

# 

## EMPLOYEE NEWSLETTER

### Upcoming Events

**DEC 10** **Hanukkah (Chanukah) Begins**  
 Thursday, December 10th

**DEC 11** **Christmas Mother Donation Deadline**  
 Friday, December 11th

**DEC 24** **Christmas Eve [Closed]**  
 Thursday, December 24th

- Welcome to the County!
- Retirees
- Achievements
- Printable PDF

### Tweets by @HenricoHR

 **Henrico HR**  
 @HenricoHR  
 #HenricoJobs Strategic Workforce Equity Coordinator  
 Closes 11/30  
 develop & implement programs, initiatives & policies to promote inclusive & equitable employee recruitment, development & retention, & engagement Countywide bit.ly/36RN72  
 #ApplyHenrico #DEI #diversity



Nov 20, 2020

 **Henrico HR**  
 @HenricoHR  
 #HenricoJobs Chief of Staff (Police Lieutenant Colonel)  
 Closes 11/16  
 Assists the Chief of Police in planning and directing the activities of the Police Division in law enforcement, crime prevention and the protection of life and property @HenricoPolice bit.ly/3kdc1R



Embed

View on Twitter

### Making a Comeback

December 1, 2020

It happens to so many adults, and likely, it has happened to you: You start working out. You push your...

Read More



### Announcements

The Christmas Mother has seen a 14% increase in applications from 2019, totaling 1,668 Henrico families needing services in 2020. If you and your department would like to make a monetary donation, the **Christmas Mother will be accepting donations through Friday, December 11**. A presentation to the Christmas Mother will be made at the Tuesday, December 15 Board of Supervisors meeting. If you have any questions, please contact Tanya Harding, who is serving as our General Government Christmas Mother, at 501-4436 or [har66@henrico.us](mailto:har66@henrico.us).

Many of us know about holidays like Thanksgiving and Christmas, but have you ever wondered about other holidays that are observed throughout the year? To find out more, we invite you to explore the [Holidays and Celebrations](#) page to learn about the histories, cultures, and traditions behind these occasions.

It's not too late! If you have not submitted your Summer Intern request to Debbie Lumpkin, Internship Program Coordinator, please do so by **December 31**. She can be contacted at 804-501-7206 or [lum@henrico.us](mailto:lum@henrico.us).

Starting January 1, iRecruitment will have a new look. Be on the lookout for more details coming soon!

### December Articles



#### Staying Connected with Loved Ones During the Holidays

2020 has certainly been a year for the history books! We have all felt the effects of the pandemic along



#### Making a Comeback

It happens to so many adults, and likely, it has happened to you: You start working out. You push your



## Holiday Photos at Home

The holidays are a magical time of year. (As you can see by the smiles on the faces of these

## Welcome to the County!

Name	Department
Andrews, Taylor Marie	Sheriff's Office
Atkins, Mark E	Public Utilities
Bayne, Tyriek Rashad	Public Utilities
Brown, Jasmine Charese	Commonwealth's Attorney
Campbell, Kailyn Marie	Finance
Campbell, Xavier Lamar	Public Utilities
Childrey, Ryan	General Services
Clevert, Douglas W Jr	Fire
Coleman, Cholon Alnita	Police
Cook, Christopher J	MH/DS
Crosby, Tasheem	Community Revitalization
Delgado, Milton Augusto	Sheriff's Office
Edwards, Ora John	Public Works
Farcosky, Andrew	Community Revitalization
Griffin, Jasmine Kiosha	MH/DS
Guiliano, Jennifer Louise	Commonwealth's Attorney
Horning, Anya	Social Services
Hughes, Jason E	Finance
Jackson, Neal Joseph	General Services
Marrow, Jeremiah	Public Utilities
Martinez, Luis	General Services
Mitchell, Bruce W	Finance
Noble, Laurie Jones	Real Property
Robinson, Dequan M.	Public Utilities
Robinson, James Arthur Jr.	Public Utilities
Ross, Nikisha Darchelle	Public Utilities
Russell, Micheal	Public Utilities
Russett, Jeffrey C	Sheriff's Office
Sheets, Michael	Public Works
Troublefield, Rashad	Public Utilities

