

**City of Albuquerque Transit Department  
Disadvantaged Business Enterprise Goal  
FY2020 through FY2022**

The City of Albuquerque - Transit Department (ABQ RIDE) has prepared the following Disadvantaged Business Enterprise (DBE) program goal for contracting opportunities in Federal Fiscal Years 2020 through 2022. The goal and methods for determining it are presented here in accordance with Title 49 of the Code of Federal Regulations, Part 26. ABQ RIDE has established a goal of 6.4% for the Federal Fiscal Years 2020 through 2022 beginning October 1, 2019 and ending on September 30, 2022.

**Market Area**

After examining relevant available data, ABQ RIDE identified its contracting market area based upon the following factors:

- the area where the substantial majority of the contractors and subcontractors with which ABQ RIDE does business are located and
- the area in which ABQ RIDE spends its contracting dollars.

Based on these criteria, ABQ RIDE's market area is considered to be:

- Bernalillo County
- Sandoval County
- Torrance County
- Valencia County
- Santa Fe County
- Dona Ana County

**Method for Determining Base DBE Availability Figure**

ABQ RIDE has used the New Mexico Department of Transportation's DBE directory and Census Bureau data method for calculating the FY2020-2022 goal. The New Mexico Department of Transportation's Unified Certification Program (UCP) maintains the official directory of firms certified as DBE's in New Mexico. The UCP provides the information necessary to determine the number of ready, willing, and able DBE firms that could potentially participate in upcoming contract opportunities. The U.S. Department of Commerce, Bureau of the Census, 2016 County Business Patterns (released April 19, 2018) provides data necessary to determine the total number of all firms (DBE's and non-DBE's) ready, willing and able to bid on contracts.

**A. Establishment of FY2020-2022 DBE Goal Methodology**

**1. Projected Contracting Opportunities, DBE Directory, and Census Bureau Data**

ABQ RIDE has forecasted the projects with funding from the Federal Transit Administration (FTA) that are anticipated to have contracting opportunities over the next three fiscal years. For each project, ABQ RIDE estimated the amount of FTA funding to

be used and the primary work type involved. This forecast provided the basis for the weight of each project in the overall goal and the type of work involved in the project as classified by the North American Industry Classification System (NAICS). ABQ RIDE used existing available grant funding, funding planned in the regional Transportation Improvement Program, and the contracts awarded over the last three years to forecast the projects that are likely to have contracting opportunities in the FY2020-2022 goal period.

To determine the number of DBE firms, ABQ RIDE reviewed the New Mexico UCP directory for currently certified DBE firms by NAICS code expertise. The number of firms was narrowed to include firms that are located within the market area in the relevant NAICS codes to determine the Step 1 Base Figure for DBE availability.

To determine the number of all firms (DBE's and non-DBE's) in the market area that are ready, willing and able to bid on projects, ABQ RIDE reviewed the Census Bureau's 2016 County Business Patterns. These data sets, for the relevant market area and NAICS codes, were used because they closely match the location of the firms that have previously conducted business for ABQ RIDE.

## 2. Base Figure

The table on the pages 5 through 7 shows the calculation of the 6.4% goal for the three-year period. The method used to calculate the relative availability of DBEs for the Base Figure is in accordance with 49 CFR 26.45(c)(1). For each project, the table shows the NAICS work type and the number of DBE firms and all firms available for that work type in ABQ RIDE's market area. The table then shows the relative availability of DBE firms to all firms as a percentage. If the distribution of work was based solely on the relative number of firms, this percentage is the percent of contracting dollars for that work type that would be expected to go to DBE firms. The table then shows the anticipated FTA funding to be used on each project and the percent of all FTA funded projects represented by each individual project; this number is the weight of that project out of all projects. In the final column, the table shows the projected DBE participation in that project resulting from multiplying the relative DBE availability percent by the project cost. At the bottom, the table sums the total projected FTA-funded costs and the total projected DBE participation amount and calculates the percent of DBE participation overall by dividing the DBE total by the total Federally funded costs.

## 3. Base Figure Adjustments

Step 2 of the goal determination is to examine all evidence in the market area to determine what adjustment, if any, is needed to the base figure to reflect actual DBE availability (Section 26.45 (d)).

ABQ RIDE has determined that the Census data and the UCP DBE directory represent a realistic number of contractors that could potentially bid on these projects. The department considered other factors that could impact DBE's ability to perform work in the DOT-assisted program. ABQ RIDE has also considered the available evidence from related fields that affect opportunities for DBE firms to form, grow, and compete. In our

research we have found no available information that would require an adjustment to the base figure, and the department's goal is not the goal of another recipient and therefore did not require an adjustment to the local market.

