewater General Laborer	Water Operator I	Water Operator II	Regulatory and Compliance Specialist	Water Operator IV	Water Supervisor		
				Administrative Assistant		Water Operator III				
Seasonals		Seasonal	Seasonal Lifeguards							



Annual Continuing Education Training Plan

Program Overview

All employees are required to complete a minimum of 6–8 hours of continuing education each year. This program ensures compliance with safety standards, supports professional development, and maintains up-to-date knowledge of organizational policies.

Important: Completion of the required training is mandatory for eligibility for annual pay increases. Employees who do not complete the program will not receive their approved scheduled increase until training requirements are met.

Core Training Requirements (Every Year, HR will announce each year)

- Technology & Policy Updates – 1–2 hours
 - Covers organizational policy changes, regulatory updates, and technology tools.
- Job-Specific Skill Development – 2 hours
 - Tailored to departmental needs (e.g., equipment operation, customer service, administration).
- Workplace Safety & Compliance – 2 hours
 - Topics: hazard communication, emergency procedures, PPE, ergonomics, bloodborne pathogens.

Rotating / Specialized Training

- Harassment & Ethics Training – 2 hours (required every other year).
- Defensive Driving Course – 6 hours (required once every four years).

Sample Annual Schedule (Approx. 6–8 Hours)

- Q1: Workplace Safety & Compliance (2 hrs)
- Q2: Job-Specific Skill Development (2 hrs)
- Q3: Technology/Policy Update (1–2 hrs)
- Q4: Rotating Requirement (Harassment/Ethics OR Defensive Driving, based on cycle)

Employee Details

Name: [Employee's Full Name]
Position: [Employee's Job Title]
Department: [Employee's Department]
Manager: [Manager's Name]
Date Hired: [Employee's Start Date]
Evaluation Date: [Date of Evaluation]

Performance Evaluation

Use the scale below to rate the employee's performance:

1. Poor 2. Below Average 3. Average 4. Above Average 5. Excellent

No.	Evaluation Criteria	Rating (1-5)	Comments
1	Quality of Work		
2	Quantity of Work		
3	Dependability		
4	Communication Skills		
5	Teamwork		
6	Problem-Solving Abilities		
7	Time Management		
8	Adaptability/Flexibility		
9	Technical Skills/Knowledge		
10	Initiative and Proactiveness		

DAY EMPLOYEE EVALUATION

No.	Goals/Objectives	Status	Comments
1			
2			
3			
4			
5			

No.	Name of Colleague	Feedback
1		
2		
3		
4		
5		

Areas of Improvement

List down areas where the employee can improve:

1

2

3

4

5

90

DAY EMPLOYEE EVALUATION

Manager's Comments

[Provide detailed feedback and observations about the employee's performance, attitude, and potential.]

Employee's Comments

[Space for the employee to provide their feedback or comments.]

Manager

Date

Employee

Date



TRUTH OR CONSEQUENCES NEW MEXICO

Job Description

Position Title: General Labor
Department: [Insert Department]
Reports To: [Insert Supervisor/Manager Title]

FLSA Status: Non-Exempt
Pay Grade: NE3
Updated by: Alona Niebergall on 09/05/2025

General Purpose

Under general supervision, the General Labor position performs a variety of manual tasks and basic maintenance duties to support the City of Truth or Consequences' operations. This position ensures that work areas remain safe, clean, and functional while providing assistance with projects as directed.

Duties and Responsibilities

- Perform general labor tasks including lifting, carrying, loading, and moving materials and equipment.
- Assist with the setup, maintenance, and cleanup of job sites, city facilities, and public areas.
- Operate hand tools and light power equipment as trained and directed.
- Maintain cleanliness and safety of assigned work areas.
- Support skilled workers and city staff with assigned tasks.
- Follow all safety rules, regulations, and procedures established by the City.
- Respond to directions and complete assigned work in a timely manner.
- Perform other duties as assigned.



TRUTH OR NEW MEXICO CONSEQUENCES

Minimum Qualifications (Education and Experience)

- High school diploma or GED or able to obtain within 3 months of offer.
- Previous work experience in general labor, construction, maintenance, or related fields desirable but not required.

Knowledge, Skills, and Abilities

- Ability to understand and follow oral and written instructions.
- Knowledge of safe work practices and procedures.
- Ability to work outdoors in varying weather conditions.
- Ability to work independently and as part of a team.
- Physical stamina and willingness to perform manual labor.
- Strong attention to safety and detail.

Required Licenses and Certificates

- Valid New Mexico driver's license required.
- OSHA or equipment operation certifications are preferred but not required.

Equipment, Tools, Materials, and Programs

- Hand tools such as hammers, shovels, wrenches, rakes, and similar equipment.
- Power tools and light equipment (e.g., drills, saws, mowers, forklifts) as trained.
- Personal Protective Equipment (PPE).
- City timekeeping and reporting systems as applicable.



TRUTH OR CONSEQUENCES NEW MEXICO

Work Environment

- Work performed indoors and outdoors in all weather conditions.
- Possible exposure to noise, dust, dirt, fumes, and hazardous materials.
- Work may require the use of protective clothing and safety equipment.

