

HENRICO COUNTY CONNECTION

EMPLOYEE NEWSLETTER

Upcoming Events

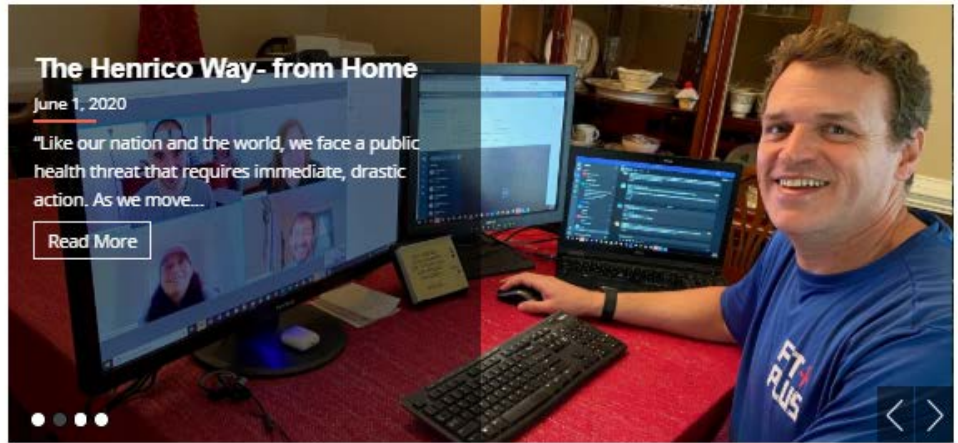
JUN 21 **Happy Father's Day**
Sunday, June 21st

The Henrico Way- from Home

June 1, 2020

"Like our nation and the world, we face a public health threat that requires immediate, drastic action. As we move..."

[Read More](#)



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

Announcements

As the County begins to transition and reopen its doors, your health and safety is very important to us. We have created a [Transitioning Forward](#) site that covers a variety of topics like Personal Protection Equipment (PPE), social distancing, wellness and screenings, teleworking, signage, Frequently Asked Questions (FAQs), and a Transition Channel to show you some of the physical changes happening across the County. This is a great one stop place that provides important information and best practices for you, our employees, to know as we transition forward and how we are creating a safe working environment for our employees and for those we serve. Information on this site will be growing and changing as we move forward so check back often! If you have specific questions about how your department will be transitioning forward, please reach out to your immediate supervisor.

Check out [OLT's YouTube channel](#) with more short clips on topics like [what we can influence during this crisis](#) and [what's out of our control](#), how to [manage remote teams](#) while communicating effectively, and two topics to help us with ongoing worry and stress: [Overcoming Overthinking](#) and [MBTI & Stress](#). Please subscribe, like the videos, and check back often – additional content is continually being added to support you!

** June County Connection Trivia **

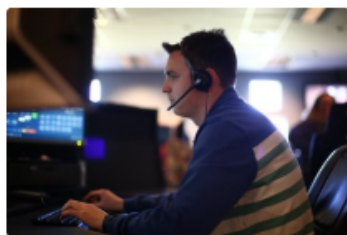
In the May County Connection, Joshua Gaskins discussed the importance of Intuitive eating and the ability of staying tuned in to your body's natural hunger and fullness cues. What is one of the many benefits associated with this tactic, mentioned in the article? Email [Christy Nealey](#) with a correct answer and you could be the next County Connection Trivia Winner! Visit the [May 2020 County Connection](#) to review the article.

Tweets by @HenricoHR

Henrico HR Retweeted

Henrico Police
@HenricoPolice

Virtual Event Alert 📢 tomorrow from 12:30 PM to 1:30 PM we'll be discussing the process of becoming a 911 dispatcher. We'll discuss salary, benefits, career development and much more. To register email police.recruiting@henrico.us.

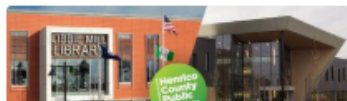


May 19, 2020

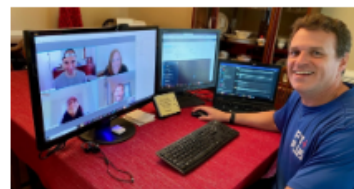
Henrico HR Retweeted

Henrico Library
@HenricoLibrary

Contactless curbside pickup of books and other physical items placed on hold will be available at Libbie Mill and Fairfield library, beginning Monday, May 11. Learn more: bit.ly/3dvolaW



June Articles



Embed

View on Twitter

Got a lot of work? Get a student!

Has the COVID-19 pandemic created new projects on top of your normal work duties? With a larger to-do list on [Read more](#)



Community & Parks: A Breath of Fresh Air

A study by Penn State University showed significant correlations between reduced stress, lowered blood pressure, and perceived physical health to [Read more](#)

The Henrico Way- from Home

"Like our nation and the world, we face a public health threat that requires immediate, drastic action. As we move [Read more](#)



Health Trip Words of Wisdom

Do Not Ignore Your Diet One of the most common mistakes I have seen people make when they start exercising [Read more](#)

Welcome to the County!

Name

Adkins, Joshua T
Clifton, Caitlyn Lara
Crews, Ashley Ranee
Kidd, Kaleb M
Marks, Sabrina M
Smith, Tiffany Lynn
Thomas, Jasmine Amanda

[Edit](#)

Department

Community Corrections
Social Services
Commonwealth Attorney/s
Sheriff's Office
Sheriff's Office
Community Corrections
Sheriff's Office



Search...