ABQ RIDE also reviewed past DBE participation in its contracts to determine if an adjustment was necessary based on that prior experience. The department forecasts that it will meet its FY2017-2019 goal so does not anticipate a need to make an adjustment to the FY2020-2022 goal based on that prior experience.

## **Race-Neutral Projections**

### **A. Summary of Race-Neutral Methods of Achieving DBE Participation**

The regulations require that the maximum feasible portion of the DBE overall availability be achieved by using race-neutral means (i.e. not using contract goals per Section 26.51) and that ABQ RIDE include a projection of the overall participation of DBE's to be achieved through race-neutral means. Race-neutral methods include ensuring that bidding and contracting requirements facilitate participation by DBE's and other small businesses, unbundling large contracts to make them more accessible to small businesses, encouraging prime contractors to subcontract portions of the work they might otherwise perform themselves, and providing technical assistance, communications programs and other support services to facilitate consideration of DBE's and other small businesses. The regulations require that an FTA funding recipient use contract-specific ("race-conscious") goals only after it determines that it cannot meet its overall annual DBE goal otherwise.

### **B. Methods of Overall Annual Goal Achievement**

ABQ RIDE found it necessary to use race-conscious methods during the FY2017-2019 so the department anticipates the need to use race-conscious methods (i.e. contract-specific goals) to achieve the FY2020-2022 goal as well. During the FY2017-2019 goal period to date, the department has achieved about 65% of its goal through race-neutral means, so the department anticipates a similar distribution of race-neutral and race-conscious means for the FY2020-2022 period. (This calculation does not include one very large and unusual project which is not representative of expected contracting opportunities in the next goal period). Therefore, the department estimates that it will achieve 4.2% overall DBE participation through race-neutral participation and the remaining 2.2% through race-conscious means. ABQ RIDE will focus race-conscious efforts on the projects with ample sub-contracting opportunities and with work types that have more than minimal rates of DBE participation. These projects will likely include construction projects with paving and related work. ABQ RIDE will track and report race-neutral and race-conscious participation separately and will adjust the estimated breakout of race-neutral and race-conscious participation as needed to minimize the use of race-conscious methods.

## **Public Participation**

### **A. Consultation**

ABQ RIDE solicited input on the goal-setting methods and resulting goal from minority, women's and small business groups that could have information concerning the availability of disadvantaged and non-disadvantaged businesses, the effects of discrimination on opportunities for DBEs, and efforts to establish a level playing field for the participation of DBEs. The consultation included directly contacting by email and phone the American Indian Chamber of Commerce of New Mexico, African American Greater Albuquerque Chamber of Commerce, and the Albuquerque Hispano Chamber of Commerce. ABQ RIDE had one-on-one meetings with representatives from the African American Greater Albuquerque Chamber of Commerce and the Albuquerque Hispano Chamber of Commerce in which the method for calculating the goal was described, the forecasted contracting opportunities were reviewed, and methods for encouraging and assisting DBE's in participating in ABQ RIDE's procurement opportunities were discussed.

### **B. Public Notice**

The proposed goal was posted on ABQ RIDE's website and advertised as available for inspection in the *Albuquerque Journal* and in both English and Spanish in *El Seminario*. (See Appendix A.) The notices specified that ABQ RIDE would accept public comments on the proposed goal for 30 days and would make adjustments to the goal as necessary after considering those comments.

No changes to the goal were necessary as a result of the consultation process, and no comments were received.

