Employees should continue to practice good hygiene by adhering to the following guidelines:

- Wash your hands with soap and water or use hand sanitizer, especially after touching frequently used items or surfaces.
- Avoid touching your face.
• Sneeze or cough into a tissue, or the inside of your elbow.
• Disinfect frequently used items and surfaces as much as possible.
• Employees are asked to inform themselves on the current Public Health Order.

Word of the Day by G. David Myers:

he·gem·o·ny
/haˈjemənē,ˈhejəˌmənē/

noun
1. leadership or dominance, especially by one country or social group over others.

“Putin’s propaganda runs on the premise that even though the United States continues to see itself as a global power, its hegemony in the world is fading.”

Remember When:

Scheduled for this Week:

MONDAY – March 28th
Adam Sanchez – Out

8:00 AM – Monday Mornings w/ the Mayor (Tim & Ron will also join) – 1490 AM

11:00 AM – Mayors’ Council - WebEx

5:00 PM – Parks and Recreation Commission – Council Chambers

**TUESDAY – March 29th**

ALL DAY – Alto and Grindstone Dam Inspections – On Site

11:00 AM – Chapter 54 Steering Committee Meeting – Council Chambers

**WEDNESDAY – March 30th**

9:00 AM – Personnel Policy Meeting – Council Chambers

**THURSDAY – March 31st**

Joe Kasuboski – Out

8:00 AM – Mayor’s Agenda Review – Council Chambers

10:00 AM – Ruidoso Hazard Mitigation – Zoom

1:30 PM – Horton Complex Project Update – Onsite

**Friday – April 1st**

Tim Roberts – Out

8:00 AM – Oath of Offices - Organizational Meeting – Council Chambers

9:00 AM – Personnel Policy Meeting – Council Chambers

5:00 PM – Siren Testing – Ruidoso

**Saturday – April 2nd**

**Sunday – April 3rd**

**Human Resources**

- If you haven’t yet been vaccinated register for your vaccine here: [cvvaccine.nmhealth.org](http://cvvaccine.nmhealth.org).
- Please submit your vaccination cards to HR.
- Please VOTE for Employee of the Quarter and Department of the Quarter for Quarter 1. (January-March). **Votes are due tomorrow!**

If you need assistance HR can help!
Current Posted Positions

**Police Department:**
Patrol Officer Certified and Non-Certified (until filled)
Telecommunications Officer (until filled)
Animal Control Officer (Until Filled)

**Street:**
Street Supervisor

**Water Distribution:**
Water/Wastewater Foreman
Water/Wastewater Maintenance Worker

**Fire Department**
Firefighter
Fire Chief

**Parks**
Temporary Lifeguard
Temporary Cashier
Parks Maintenance Worker

**Water Production**
Compliance Operator
Maintenance Technician

---

**NEW EMPLOYEE SPOTLIGHT:**
Street Department - Heavy Equipment Operator
JIM OSTIC
Jim has lived in Tularosa all his life. He likes to hunt, fish, and hang out with his family. He has been married to his wife Deborah for 39 years.

Ruidoso Convention Center Event Schedule

<table>
<thead>
<tr>
<th>Start</th>
<th>End</th>
<th>Group</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thursday, March 31, 2022</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>7:00 AM</td>
<td>5:00 PM</td>
<td>MCM ELEGANTE</td>
<td>MCM ELEGANTE-APPAREL SHOW</td>
<td>#3 CAMELOT</td>
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Friday, April 01, 2022

<table>
<thead>
<tr>
<th>Start</th>
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<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>9:00 AM</td>
<td>5:00 PM</td>
<td>MCM ELEGANTE</td>
<td>MCM ELEGANTE-APPAREL SHOW</td>
<td>#3 CAMELOT</td>
</tr>
</tbody>
</table>
Here is the link for the radio station request form!!
https://forms.office.com/r/8Ejt4ZSABu

Community Center

The Ruidoso Community Center has had to cancel its Thursday morning breakfast due to it being slow. Staff may start it again once our summer crowd hits. The Friday breakfast is still ongoing and has been busy. Breakfast includes Eggs, Roasted Garlic Potatoes, Ham, Pancakes, Toast, Refried Beans, White Gravy, Coffee and Tea. Breakfast is $2 and everyone in the public is welcome.