## Retirees

Name	Department
Burns, Hillary	Library
Hawkins, Michael	Recreation
Johnson, Michelle	Police
Wade, Robin	Sheriff's Office





### PAST NEWSLETTERS

December 2020

November 2020

October 2020

September 2020

August 2020

July 2020

June 2020

May 2020

April 2020

March 2020

February 2020

January 2020



# Staying Connected with Loved Ones During the Holidays

December 2020 [Edit](#)

by Sara Morris, Advocate for the Aging, Department of Human Resources



2020 has certainly been a year for the history books! We have all felt the effects of the pandemic along with many other challenges faced this year. One segment of the population who has certainly felt the effects is our older adults. The holidays can bring about some additional challenges for them.

1 in 5 older adults has reported feeling socially isolated or lonely throughout their older adulthood. One study has reported that the number has doubled since the start of the COVID-19. The Holiday exacerbates feelings of loneliness and isolation as many older adults cannot celebrate with their families or friends due to physical limitations or their financial situation. The holidays are also a time to reminisce on family traditions, loved ones who are no longer with us, and activities once enjoyed.

## What do I do if my loved one is feeling lonely?

If I had to name a theme for 2020 and the COVID-19 pandemic it would be technology! While technology has been a great tool for many of us during this time, it can be a source of frustration and confusion for some of our older adults. The next time you reach out to your loved ones, ask them how they would prefer to chat. Do they prefer video calls, telephone calls, or just a quick text message?

If your loved one is more chatty than usual or makes comments like "I just enjoy talking with people," they may be a great candidate for a telephone reassurance program. Telephone reassurance programs are brief, friendly phone calls made by volunteers. I like to think of it as a "Phone Pal" program. Henrico County's EngAGE initiative has *EngAGEing Conversations: Telephone Reassurance Program* which has connected older adults with volunteers either on a one-on-one basis or by contacting individuals up to 3 days a week by a rotating group of volunteers. However, if your loved one does not live in the county searching "Telephone Reassurance Programs" can be a great place to start!

## Noticing Things Around the Dinner Table

Holidays are a notorious time for families to notice changes in their loved ones. If we are not able to see our loved ones frequently, family gatherings are a great time to notice changes in memory, mobility, and personal hygiene. Is your loved one having trouble getting around the house? Are they having a hard time remembering their famous holiday recipe? These are all things to note when visiting our loved ones.

## 10 Warning Signs of Alzheimer's

If your loved one is experiencing issues with memory, it may be subtle. When my Grandmother's Alzheimer's disease became very apparent, my entire family started thinking back and realizing how well my grandmother had been able to compensate for her illness over the years. Here are ten signs to look out for this season:

1. **Memory loss:** especially newly learned information. Information from the past can be recited with precision at this point, but new information will be hard to retain. This is the most common early signs of dementia.
2. **Difficulty performing familiar tasks:** Individuals with dementia may have difficulty planning and completing everyday tasks, especially those with multiple steps.
3. **Problems with Language:** Individuals with dementia may have a hard time naming specific items and will often substitute names like "toothbrush" with "the thing that cleans my teeth."
4. **Disorientation of Time and Place:** Individuals with dementia have a hard time navigating time and place and can easily get turned around in their own neighborhood.