## ABQ RIDE FY2020-2022 DBE Base Figure Goal Calculation

Project List	NAICS Work Code Description	Step 1: Project Weights		Step 2: DBE Availability			Step 3:
		Project FTA* Funds	% Total Funds (weight)	Total DBE's	Total All Firms	DBE Relative Availability	Weighted DBE Base Figure**
Coors Corridor Park & Ride Construction (Structures)	2362 - Nonresidential Building Construction	\$ 200,000	1.36%	11	250	4.40%	0.06%
Central/Tramway Park & Ride Construction (Structures)	2362 - Nonresidential Building Construction	\$ 600,000	4.08%	11	250	4.40%	0.18%
Uptown Transit-Oriented Development	2362 - Nonresidential Building Construction	\$ 400,000	2.72%	11	250	4.40%	0.12%
Rehabilitation of Facilities - Buildings	23622 - Construction, Commercial & Institutional Buildings	\$ 400,000	2.72%	10	238	4.20%	0.11%
Bike Lockers & Racks	236220 - Commercial & Institutional Building Construction	\$ 160,000	1.09%	10	238	4.20%	0.05%
Bus Stop Improvements - ADA etc.	23731 Highway, Street, & Bridge Construction	\$ 400,000	2.72%	32	42	76.19%	2.07%
Facility Roofing Rehab	23816 Roofing contractors	\$ 600,000	4.08%	2	119	1.68%	0.07%
ART Expansion - TVM's & Signal Equipment	23821 - Electrical Contractors & Other Wiring Installation Contractors	\$ 800,000	5.45%	6	309	1.94%	0.11%
Replace Bus Shelter Batteries	23821 - Electrical Contractors & Other Wiring Installation Contractors	\$ 72,000	0.49%	6	309	1.94%	0.01%
Installation of Security Cameras & Equipment at Facilities	23821 - Electrical Contractors & Other Wiring Installation Contractors	\$ 400,000	2.72%	6	309	1.94%	0.05%
HVAC Repair & Replacement	238220 - Plumbing, Heating, and Air-Conditioning Contractors	\$ 200,000	1.36%	2	407	0.49%	0.01%
Bus Washes	23829 - Other Building Equipment Contractors	\$ 640,000	4.36%	0	19	0.00%	0.00%
Facility equipment (e.g. power washers, methane detection, generators, shelving)	23829 - Other Building Equipment Contractors	\$ 400,000	2.72%	0	19	0.00%	0.00%

\* FTA is the Federal Transit Administration.

\*\* Weighted DBE Base Figure is the % Total Funds (weight) multiplied by the DBE Relative Availability for each project.

Continued		Step 1: Project Weights		Step 2: DBE Availability			Step 3:
Project List	NAICS Work Code Description	Project FTA* Funds	% Total Funds (weight)	Total DBE's	Total All Firms	DBE Relative Availability	Weighted DBE Base Figure**
Other Maintenance Equipment	23829 - Other Building Equipment Contractors	\$ 80,000	0.54%	0	19	0.00%	0.00%
Coors Corridor Park & Ride Construction (Paving & Related)	2389 Other Specialty Trade Contractors (includes paving commercial driveways & parking lots)	\$ 1,400,000	9.53%	25	237	10.55%	1.01%
Facility Improvements - ADA etc.	2389 Other Specialty Trade Contractors (includes paving commercial driveways & parking lots)	\$ 400,000	2.72%	25	237	10.55%	0.29%
Central/Tramway Park & Ride Construction (Paving & Related)	2389 Other Specialty Trade Contractors (includes paving commercial driveways & parking lots)	\$ 1,600,000	10.89%	25	237	10.55%	1.15%
Rehabilitation of Facilities - Paving	2389 Other Specialty Trade Contractors (includes paving commercial driveways & parking lots)	\$ 400,000	2.72%	25	237	10.55%	0.29%
Bus Stop Improvements - Signs & Pucks	339950 - Sign Manufacturing	\$ 200,000	1.36%	5	16	31.25%	0.43%
Park & Ride Wayfinding	339950 - Sign Manufacturing	\$ 100,000	0.68%	5	16	31.25%	0.21%
Vehicle Major Maintenance - Parts Other Than Hybrid Batteries	423120 Motor Vehicle Supplies & New Parts Merchant Wholesalers	\$ 160,000	1.09%	0	41	0.00%	0.00%
Vehicle Major Maintenance - Hybrid Batteries	423120 Motor Vehicle Supplies & New Parts Merchant Wholesalers	\$ 1,520,000	10.35%	0	41	0.00%	0.00%
New Non-Revenue Vehicles	4412 Other Motor Vehicle Dealers	\$ 320,000	2.18%	0	48	0.00%	0.00%
Office furniture / cubicles	442110 - Furniture Stores	\$ 80,000	0.54%	0	68	0.00%	0.00%
Replace IT equipment & software	443142 - Electronics Stores	\$ 600,000	4.08%	0	120	0.00%	0.00%

\* FTA is the Federal Transit Administration.

\*\* Weighted DBE Base Figure is the % Total Funds (weight) multiplied by the DBE Relative Availability for each project.