The Ruidoso Community Center has had a wall built in the exercise room to be able to place more exercise equipment in the parameter of the area. Black mats have been purchased and placed on the flooring in this area for the weight equipment while providing a safer environment for the public. Fitness equipment has been arriving and is being assembled by Community Center staff as it arrives. The Ruidoso Athletic Club did donate a bench press machine and two cycling bikes to the Community Center so we want to send a huge thank you to Joe Coakley for that. Fitness equipment is available free of charge to the public and donations are accepted.

Mahjong is hosted at the Community Center on Fridays at 1:00pm. The game is a tile-based game (almost look like dominos) that was developed in the 19th century in China and has spread throughout the world since the early 20th century. It is commonly played by four players but anyone that wishes to attend are welcome to join. Bette Berns, who is highly active in the Community Center with Yarn Clubs and Book Clubs, is the teacher for this game. Bette Berns likes to call it American Mahjong. The game has a good following and they are always a very cheery bunch that bring a lot of life to the center. Come learn this game and get involved.
RUEDOSO COMMUNITY CENTER PRESENTS

ART & PAINTING Lessons

LESSONS BY MARIA HAMILTON
CONTACT INFO: 575-937-7826

EVERY TUESDAY
1:00pm-4:00pm

GOUACHE
ACRYLIC
WATERCOLOR
PAINTS
CHARCOAL
GRAPHITE

DONATIONS ARE APPRECIATED
PLEASE BRING YOUR OWN SUPPLIES
LIMITED SUPPLIES ARE AVAILABLE

LOCATION:
501 SUDERTH BRIDGE
RUEDOSO NM 88345
PHONE (575) 537-4545

Thanks to: Presently Inked.com
Ruidoso Community Center Activities

501 Sudderth Dr.
Ruidoso, NM 88345

Home of the Retired and Senior Volunteer Program

Monday - Thursday 8:00am - 4:00pm
Fridays 7:00am - 3:00pm

(575) 257-4565

Enhanced Fitness
Mondays, Wednesdays, and Fridays @ 9:00am

Yarn Club
Mondays 1:00pm - 4:00pm

Clogging for Beginners
Mondays & Wednesdays @ 6:00pm

Coffee & Snacks
Tuesday Mornings 8:30am - 10:30am

People Works Counseling
Tuesdays 9:00am - 12:00pm

Gentle Fitness Class
Tuesdays & Thursdays 9:00am - 10:00am

Duplicate Bridge Games
Tuesdays & Thursdays 1:00pm

Quilters & Stitchers
1st & 3rd Tuesday of Each Month 1:00pm - 4:00pm

Art Lessons
Tuesdays @ 1:00pm

Needle Crafting Group
Tuesdays 9:30 - 11:30 am. For more info call 575-937-5248

Clogging Lessons
Tuesdays & Thursdays 4:00pm - 5:30pm

Table Tennis
Wednesdays & Fridays 10:30am - 12:30am

$1 Luncheon
Wednesdays 11:45am

Humana Bingo & Seminar
3rd Wednesday of Each Month 1:30pm *Prizes for Winners*

Party Bridge Games
Wednesdays & Fridays @ 1:00pm

Hear on Earth Hearing Care
4th Wednesday of each month 10:00 am - 1 pm

Book Club
4th Wednesday of the Month @ 1:30pm

$2 Breakfast
Fridays 8:00am to 9:30am

Gerl-Flex
Thursdays @ 2:45

Dance Lessons
Partner Dance Lessons Thursdays @ 7:00 pm

Mahjong
Fridays @ 1:00pm

Chair Yoga
Fridays @ 1:00pm

DWI School
Sundays 10:00am - 2:00pm

- Popcorn Mondays
- Coffee Available Everyday
- Free Exercise Equipment
- Pool and Ping Pong Tables
- Blood Pressure Checks

For more information, please contact Anthony or Amber at:
AnthonyMontes@ruidoso-nm.gov or AmberWord@ruidoso-nm.gov

Transportation Services are Available: Call Z-Trans @ (575) 439-4971
Cannon Airforce Base training event hosted by SBRA will kick off on Monday March 28th, 2022 at dusk. This event will continue through the week and end on Friday, April 1st, 2022.