## PAST NEWSLETTERS

December 2020

November 2020

October 2020

September 2020

August 2020

July 2020

June 2020

May 2020

April 2020

March 2020

February 2020

January 2020

December 2019

November 2019

October 2019

September 2019

August 2019

July 2019

June 2019

May 2019

April 2019

March 2019

February 2019

January 2019

December 2018

November 2018

October 2018

September 2018



5. **Poor or Decreased Judgement:** Individuals with dementia may make decisions that make your scratch your head like wearing a heavy jacket in the middle of summer or give away large sums of money.
6. **Trouble Understanding Spatial Relationships:** Individuals with dementia may have difficulty balancing or trouble reading. Dementia can affect your vision and judging distance.
7. **Withdrawal from Work or Social Activities:** Individuals with dementia may experience changes in the ability to hold or follow a conversation. They may have begun to withdraw from their favorite hobbies, social activities, etc.
8. **Changes in Mood and Personality:** Individuals with dementia may experience mood or personality changes. They can become confused, suspicious, depressed, fearful, or anxious. Becoming easily upset with things outside of their comfort zone may be a sign.
9. **Misplacing things and Losing Ability to Retrace Steps:** Individuals with dementia may put things in unusual places or lose things and be unable to retrace their steps. They may accuse others of stealing as the disease progresses.
10. **Challenges in Planning or Solving Problems:** Some individuals with dementia may have trouble following through with independent living tasks such as keeping track of monthly expenses or following a familiar recipe.

#### Where Can I Find Resources to Help My Loved One?

Discovering changes in your loved one can be unsettling, but there are organizations to help!

If your loved one is experiencing Memory-Related Issues, contact the Alzheimer's Association. They have chapters across the nation. Call their 24/7 hotline at 800-272-3900.

If you are not sure what resources exist in your loved one's area, then contact their local Area Agency on Aging. Each region is served by an Area Agency on Aging. In the Richmond area, that organization is Senior Connections who can be reached at 804-343-3000. If your loved one is outside of the Richmond area, you can search for their Agency on Aging using the Eldercare Locator tool: [https://eldercare.acl.gov/Public/About/Aging\\_Network/AAA.aspx](https://eldercare.acl.gov/Public/About/Aging_Network/AAA.aspx)

Lastly, as a Henrico County Employee, if you have any questions, concerns, or need information on how to best proceed for your loved one, contact Sara Morris, Advocate for the Aging at 804-501-5065 or [mor141@henrico.us](mailto:mor141@henrico.us). The Advocate for the Aging assist older residents and their families and assists employees in navigating senior services.

Source: <https://health.usnews.com/health-care/for-better/articles/2018-12-10/depression-in-seniors-why-the-holidays-can-be-hard>

Source: [https://www.alz.org/alzheimers-dementia/10\\_signs](https://www.alz.org/alzheimers-dementia/10_signs)

August 2018

July 2018

May 2018

## Making a Comeback

December 2020 [Edit](#)

by Liz Stovall, Fitness & Wellness Division Manager, Department of Human Resources



It happens to so many adults, and likely, it has happened to you: You start working out. You push your body and start dreaming about six-pack abs and smaller clothing sizes. Suddenly, you see possibilities you never had the courage to dream about. Then WHAM! Something stops you right in your tracks. You get hurt. You get busy. You get tired or burned out. And suddenly the gains in fitness, weight loss and confidence disappear as quickly as they materialized.

So how do you get moving again after being sidelined? The strategies below will help you get going.



Search...



#### PAST NEWSLETTERS

December 2020

November 2020

October 2020

September 2020

August 2020

July 2020

June 2020

May 2020

**Get some perspective.** Do you know what happens in your body when you stop working out? There's a decrease in blood volume and mitochondria (the powerplants in our cells), and your lactate threshold falls. In general, the longer you've been training, the more quickly you'll be able to get back into it after a layoff. In other words, someone who has been working out consistently for 10 years, then has a layoff for a year, will have an easier time of returning to work outs than someone who has been physically active for only a year, then off for a year. Why is that? The longer your exercise history, the bigger the foundation in aerobic strength. You will have built up a much higher level of mitochondria to produce energy, more red blood cells to deliver oxygen to exercising muscles, and more metabolic enzymes than someone who just started working out. Yes, your level of fitness decreases during a layoff, but it won't drop as low as if you had zero fitness history.