Continued		Step 1: Project Weights		Step 2: DBE Availability			Step 3:
Project List	NAICS Work Code Description	Project FTA* Funds	% Total Funds (weight)	Total DBE's	Total All Firms	DBE Relative Availability	Weighted DBE Base Figure**
Station monitors & info system	443142 - Electronics Stores	\$ 80,000	0.54%	0	120	0.00%	0.00%
Supplies (Transportation Dem& Management)	4532 - Office Supplies, Stationery, & Gift Stores	\$ 60,000	0.41%	1	121	0.83%	0.00%
Transit Scheduling Software - Maintenance & Upgrades	51121 - Software Publishers	\$ 960,000	6.53%	0	21	0.00%	0.00%
Revenue Vehicle - Buy America Audits	541211 - Offices of Certified Public Accountants	\$ 60,000	0.41%	1	256	0.39%	0.00%
Coors Corridor Park & Ride Design	5413 - Architectural, Engineering, & Related Services	\$ 280,000	1.91%	15	550	2.73%	0.05%
Central/Tramway Park & Ride Design	5413 - Architectural, Engineering, & Related Services	\$ 280,000	1.91%	15	550	2.73%	0.05%
Miscellaneous Architecture / Engineering Services	5413 - Architectural, Engineering, & Related Services	\$ 120,000	0.82%	15	550	2.73%	0.02%
Rehabilitation of Facilities - Design	5413 - Architectural, Engineering, & Related Services	\$ 120,000	0.82%	15	550	2.73%	0.02%
Service Evaluation - Consulting	541614 - Process, Physical Distribution, & Logistics Consulting Services	\$ 80,000	0.54%	1	25	4.00%	0.02%
Advertising (Transportation Dem& Management)	5418 - Advertising, Public Relations, & Related Services	\$ 280,000	1.91%	2	125	1.60%	0.03%
Service Evaluation - Market Research	541910 - Marketing Research & Public Opinion Polling	\$ 80,000	0.54%	0	10	0.00%	0.00%
Temporary Staffing Services	561320 - Temporary Help Services	\$ 100,000	0.68%	0	80	0.00%	0.00%
Revenue Vehicle - Production Inspections	811198 - All Other Automotive Repair & Maintenance	\$ 60,000	0.41%	0	17	0.00%	0.00%
Totals		\$ 14,692,000	100.00%	282	7,051	4.00%	6.41%
<b>Rounded, Weighted Base Goal</b>							<b>6.4%</b>

\* FTA is the Federal Transit Administration.

\*\* Weighted DBE Base Figure is the % Total Funds (weight) multiplied by the DBE Relative Availability for each project.

# **Appendix A**

## **Public Notices**



(<http://www.cabq.gov/transit/news/proposed-disadvantaged-business-enterprise-goal/@@images/8b93aeeb-d702-4995-8705-c3c1d4ae4eeb.jpeg>)

# Proposed: Disadvantaged Business Enterprise Goal

Information about a proposed 6.4 percent Disadvantaged Business Enterprise Goal from ABQ RIDE.

## Plan Your Trip

**Get Directions**

The City of Albuquerque Transit Department (ABQ RIDE) has proposed a 6.4% Disadvantaged Business Enterprise (DBE) three-year goal for the period from Fiscal Year 2020 through 2022 (contracts awarded from Oct. 1, 2019, through Sept. 30, 2022).

This proposed goal and rationale are available for inspection during normal business hours at the principal office of ABQ RIDE, 100 1st Street SW. or online.

Download the Disadvantaged Business Enterprise Goal: Fiscal Year 2020 through 2022 proposal.  ([http://www.cabq.gov/transit/documents/abqride\\_dbegoal\\_fy2020-22\\_proposed.pdf](http://www.cabq.gov/transit/documents/abqride_dbegoal_fy2020-22_proposed.pdf))

## Comment

## **ABQ RIDE will accept comments on the proposed goal through July 20, 2019.**

Interested persons may submit written comments to: Andrew de Garmo, Principal Planner  
ABQ RIDE – City of Albuquerque  
Alvarado Transportation Center  
100 1st SW, Albuquerque, NM 87103

Please address email comments to: [adegarmo@cabq.gov](mailto:adegarmo@cabq.gov) (<mailto:adegarmo@cabq.gov>).

## **Notice To Persons With Disabilities**

If you require special assistance to participate in this review process, please contact ABQ RIDE; TTY users can use the New Mexico Relay Network at 1-800-659-8331.