Siren Test April 1st@1700hrs
LEPC meeting March 30th@ 1330hrs
Emergency Manager/ Assistant Chief will be attending S-231 Training in Cloudcroft on April 2-3.
Emergency Management will be making a presentation at the Citizens Police Academy March 31 at 7:00pm.

Barbecue / Grilling Safety

In the U.S. over 7000 people are injured annually and over 600 fires and explosions occur while using barbecue grill. Here are some things you can do to avoid and injury or fire while cooking outdoors.

- Do not use charcoal or wood grills during Red Flag advisories.
- Keep your grill away from buildings and make sure it is not under eaves or canopies.
- Clean the grill regularly to prevent grease fires.
- Keep a spray bottle of water nearby to extinguish small flare ups.
- Keep the lid open when lighting the grill to avoid the buildup of gas.
- Monitor the grill regularly while in use.
- Do not grill indoors. Charcoal and gas grills produce deadly carbon monoxide.
- Always keep propane cylinders upright and secured.
- Never use a turkey fryer indoors.

Remember that during dry times of the year, the Village of Ruidoso may have grilling restrictions in place. Call the Ruidoso Fire Department at 257-4116 for current information on grilling.

This message is brought to you by the Ruidoso Fire Department.
The Great American Cleanup 2022
April 24th
Registration starts at 12:30 & the cleanup is from 1:00 - 4:00 PM
At Wingfield Park
Gloves, Vests, Trash bags are provided.
Food & a prize giveaway for volunteers.
Youth/Service Group fundraising opportunity available.
For more information about joining our efforts, please call the Village of Ruidoso Parks department at (575) 257-5030 or email davidtetreault@ruidoso-nm.gov

LIBRARY
Youth Services story time will be Wednesday, March 30, 2022, at 10:30 am. This week’s story is the Lemonade Hurricane by Licia Morelli. The craft will be a calming bottle. The replacement of the carpet and vinyl flooring in Youth Services is scheduled for the week of May 9, 2022. More detailed information will follow the closer we get to installation.
April 4th - Monday Mornings w/ the Mayor (Tim & Ron will also join) @8:00 AM – 1490 AM

April 4th – Team Tourism Meeting @1:00 PM – Convention Center

April 4th – Utility Committee Meeting @3:00 PM – Council Chambers

April 5th – Council Workshop @8:00 AM – Council Chambers

April 5th – Planning Commission Meeting @2:00 PM – Council Chambers

April 6th – Personnel Policy Meeting @9:00 AM – Council Chambers

April 7th – Special Lodger’s Tax Meeting @8:30 AM – Council Chambers

April 7th – Ruidoso Hazard Mitigation @10:00 AM – Zoom

April 7th – DR 1783 Village of Ruidoso Bi-Weekly Call @1:00 PM – Conference Call

April 8th – Personnel Policy Meeting @9:00 AM – Council Chambers

April 11th - Monday Mornings w/ the Mayor (Tim & Ron will also join) @8:00 AM – 1490 AM

April 11th – Keep Ruidoso Beautiful @11:00 AM – Council Chambers

April 11th – AOC Ruidoso Groundbreaking @1:00 PM – Horton Complex

April 12th – Council Meeting @1:00 PM – Council Chambers

April 13th – Personnel Policy Meeting @9:00 AM – Council Chambers

April 13th – JUB Chair Review Meeting @10:00 AM – Council Chambers

April 13th – Cutler Pre-Con @2:00 PM – Council Chambers

April 14th – Capital Projects Meeting @7:00 AM – Council Chambers

April 14th – Director’s Meeting @9:00 AM – Council Chambers
April 14th – Ruidoso Hazard Mitigation @10:00 AM – Zoom

