Meet the Director of Human Resources

(Press release by Erin Anderson) The City of Hagerstown is pleased to announce Wendy Nussbaum, PHR as the next Director of Human Resources for the City of Hagerstown. Nussbaum has spent 20 years in a range of progressively responsible Human Resources management roles across various industries, and she has significant experience collaborating with executive management to align HR initiatives with corporate objectives. Mayor Bob Bruchey administered her Oath of Office on Tuesday, July 18th at 9:30 a.m. in Council Chamber at City Hall.

“I am very pleased to welcome Wendy Nussbaum to the Senior Leadership team of the City of Hagerstown to serve as our Director of Human Resources,” says City Administrator, Valerie Means. “She brings with her extensive experiences that will greatly benefit the City of Hagerstown’s Human Resource function by helping to align HR initiatives with overall City departmental goals and priorities. Throughout her career she has been responsible for communicating, interpreting and implementing organizational initiatives and HR policies and procedures to all levels of employees.”

Nussbaum comes to the City from the Office of Institutional Equality at Salisbury University where she held the position of Fair Practices Coordinator. She has worked in a diverse professional field, including areas of Information Technology, Telecommunications, Manufacturing, Health Research, and Financial and Media Services. Throughout these areas, she managed multi-function HR teams responsible for staffing, employee relations, benefits, Human Resources Information Systems (HRIS) and administration.

Nussbaum also has experience in establishing human resources processes and procedures for small and large organizations. Her skillset includes facilitating mergers, acquisitions, and HRIS implementations with project management support. She earned a Bachelor of Business Administration Degree in Management and Labor from Cleveland State University and holds a Professional in Human Resources certification.

Please welcome Wendy Nussbaum to our team!
DCED Employee Tour Highlights!

Hosted by Amanda Whitmore, Downtown Coordinator, the Department of Community and Economic Development partnered with Human Resources to give employees across the City a behind-the-scenes look at some of the work they have been doing.

Our first stop was a tour of the BuroBox—a business resource center open to local small businesses and entrepreneurs as a way to network, meet with clients, and grow their businesses. A variety of resources are available to members who pay a fee to have access to the space, including offices, meeting rooms, copy and fax services, etc.

Our second stop was the Engine Room Art Space. We were able to see the variety of art included in the installation at the time, as well as the facilities available to the artists for creating more art and hosting receptions.

Our last stop was one of the Artist Loft apartments available to rent above the Engine Room. These lofts are available to artists who agree to work in the Engine Room as an artist-in-residence. The loft on our tour was pre-furnished in anticipation of HENSE arriving to paint the “mural of unusual size” along the Cultural Trail.

Thank you to everyone who came out for the tour!

Employee Recognition Awards

Created to foster increased recognition across the City, a call for recognition award nominations was sent out in May. In conjunction with National Donut Day on June 1st, several employees across the City were given a “donut award” at the beginning of June to recognize and appreciate their continuous hard work on behalf of their departments and the City. Congratulations to all of our recognition award recipients—We Donut Know What We Would Do Without You!

Kristy Carroll—HPD
Brian Thomas—Parks
Brent Baker—Collections
Andrea Rueckerl—Public Works
Julie Statler—Fire

Penny Martin—Wastewater
Jeff Lear—Accounting
Amanda Whitmore—DCED
Paul Fulk—Planning & Code
Amy Dreisbach—HR

Welcome New Hires!
Douglas Tengler—Accounting & Finance
Jeffrey Karn—Public Works
Donald Hammersla—Parks
Irene Carey—Customer Service
Timothy O’Ney—Parks

*New hires since April 1

Congratulations Retirees!
Dale Poffenberger, Public Works—25 yrs

*Retirements since April 1

Test your knowledge
You receive a call from a citizen who wants to report a traffic signal outage in the City. Where should you transfer the call?

A. Public Works
B. Parks & Recreation
C. Administration
D. IT & Support Services

Answer on Page 3
Valerie Means, City Administrator believes "overall employee wellness must be a top organizational goal...the employees are the number one City asset that will allow us to move forward". The health and wellness of our workforce is important to us, so we offer programs throughout the year for employees to stay fit in every way. Aside from the quarterly challenges, employees can also receive up to $100 reimbursement for participating in approved recreation programs or activities, such as yoga classes, personal training or Weight Watchers. For ideas, log onto:

**City of Hagerstown Recreation:**

**Washington County Parks and Rec:**
https://parksandrec.washco-md.net/wbwsc/webtrac.wsc/wbsplash.html?wbp=1

**Weight Watchers:**
https://www.weightwatchers.com/us/

Contact Susan Delauter at ext. 107 to request your reimbursement or for questions related to the Wellness Programs.

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**Engineering & Parks Employee Tour Highlights!**

For our second employee tour of the year, Human Resources partnered with Engineering & Parks for a tour of the new Cultural Trail. Rodney Tissue, Director of Engineering & Parks, guided 15 employees from the trail head on Antietam Street down to the CSX train tracks at Park Circle.