- › Routes & Schedules (<http://www.cabq.gov/transit/routes-and-schedules>)

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- › Tickets & Passes (<http://www.cabq.gov/transit/tickets-passes>)

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- › Contact Us (<http://www.cabq.gov/transit/contact-us>)

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- › Sun Van Paratransit Service (<http://www.cabq.gov/transit/paratransit-service>)

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- › Detours & Schedule Changes (<http://www.cabq.gov/transit/route-detours>)

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- › Interactive Bus Routes & Schedules  
(<http://planyourride.cabq.gov/hiwire?.a=iScheduleLookup&s=3505dbcb>)

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- › Trip Planning  
(<https://www.google.com/maps/dir///@35.0824099,-106.6764794,11z/data=!2m2!2m1!2!13e3?hl=en>)

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- › Metro Savings Calculator (<http://www.cabq.gov/transit/metro-savings-calculator>)

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- › Transit Programs & Projects (<http://www.cabq.gov/transit/transit-programs-projects>)

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- › Modes of Transportation (<http://www.cabq.gov/transit/modes-of-transportation>)

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- › Transit Upcoming Events (<http://www.cabq.gov/transit/events>)

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- › Transit Grants (<http://www.cabq.gov/transit/transit-grants>)

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- › ART Information (<http://www.cabq.gov/transit/art-information>)

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**Published in the Albuquerque Journal on Thursday June 20, 2019**

PUBLIC NOTICE ABQ RIDE City of Albuquerque Notice is hereby given that ABQ RIDE, the City of Albuquerque Transit Department, has proposed a 6.4% Disadvantaged Business Enterprise (DBE) three-year goal for the period from Federal Fiscal Year 2020 through 2022. This proposed goal and rationale are available for inspection during normal business hours at the principal office of ABQ RIDE at the address below or on our website at [abqride.com](http://abqride.com), and ABQ RIDE will accept comments on the proposed goal through July 20, 2019, 30 days from the date of this notice. Interested persons may submit written comments to Andrew de Garmo, Principal Planner, ABQ RIDE City of Albuquerque, Alvarado Transportation Center, P.O. Box 1293, 100 1st Street SW, Albuquerque, NM 87103 or to [adegarmo@cabq.gov](mailto:adegarmo@cabq.gov). NOTICE TO PERSONS WITH DISABILITIES: If you require special assistance to participate in this review process, please contact ABQ RIDE; TTY users can use the New Mexico Relay Network at 1-800-659-8331. Journal: June 20, 2019

HASTINGS, de página 2

menores e incluso ha resultado en las muertes de al menos seis menores de edad en custodia de autoridades estadounidenses.

Recientemente, se dio a conocer el perturbador reporte del Inspector General del Departamento de Seguridad Nacional (DHS) que detalló las condiciones insalubres e inhumanas en estos centros de detención, desde comida descompuesta a servicios sanitarios inservibles en instalaciones de la nación más poderosa del planeta.

La cruel política migratoria de Trump tiene el objetivo de disuadir a los migrantes para que lo piensen dos veces antes de lanzarse al Norte donde no serán bien recibidos. Lo que olvidan Trump y sus asesores es que cuando una persona quiere salvar su vida, las de sus hijos y familiares, poco le importan las crueles trabas que les quiera imponer Trump o cualquier otro. Huyen del hambre, la falta de oportunidades y una brutal violencia.

La política de disuasión ha sido un fracaso. Los migrantes siguen llegando. Lo peor es que algunas de estas situaciones pudieran haberse evitado o aliviado si Trump no hubiese eliminado programas como el que permitía que menores de edad solicitaran asilo en sus países de origen sin hacer la travesía al Norte. O que eliminara los programas de asistencia a instituciones no gubernamentales en los países que integran el Triángulo Norte de Centroamérica (El Salvador, Honduras y Guatemala) para ayudar

a sus ciudadanos y evitar que emprendan la muchas veces mortal travesía hacia Estados Unidos.

Y es que a Trump no le importan las soluciones. A él lo mueve generar primero un caos, para luego, si ve que su rabieta de turno no tiene buenas posibilidades de éxito, entonces desistir de sus amenazas, o bien anuncia "nuevos" acuerdos que

HASTINGS, from page 2

Trump wants to impose upon them are of little importance. They are running from hunger, a lack of opportunities, and brutal violence.

The policy of dissuasion has been a failure. Migrants keep arriving. The worst part about it is that some of these situations could have been avoided or alleviated, if Trump had not eliminated programs like that which permitted children to apply for asylum from their countries of origin—without having to make the trip North. Or had not eliminated aid programs to non-governmental organizations in the countries that make up the Northern Triangle of Central America (El Salvador, Honduras, and Guatemala), in order to help their citizens and avoid undertaking the often-fatal journey toward the United States.