April 14th – Horton Complex Project Update @2:00 PM – Horton Complex

April 15th – Personnel Policy Meeting @9:00 AM – Council Chambers

April 15th – Siren Testing @5:00 PM – Ruidoso

April 18th - Monday Mornings w/ the Mayor (Tim & Ron will also join) @8:00 AM – 1490 AM

April 18th – Team Tourism Meeting @1:00 PM – Convention Center

April 20th – Personnel Policy Meeting @9:00 AM – Council Chambers

April 20th – JUB Meeting @10:00 AM – Council Chambers

April 21st – HUB Monthly Employee Meeting @9:00 AM – Convention Center

April 21st – Ruidoso Hazard Mitigation @10:00 AM – Zoom

April 21st – DR 1783 Village of Ruidoso Bi-Weekly Call @1:00 PM – Conference Call

April 22nd – Personnel Policy Meeting @9:00 AM – Council Chambers

**Employee March Birthdays**

<table>
<thead>
<tr>
<th>Employee Name</th>
<th>Department</th>
<th>Employee Status</th>
<th>Birth Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>BACA, CORENA</td>
<td>502-220 - WATER DISTRIBUTION/SEWER DEPARTMENT</td>
<td>ACTIVE - ACTIVE</td>
<td>03/01</td>
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<tr>
<td>CARR, ROMELIA</td>
<td>101-155 - PARKS AND RECREATION DEPARTMENT</td>
<td>ACTIVE - ACTIVE</td>
<td>03/10</td>
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<tr>
<td>CARRUTH, SETH</td>
<td>101-045 - POLICE ADMINISTRATION DEPARTMENT</td>
<td>ACTIVE - ACTIVE</td>
<td>03/11</td>
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<tr>
<td>CLAREMONT, MARIE</td>
<td>101-155 - PARKS AND RECREATION DEPARTMENT</td>
<td>ACTIVE - ACTIVE</td>
<td>03/02</td>
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<td>COOKE, DICK</td>
<td>522-201 - FORESTRY DEPARTMENT</td>
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<td>03/30</td>
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<td>COUGHLIN, TIMOTHY</td>
<td>101-010 - LEGISLATIVE DEPARTMENT</td>
<td>ACTIVE - ACTIVE</td>
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<tr>
<td>DE LOS SANTOS, BERTHA</td>
<td>101-012 - VILLAGE CLERK DEPARTMENT</td>
<td>ACTIVE - ACTIVE</td>
<td>03/09</td>
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<td>EIKANGER, RANDALL</td>
<td>101-040 - POLICE DEPARTMENT</td>
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<tr>
<td>GREEN, WILLIAM</td>
<td>101-050 - FIRE DEPARTMENT</td>
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<td>KOEHN, RANDY</td>
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<td>LEWIS, LINDA</td>
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<td>LOBAUGH, JEREMIA</td>
<td>522-200 - SOLID WASTE DEPARTMENT</td>
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<td>MENDEZ, SAMANTHA</td>
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<td>03/13</td>
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<td>NAIJA, PAUL</td>
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<td>Nocella, Jeremy</td>
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<td>Perez, Joe</td>
<td>502-220 - WATER DISTRIBUTION/SEWER DEPARTMENT</td>
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<td>03/15</td>
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<td>Powers, William</td>
<td>101-070 - PLANNING AND ZONING DEPARTMENT</td>
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<td>Prudencio, Marchall</td>
<td>216-060 - STREET DEPARTMENT</td>
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<td>Randolph, Patrick</td>
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<td>Rowland, Joel</td>
<td>510-410 - RWWTP DEPARTMENT</td>
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<td>Sena, Ronald</td>
<td>101-015 - ADMINISTRATION DEPARTMENT</td>
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<td>Torres, Sandee</td>
<td>101-020 - MUNICIPAL COURT DEPARTMENT</td>
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<td>Torres, Sandie</td>
<td>101-020 - MUNICIPAL COURT DEPARTMENT</td>
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<td>Voorbach, Justin</td>
<td>502-210 - WATER PRODUCTION DEPARTMENT</td>
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### Employee April Birthdays