Physical Functions

- Frequent standing, walking, bending, stooping, and lifting of objects up to 50 lbs.
- Ability to climb ladders, work at heights, and perform repetitive physical tasks.
- Requires sufficient vision, hearing, and mobility to safely perform duties.

Selection Guidelines

- Formal application, rating of education and experience, oral interview, and reference check.
- Job-related skills testing may be required.
- The duties listed are intended only as illustrations of the various types of work that may be performed. The City of Truth or Consequences reserves the right to add, remove, or modify duties as necessary.

Equal Opportunity Statement

The City of Truth or Consequences is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, age, veteran status, or any other protected characteristic as established by law.



Date

Employee Name

Address

City, State Zip

Dear Employee,

I am very pleased to present your Total Compensation Statement. Your benefit package represents a significant addition to your cash compensation. Each year the City of Truth or Consequences makes significant contributions toward your personal benefits, which are an important component of your total compensation. This statement outlines the total income opportunity and benefits provided to you by the City of Truth or Consequences, as well as the cost of those benefits.

Please read this information carefully. If there is a specific benefit that you would like to discuss in detail, please do not hesitate to call the Human Resources Department.

We value and appreciate your commitment and contribution to Company.

Sincerely,

Name

City Manager or HR Director

Total Compensation Summary for Employee, as of June 2025

Compensation	City	
Annual Salary	\$50,000.00	- \$24.04
Total Compensation	\$50,000.00	

Benefits (Insurance)	City	Employee
Medical	\$14,400.00	\$3,600.00
Dental	\$1,800.00	\$0.00
Vision	\$120.00	\$0.00
Life Insurance	\$36.00	\$120.00
Insurance Benefits	\$16,356.00	\$3,720.00

Benefits (Mandated)	City	Employee
Workers' Compensation	\$1,650.25	\$0.00
Social Security	\$3,565.00	\$3,565.00
Medicare	\$833.75	\$833.75
FUTA Tax	\$42.00	\$0.00
Mandated Benefits	\$6,091.00	\$4,398.75

Benefits (Retirement)	City
Retirement Match	\$1,725.00
Retirement Benefits	\$1,725.00

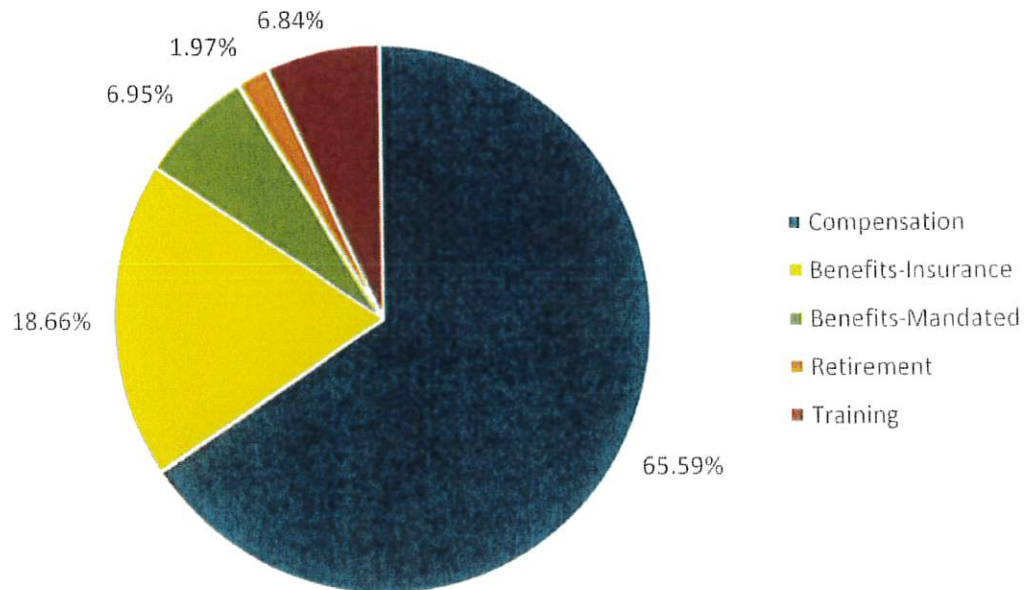
Work/Life	City
Training	\$6,000.00
Total Work/Life	\$10,500.00

Paid Time Off (PTO)	City
Vacation	13 days
Holidays	14 days
Sick Leave	13 days
Other leave (i.e. bereavement, jury duty, etc.)	0 days
Total PTO (days per year)	40 days

Summary	City	Employee
Compensation	\$50,000.00	\$0.00
Benefits - Insurance	\$16,356.00	\$3,720.00
Benefits - Mandated	\$6,091.00	\$4,398.75
Retirement	\$1,725.00	\$0.00
Work Life	\$6,000.00	\$0.00
Paid Time Off	40 days	\$0.00
Total	\$80,172.00	\$8,118.75

Total Compensation Value offered to Employee

This chart illustrates the components of your total compensation package, as follows:



Benefit Cost Breakdown