And that is because solutions do not matter to Trump. What moves him is to first create chaos and then, if it appears as though his temper tantrum is unlikely to succeed, either desist from his threats or announce "new" agreements that in reality are not new, and remain the "tough guy"

en realidad no lo son y queda ante su base como el "hombre fuerte" que consigue lo que se propone.

La pregunta es: ¿cuál será la próxima rabieta de Trump, en caso de que considere que México no está cumpliendo el mentado pacto? Y a qué otro ardid recurrirá Trump en materia migratoria cuando queda más que evidente que la inmigración

GREY, from page 3

before his base that buys whatever he is selling.

The question is: what will Trump's next tantrum be, if it seems that Mexico is not complying with the before-mentioned pact? To what other ruse would Trump turn, on immigration matters, when it appears more than evident that immigration will form the base of his re-election

GREY, from page 3

represented among Medicaid enrollees. Coupled with the more than 400 restrictions on abortion that states have adopted since 2011, which shut down clinics and create medically unnecessary obstacles for patients, the Hyde Amendment has meant that the constitutionally protected right to abortion is a reality only for those who can afford it. We need a president who will lead the fight to ensure that everyone can access abortion care, no matter where they live or how much they make, by ending abortion coverage restrictions like the Hyde

será la base de su campaña de reelección.

Precisamente el 16 de junio se cumplen cuatro años desde que Trump descendió por la escalera eléctrica del Trump Tower para decirle al mundo que buscaría la nominación presidencial, y lo hizo tildando a los mexicanos y a los inmigrantes de criminales,

campaign?

June 16<sup>th</sup> marked precisely four years since Trump descended on the escalator in Trump Tower to tell the world that he was running for the presidential nomination, and he did it while labeling Mexicans and immigrants criminals, drug dealers, and rapists.

Now that there is a humanitarian

narcotraficantes y violadores.

Ahora que hay una crisis humanitaria en la frontera, en parte de su propia creación, ya podemos anticipar el libreto electoral de Trump, el rey del caos.

Maribel Hastings es Asesora Ejecutiva de America's Voice. Leer Más Comentarios: ELSEMANARIO.US

crisis at the border, partly of his own creation, we can already anticipate the electoral playbook of Trump, the king of chaos.

Maribel Hastings is a Senior Advisor and columnist at America's Voice

Read More Commentary: ELSEMANARIO.US

are in this fight. I didn't get involved for myself, but for my granddaughter, our Constitution, and our democracy. As one of many Rights for All volunteers, I know we are doing our part by speaking directly to those seeking to lead our country and making sure that our next president is a champion for civil liberties and civil rights.

Nina Grey is an American Civil Liberties Union (ACLU) Rights for All Volunteer.

Read More Commentary: ELSEMANARIO.US

# AGENTES DE ICE EN SU TRABAJO

## Si agentes de inmigración van a su lugar de trabajo:

- 1) Pregunte si puede marcharse. De ser así, salga tranquilamente.
- 2) Usted tiene derecho a no prestar consentimiento a una búsqueda. Diga en voz alta que no consiente a que registren sus pertenencias.
- 3) Usted tiene derecho a guardar silencio. No tiene que discutir su estatus migratorio con nadie, ni dónde nació, ni si es ciudadano, ni cómo entró al país. Pero, si tiene documentos de inmigración válidos, debería mostrarlos. Nunca presente documentos falsos.
- 4) Si usted es arrestado, diga que quiere permanecer en silencio hasta que hable con un abogado.
- 5) Usted tiene derecho a grabar su interacción con los agentes de inmigración, siempre y cuando no interfiera.

ACLU

CONOZCA SUS DERECHOS

Photo: U.S. Immigration and Customs Enforcement

## Classifieds/Clasificados

LEGALS

LEGALS



AVISO PÚBLICO

ABQ RIDE Ciudad de Albuquerque

Se informa que ABQ RIDE, el Departamento de Tránsito de la Ciudad de Albuquerque, ha propuesto una meta de 6.4% de Empresa de Negocios en Desventaja (DBE) de tres años para el periodo comprendido entre el Año Fiscal Federal 2020 y 2022. Este objetivo propuesto y la razón de ser, están disponibles para su inspección durante el horario comercial normal en la oficina principal de ABQ RIDE en la dirección que aparece más abajo o en nuestro sitio web en abqrider.com, y ABQ RIDE aceptará comentarios sobre el objetivo propuesto hasta el 20 de julio de 2019, 30 días a partir de la fecha de este aviso. Las personas interesadas pueden enviar sus comentarios por escrito a Andrew de Garmo, Planificador Principal, ABQ RIDE - Ciudad de Albuquerque, Alvarado Transportation Center, P.O. Box 1293, 100 1st Street SW, Albuquerque, NM 87103 o a adegarmo@cabq.gov

AVISO A LAS PERSONAS CON DISCAPACIDADES: Si necesita ayuda especial para participar en este proceso de revisión, póngase en contacto con ABQ RIDE; los usuarios de TTY pueden usar la New Mexico Relay Network al 1-800-659-8331.