The group was able to see some of the most notable features along the trail, including the Faces of Hagerstown, the Whimsical Garden, the “mural of unusual size”, and the benches and shade structures installed along the trail to give ample opportunity for rest and reflection. Some members of the group also experienced the interactive elements of the trail in the form of educational videos accessed by scanning a QR code on the trail markers. Thank you to everyone who came out for the tour!

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**Stay Connected through HRconnection.com**

The Human Resources department offers employees and their family members a one stop shop with 24 hour access to policies, benefits, forms, wellness programs, holiday schedules and a variety of resources through HRconnection. By logging onto this website, employees can find detailed information and forms related to their employment with the City of Hagerstown. To sign in, use the following:

**Website:** www.hrconnection.com

**Username:** cityofhagerstown (all lower case)

**Password:** Benefits1 (capital B)

If you can’t find what you are looking for on HRconnection, contact a member of HR for assistance.
Life on the Move

The Cityfit! Program (in partnership with WELCOA) is returning to offer the monthly program that is now called the “Life On the Move” program. We had 182 employees participate in the National 12-week On the Move program and the City team finished in 21st place this year—up one from our 22nd place finish last year!

You can log in at lifeonthemove.welcoa.org and use your prior login ID and password to start the challenges. If you are new to the Challenge, log on and click on “Have a registration code?” Enter cityfit and set up your account. Please stop by the Human Resources Department to pick up a tracker.

There will be a CityFit! award given at the end of September to employees who participate in 3 of the 4 weekly online challenges for August and September. Even employees who don’t walk much can participate!

Each week features new content related to the monthly theme—August is “Beating Burnout” and September is “Habits of a Happy Life!”

Summer Wellness Programs

The City of Hagerstown Employee Wellness Program has been updated for Summer 2017. The updated posters will be placed in various locations throughout the city.

Continuing this quarter is the point system where participating employees can earn points toward various prizes. Eligible activities include the “On The Move” monthly challenges, the City Family Challenge, and viewing Financial Wellness webinars.

New to the Wellness Programs is the Real Appeal program. Free to eligible employees, the Real Appeal program will provide a starter kit that contains resources such as a smoothie blender, aluminum water bottle, food scale, bathroom scale, resistance bands with accompanying exercise videos, and more!

The program also includes personalized, one-on-one weight loss coaching with your very own dedicated transformation coach. Contact Susan Delauter at ext. 107 for more information!

Employee Assistance

The Employee Assistance Program (EAP) is available to all benefits-eligible employees, and it provides more than just confidential counselling. Some of the other services offered by the EAP include:

- Financial planning
- Legal resources
- Child care and elder care arrangements
- Pet care arrangements
- College planning
- And more...

Access the EAP 24/7 by phone or online:

- Call: 800.272.7255
- Online: guidanceresources.com
- City of Hagerstown ID: COM589

Did you know...?

If you witness a crime or incident in the City, you can file a police report online. The crime must meet the following criteria:

- The situation is not an emergency
- The incident occurred within the Hagerstown City Police Department city limits
- There are no known suspects
- The incident did not occur on a state freeway

Find out more at: http://www.hagerstownmd.org/664/Online-Police-Report

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Comprehensive Plan Update

Thanks to the feedback received from the community, the visionHagerstown 2035 Comprehensive Plan is now available as a draft for review. Updates from the 2008 Comprehensive Plan include:

- Addressing the need for revitalization of existing houses and neighborhoods, as well as redevelopment of vacant and underutilized commercial and industrial properties while also planning for new development.
- Making new future land use recommendations that are more consistent with the City and County rezonings, and proposing a realignment of the City’s targeted medium-range growth area to better capture where growth is most likely to occur.
- Incorporating recommendations from the Sustainable Community Plan, the Community’s City Center Plan, and Comprehensive Rezonings to reinforce and unify the vision for the City in the coming years.
- Aligning our plan with Washington County’s updated Comprehensive Plan and addressing areas of mutual interest such as water and wastewater infrastructure, widening I-81 and I-70, and City’s growth and annexation.
- Addressing emerging issues such as environmental sustainability, future parks and open space needs, telecommunications, and alternative transportation (dedicated bike lanes).
- Remaining committed to preserving our historic culture while implementing modern amenities in our community.

Preview the draft plan here: [http://www.hagerstownmd.org/1208/visionHagerstown-2035---Comprehensive-Plan](http://www.hagerstownmd.org/1208/visionHagerstown-2035---Comprehensive-Plan)

Upcoming Events

There is always something to do in Hagerstown! Stay connected through www.hagerstownmd.org under ‘Community Calendar’, or through facebook.com/CityofHagerstown.

Mark your calendars for these upcoming events:

- **August 5th—7:00 p.m.**
  Music by the Lake at City Park Band Shell (Free)

- **August 5th—5:00 p.m.**
  Dive-In Movie at Potterfield Pool featuring Finding Dory (Must pay pool admission fee)

- **August 19th—Starting at 11:30 a.m.**
  5th Annual City Championship Golf Tournament
  Lunch 11:30 a.m.-12:30 p.m.; Shotgun Start 1:00 p.m. ($50 registration fee)

- **September 16th—11:00 a.m.-3:00 p.m.**
  Fall Fest at City Park (Free)