**Slow and Steady wins the race.** Another consequence of taking an extended break from working out is losing conditioning in your muscles, tendons, ligaments and connective tissue. It's difficult to assess how much conditioning you lose or how quickly you lose it, but it's the weakness in the musculoskeletal system that causes so many people to get injured when they return to working out. This is why a slow and steady exercise plan allowing rest and recovery days are so important.

**Walk before you run.** Before jumping into a high intensity workout, you should be able to walk for at least 45 minutes (without pain if returning from an injury). Walking conditions soft tissues (muscles, tendons, ligaments, fascia and connective tissue), preparing them for more rigorous demands of jogging and running, for example.

**Start where you are.** Don't pick up where you left off, or at a weekly workout schedule that you had in the past. Too many times the desire for quick fitness results creates a situation where the individual is doing more than they ought to too soon after injury, and they end up sidelined even longer.

**Don't over medicate.** Over-the-counter painkillers might make you feel better in the short term, but they can mask pain that tells you that you should stop. And for some, they can lead to gastric distress. If you can't run through pain, don't run. Walk or rest instead.

**Cross-train.** Working out every day will help speed up improvements in your cardiovascular fitness, but that doesn't mean do the same workout each and every day. Add 2 or 3 days of cross-training to your routine. There are so many modes of exercise – cycling, rowing, swimming, using an elliptical trainer – that don't worsen a previous injury. Also, Yoga, Pilates, weight training and core exercises can help you get stronger.

#### The Takeaway

**Practice Patience:** Rushing back to the routine you maintained before your setback is a surefire way to cause an injury.

**Mix it up.** Cross-train with other forms of exercise that work other parts of your body and still give a good cardiovascular workout.

**Be safe, not sorry.** As difficult as it can be to rest when you'd rather workout, remember that the conservative approach you take now will yield many happy and productive workouts down the road.

📅 April 2020

📅 March 2020

📅 February 2020

📅 January 2020

📅 December 2019

📅 November 2019

📅 October 2019

📅 September 2019

📅 August 2019

📅 July 2019

📅 June 2019

📅 May 2019

📅 April 2019

📅 March 2019

📅 February 2019

📅 January 2019

📅 December 2018

📅 November 2018

📅 October 2018

📅 September 2018

📅 August 2018

📅 July 2018

# Holiday Photos at Home

December 2020 [Edit](#)

by Christy Nealey, Marketing and Technology Specialist, Department of Human Resources



The holidays are a magical time of year. (As you can see by the smiles on the faces of these County leaders in the above pictures taken a few years ago.)

This year, the festivities are looking a little different: family members may not be able to travel, social distancing has limited store hours, and the big guy himself is limiting his appearances around town. Don't worry! That doesn't mean you have to skip out on holiday photos; you just have to get a little more creative. Here are some tips for taking a card-worthy photo at home:

1. Use your phone's built-in grid lines to line up and balance each photo
2. Focus on one subject and make sure the subject takes up about a third of the frame
3. Don't be afraid of negative space (that's the area around and between subjects)
4. Use props if you want to
5. Think about leading lines – any angle that points toward the subject, which draws the eye to the right part of the photo
6. Don't zoom in; move the phone closer if you need to
7. Use your device's timer feature
8. Candid photos are GREAT options
9. Free photo editing apps like Google's Snapseed, Adobe Lightroom, and Photoshop Express work wonders
10. Have fun with it

**Can you guess who the three County leaders are in the cover photo? Email your answers to Christy Nealey (nea010@henrico.us) by December 15 to be entered into a drawing for a fun prize!**

county connection



Search...



## PAST NEWSLETTERS

December 2020

November 2020

October 2020

September 2020

August 2020

July 2020

June 2020

May 2020

April 2020

March 2020

February 2020

January 2020

December 2019

November 2019

October 2019

September 2019

August 2019

July 2019

June 2019

May 2019

April 2019