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Status</th>
<th>Hire Date</th>
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<tbody>
<tr>
<td>Nelson, Austin</td>
<td>503-170 - Airport Department</td>
<td>Active - Active</td>
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<td>Haynes, Melissa</td>
<td>101-155 - Parks and Recreation</td>
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<td>04/04</td>
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<td>Tucker, Austin</td>
<td>101-050 - Fire Department</td>
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<td>Alvarez, Chrysanti</td>
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<td>Davis, Alec</td>
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<td>Herrera, Bernadene</td>
<td>101-391 - Convention Center</td>
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<td>Haragan, Tracy</td>
<td>502-220 - Water Distribution</td>
<td>Active - Active</td>
<td>04/22</td>
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<td>Aguilar, Lionel</td>
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<td>Reynolds, Jesse</td>
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<td>Kesterson, Kenneth</td>
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<td>Rabourn, Bay</td>
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<td>04/29</td>
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<tr>
<td>Chavez, Charlie</td>
<td>522-200 - Solid Waste Department</td>
<td>Active - Active</td>
<td>04/30</td>
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### Employee March Anniversaries

<table>
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<tr>
<th>Name</th>
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<th>Status</th>
<th>Hire Date</th>
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<tr>
<td>Aguilar, Lionel</td>
<td>502-220 - Water Distribution/Sewer</td>
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<td>03/29/2021</td>
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<td>Carr, Romelia</td>
<td>101-155 - Parks and Recreation</td>
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<td>03/20/2021</td>
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<td>Carruth, Seth</td>
<td>101-045 - Police Administration</td>
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<td>03/30/2020</td>
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<td>Castillo, Amanda</td>
<td>101-100 - Library Department</td>
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<td>03/14/2019</td>
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<td>Chavez, Victoria</td>
<td>502-209 - Water Billing Department</td>
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<td>03/15/2005</td>
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<td>Cornelius, John</td>
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<td>03/10/2014</td>
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<td>Coughlin, Timothy</td>
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<td>Crawford, Lynn</td>
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<td>03/12/2012</td>
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<td>Davidson, Cass</td>
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<td>03/21/2019</td>
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<td>Denney, David</td>
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<td>03/12/2017</td>
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<td>Eby, Joseph</td>
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<td>03/12/2012</td>
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<td>Herrera, William</td>
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<td>03/09/2015</td>
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<td>Jackson, Gary</td>
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<td>03/15/2017</td>
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<td>Lobauh, Jeremiah</td>
<td>522-200 - Solid Waste Department</td>
<td>Active - Active</td>
<td>03/08/2021</td>
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<td>Lopez, Jesus</td>
<td>510-410 - RWWT Department</td>
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<td>03/07/2017</td>
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<td>Owen, Justin</td>
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<td>03/02/2020</td>
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<td>Peso, Cash</td>
<td>510-410 - RWWT Department</td>
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<td>03/08/2016</td>
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<td>101-070 - Planning and Zoning</td>
<td>Active - Active</td>
<td>03/18/2013</td>
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<td>Salas, Rafael</td>
<td>101-010 - Legislative Department</td>
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<td>03/08/2020</td>
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<td>Salazar, Daniel</td>
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<td>03/08/2021</td>
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<td>Sick Leave Bank, Ruidoso</td>
<td>101-010 - Legislative Department</td>
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<td>03/13/2020</td>
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<td>Word, Amber</td>
<td>219-091 - RSVP Department</td>
<td>Active - Active</td>
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### Employee April Anniversaries
ICMA supports all service members and values their passion to serve their communities and the military. Understand the difference between Reservists and National Guard personnel who serve in local government, and why both add value to your community.

As the weekend approaches, your direct report reminds you that he’ll be out of pocket for the next two weeks at annual training with the National Guard. Or was it the Reserves? Is there a difference? Either way, you’re now short a valued team member for two whole weeks. What are these veterans in local government doing while they’re gone?