**HELP WANTED**

**TO BE CONSIDERED FOR AN INTERVIEW FOR OFFICE CLERK ALL APPLICANTS MUST APPLY ONLINE AT WWW.2020CENSUS.GOV/JOBS**

In order to be considered, all applicants MUST RESIDE in Catron County, NM. Office clerks are responsible for greeting persons entering establishment, determine nature and purpose of visit, and direct or escort them to specific destinations. Operate telephone switchboard to answer, screen, or forward calls, providing information, taking messages, or scheduling appointments. Schedule appointments and maintain and update appointment calendars. Perform administrative support tasks, such as proofreading, transcribing handwritten information, or operating calculators or computers to work with pay records, invoices, balance sheets, or other documents. File and maintain records. Office Clerks transmit information or documents to customers, using computer, mail, or facsimile machine. Analyze data to determine answers to questions from customers or members of the public. Collect, sort, distribute, or prepare mail, messages, or courier deliveries. Process and prepare memos, correspondence, travel vouchers, or other documents. Office Clerks will provide information about establishment, such as location of departments or offices, employees within the organization, or services provided. Schedule space or equipment for special programs and prepare lists of participants.

**Job Type: Full-time**  
**Salary: \$15.00 to \$18.00 /hour**

**Warehouse Worker - Night Needed \$15.00/HR**

**Description**

**What you will be expected to do:**

Assist in operations by pulling cases and bottle orders and pushing them on conveyor to the check station.

The ability to stand, walk, bend, squat, twist, lift and carry up to fifty pounds intermittently during work shift.

Stack product in truck box or trailer manually.

The ability to stand, bend, squat, twist, and lift overhead fifty pounds repetitively during work shift.

Load kegs, re-ships and non-conveyable items onto route trucks.

Replenish stock on full case line and bottle room as needed by using forklift, pallet jack or order picker, using full range of peripheral vision to operate such equipment safely.

Responsible for developing a work ethic that allows the employee to accurately select/pick bottles following the direction of the voice-pick system and properly place case labels in the manner required.

Responsible for ensuring that the assigned work area is cleaned each night.

Responsible to report any damage to equipment, racks or inventory breakage to a supervisor.

Responsible to report any potential problems to a supervisor.

Perform all duties in a safe manner.

Perform other work-related duties as assigned.

**Qualifications**

Minimum Qualifications:

- Ability to read, write, speak and understand English well.
- Ability to pull and lift fifty pounds repetitively throughout the work shift.
- Ability to operate warehouse equipment such as forklift, pallet jack and order picker and box cutter.

Job Warehouse

Primary Location: United States-New Mexico-Albuquerque

Shift: Second Shift - Night

**HELP WANTED**

**CNAs and Care Workers!**

InnovAge is proud to be designated A Great Place To Work. We are looking for Certified CNAs and Personal Care Workers to serve our geriatric population. Center-based and Home Care locations include Denver, Aurora, Lakewood, Thornton, Pueblo and Loveland. We offer Full-Time positions with benefits and PRN jobs for those needing more flexibility. Mileage included for Home Care Team members. Apply on line at [myinnovage.com](http://myinnovage.com) or send a current resume to [doock@myinnovage.com](mailto:doock@myinnovage.com) or [ahamk@myinnovage.com](mailto:ahamk@myinnovage.com)



**Would you enjoy driving our van to transport railroad crews? Hiring NOW, full-time, NO CDL needed. We'll provide the fuel, training, and flexible schedule.**

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- Referral bonuses
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- Gas Card
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- Paid training
- 401K with company matching
- Casual work environment
- Cell phone reimbursement

**Essential Duties:**

Transporting railroad crews up to a 200 mile radius from Lordsburg, NM  
On demand position that is full-time work as long as the calls are answered

**Basic Requirements:**

- 21 years or older
- Pre-employment drug screen and background check is required
- Valid driver's license
- Live within 30 minutes of Lordsburg, NM

**Starting pay of \$10 per hour**

**Job Type: Full-time**

**Salary: \$1,280.00 to \$1,600.00 /month**

**Location:**

Lordsburg, NM (Required)

**License:**

Driver's License (Required)

**Package Handler - Part-Time**

**Shift: Sunrise (4:00 AM - 8:30 AM)**

UPS is hiring individuals to work as part-time Package Handlers. This is a physical, fast-paced position that involves continual lifting, lowering and sliding packages that typically weigh 25 - 35 lbs. and may weigh up to 70 lbs. Part-time employees usually work 3 1/2 - 4 hours each day and workdays can vary such as (Monday - Friday) or (Tuesday - Saturday) or (Sunday - Thursday) depending on the building needs. Package Handlers typically do not work on holidays.

Package Handlers receive a competitive hourly rate and also an attractive benefits package. Please note that these opportunities are part-time only working approximately 17 1/2 - 20 hours per week. UPS is an equal opportunity employer. UPS does not discriminate on the basis of race/color/religion/sex/national origin/veteran/disability/age/sexual orientation/gender identity or any other characteristic protected by law [www.ups.com](http://www.ups.com)

**HELP WANTED**

**Bookseller - Part-Time**

As a Bookseller, you are responsible for selling by providing exceptional customer service through our four core service principles. You make the shopping experience interactive and engaging by enthusiastically sharing your knowledge about our products and services and meeting the needs of the customer. You care about and value people and exemplify our core values at

**Essential Functions**

- Deliver exceptional customer service that ensures sales and high levels of customer satisfaction.
- Execute on the four core service principles; put the book in the customer's hand, offer to order, offer the Member program, and fast cashing.
- Greet and establish rapport with customers, proactively engaging them in conversations about our products, services and promotions to determine their needs and recommend the right products.
- Ensure all customer transactions are processed accurately and in a timely manner.
- Share knowledge and enthusiasm about all our products, services, and promotions, providing a personalized experience to multiple customers at the same time.
- Respond to customer's concerns and questions, and secure the sale.
- Drive customer loyalty through successful selling of Memberships, gift cards, Kid's Club and other sales initiatives.
- Communicate specific product needs to managers to ensure the store is stocked appropriately with in-demand titles and customer requests.
- Recover the selling floor during each shift by gathering and restocking items, straightening bookcases, maintaining tables in the Café, maintaining restroom cleanliness, and performing other store housekeeping tasks.
- Support and promote business development sales and in-store events
- Assist in any area of the store as needed.
- Adhere to all inventory and loss prevention standards.
- Help orient new booksellers, ensuring a smooth acclimation to the store and our bookselling culture.
- Qualifications**
- Passion for selling
- Strong communication skills
- Spend the majority of time on the selling floor, which requires physical activity (i.e., prolonged standing, repetitive bending, lifting, climbing)
- Availability for early mornings, evenings, weekends and holidays to align with store needs

[careers.barnesandnoble.com](http://careers.barnesandnoble.com)

**HELP WANTED**

**Water World to Hire 1000 for 2019 Fun-in-the-Sun Beach Work**

Interested applicants should visit [www.waterworldcolorado.com](http://www.waterworldcolorado.com) for more information on the application process.



**LEGALS**

**LEGALS**



**PUBLIC NOTICE**

**ABQ RIDE**  
City of Albuquerque

Notice is hereby given that ABQ RIDE, the City of Albuquerque Transit Department, has proposed a 6.4% Disadvantaged Business Enterprise (DBE) three-year goal for the period from Federal Fiscal Year 2020 through 2022. This proposed goal and rationale are available for inspection during normal business hours at the principal office of ABQ RIDE at the address below or on our website at [abqride.com](http://abqride.com), and ABQ RIDE will accept comments on the proposed goal through July 20, 2019, 30 days from the date of this notice. Interested persons may submit written comments to Andrew de Garmo, Principal Planner, ABQ RIDE - City of Albuquerque, Alvarado Transportation Center, P.O. Box 1293, 100 1st Street SW, Albuquerque, NM 87103 or to [adegarmo@cabq.gov](mailto:adegarmo@cabq.gov).

**NOTICE TO PERSONS WITH DISABILITIES:** If you require special assistance to participate in this review process, please contact ABQ RIDE; TTY users can use the New Mexico Relay Network at 1-800-659-8331.



Positions for **Ad Sales Executives** are **NOW open.**

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We would like to speak with you.

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Email resume to:

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