The National Guard and Reserve components form a critical portion of the U.S. military. Most personnel wear the uniform part-time—usually a minimum of “one weekend a month, two weeks a year”—and have nonmilitary, full-time professions. Many serve in local governments across a variety of roles, from entry-level positions to city managers.

However, what these valued team members do while on military duty is often an enigma. To start, it helps to clarify the difference between the Reserves and National Guard:

Reserves

- 100% federal.
- All armed services have a Reserve component, except the Space Force (so far).
- Primary focus on supporting the active-duty service components.
- May be activated for major domestic emergencies (i.e., major hurricanes, COVID, etc.) or international events (i.e., conflict, humanitarian response, etc.).
National Guard

- Commanded by the governor unless directly federalized by the president of the United States.
- Only Army and Air Force have aligned National Guard entities.
- Dual-mission focus—supports state operations and federal missions.
- May be activated by the governor for local emergencies or events (i.e., storms, local pandemic relief, mass-spectator events, etc.) and the president for nationwide or international support.

What Employees Do While Training or Activated

Despite differences in how their units are utilized, Reservists and National Guard personnel all train throughout the year to ensure proficiency in their military occupations. These training periods vary by job and unit, but generally occur during:

- Monthly training over the weekend.
- An annual training period that usually takes place over the course of a few weeks.
- Occasional exercises, technical training, or professional military education.

Training will vary based on an individual’s occupational responsibilities. These skills might include welding, field medicine, flying aircraft, project management, and many other functional areas. Regardless of their military profession, your Reservist or Guard personnel will also receive training in:

- Teamwork.
- Management.
- Leadership Concepts.
- Critical Thinking.

These opportunities may occur on-the-job or in formal training settings in person or online. I can attest from personal experience that some employees are taking professional military education courses after completing a workday in service of your community.

Additionally, Guard or Reserve service members may be activated for a variety of real-world missions that their unit supports. No matter the scenario, they will be working in high-stress environments and with a diverse group of peers, fortifying skills and creating lifelong personal connections.

Actively Serving Veterans Add Value to Local Government

Like the rest of the veteran population in local government, your actively serving Guard members and Reservists bring their experiences from the military to your community. The only difference is that these employees—at the cost of time spent away from their full-time job—continue to build upon the unique benefits that uniformed service provides.

While your employee is serving in uniform, the Uniformed Services Employment and Reemployment Rights Act (USERRA) provides protection from discrimination or retaliation related to his or her military obligation, as well as provisions for reemployment, retention of seniority, and other benefits. In addition, many states and local governments have enacted laws or policies that provide additional benefits to staff in the Reserves or National Guard, including paid time off for military service. If you haven’t done so recently, take the time to review your community’s policy for such benefits.

The time away from your community is an investment in both the employee and the skills he or she brings to the table day-to-day. Through my own experience as a member of the Air National Guard, I’ve been lucky to see this prove true for staff who:
• Hone their ability to think creatively and act with confidence in challenging environments. One of the personnel I supervised as an Air Guard officer (while serving full time in local government) was a public safety professional for a county government. She credited her training and experience in the Guard with improving skills necessary to succeed in the high intensity settings she navigates in service of her community.

• Grow as leaders and managers in uniformed service while sharpening their skills in local government. After five years of active-duty military service, I transferred to the Air National Guard and joined local government full time. I needed to learn the ropes of my new profession before taking on management responsibilities but was able to serve in a command position with my Guard unit. This opportunity allowed me to continue growing as a supervisor and left me better prepared to take a management position in my current community.

• Gain new perspectives to how other government entities, communities, or the private sector do business through professional networks, training, or missions. While activated in support of a state emergency management agency early in the pandemic, I served with an Army National Guard member who was a full-time school district employee. After our activation, he returned to his district better equipped to support continued pandemic response, as well as future emergencies because of his knowledge of state practices.

The next time your employee leaves for a week of training, gets called up to support a weather event, or is activated to aid a foreign ally, it’s worth remembering that—while she will be missed—she’ll return to your community with new skills and perspectives.

“Chop your own wood and it will warm you twice.” — Henry Ford