PAST NEWSLETTERS

Retirees

Name

Cosby, Richard
Stokes, Dale
Eddleton, Alan
Edwards, Shirley
Gemmell, Sherry
Karnes, John
Lerch, Russell
Nuckols, Marie
Ray, Sylvia
Smith, Anthony
Young, Sandra

Department

Police
Public Utilities
General Services
Information Technology
Community Revitalization
Community Revitalization
Public Utilities
Information Technology
Planning
Fire
Social Services

[Edit](#)



PAST NEWSLETTERS

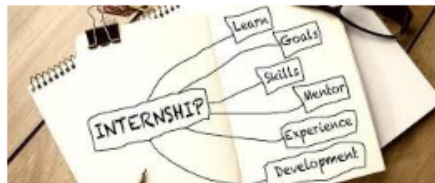
June 2020

May 2020

Got a lot of work? Get a student!

June 2020 [Edit](#)

by Debbie Lumpkin, Internship Program Coordinator, Department of Human Resources



Has the COVID-19 pandemic created new projects on top of your normal work duties? With a larger to-do list on your plate, please consider hiring for a credit.

Interns may be able to assist you with documenting changes within your department, creating manuals, making updates and marketing materials, and more. We can advertise your opportunities to new candidates, or you can select from a great pool of current summer intern applicants from a variety of college programs. Many students are eager for summer opportunities to satisfy academic requirements, grow their skills and build their professional network. It is a win-win!

If you do not have a need for a summer intern, there are opportunities in the Fall semester as well. Requests for Fall interns are due by June 30.

To collaborate on ways you can use and/or hire an intern to join your team, contact Debbie Lumpkin, Internship Program Coordinator at 501-7206 or lum@henrico.us.

county connection

internships



PAST NEWSLETTERS

June 2020

May 2020

April 2020

March 2020

February 2020

January 2020

December 2019

November 2019

The Henrico Way- from Home

June 2020 [Edit](#)

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



"Like our nation and the world, we face a public health threat that requires immediate, drastic action. As we move forward, please take care of your coworkers, your families and yourself. We will get through this."

These were the last lines of County Manager John Vithoulkas' announcement to reduce operations as of Tuesday, March 17 due to the COVID-19 pandemic. He challenged us to come together (virtually) and uphold our commitment to the Henrico Way. Two and a half months later, our community is starting to see the easing of restrictions, but many of us are still working from home or in a more flexible capacity. Some employees have found the transition seamless while others have had to work much harder to adjust. With thousands of employees, in numerous departments that hold a variety of positions, it is impossible for this situation to look the same for everyone, but together we are One Henrico. Here is a look at how some employees have spent their last few months:

1. How has your job or role changed since the "Stay at Home Order" began?

"It has not changed a lot. With the use of today's technology, I am capable of doing my job offsite with little or no issues. Our Department uses Microsoft Teams and Webex to hold meetings with internal and external customers. Our customers have appreciated our responsiveness and business as usual during this time." -Danielle Bazemore, Senior Controller, Department of Public Works

"There's probably been more management and guidance of the current situation, and virtual reassurance than before." - Bentley Chan, Acting Director, Department of Public Utilities

"My role has changed drastically... A couple years ago, I started supporting Cisco Webex. I had a few people inquire about it, the usage and meeting minutes were both low. Then COVID-19 and the "Stay at Home Order" happened, and Cisco Webex usage has skyrocketed. Within the first 2 weeks, the County saw a 3755% increase in usage and 3309% increase in participants. The meeting minutes have increased from a few thousand to over 308,306 per month. My team has worked with so many departments and committees to create meetings, events and training, including the County Manager's Office, Finance, Board of Supervisors, Planning Commission, CRWP Board Meetings, community meetings, Fitness and Wellness, and Fire Training, each with their own unique requirements. My team even worked with the Commonwealth Attorney's Office and the Virginia Supreme Court to start holding preliminary hearings and bond hearings via Webex in the Henrico County General District Court." -Kenny Mitchell, Senior System Developer, Department of Information Technology (IT)

"I have honestly been busier at home than when I am in the office. The outbreak of COVID has honestly not slowed down the development community much at all. It has created more questions on processes needing answers quickly. I have found myself working with our house IT person to come up with ways for our groups to communicate and stay in touch with each other such as Microsoft Teams. We have had some internal issues with routing of plans or phone calls at times which are bigger when everyone is working remotely so jumping on those and spending time to get them resolved." -



Search...



PAST NEWSLETTERS

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

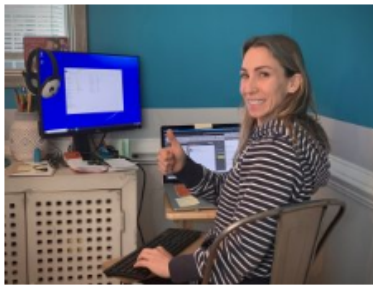
November 2018

October 2018

September 2018

August 2018

July 2018



"Since my role is technology and support, the job itself has not changed, but some of the tasks have, as well as the urgency at times. I was able to get our department up and running remotely within the first two weeks and I was able to configure applications and equipment so I could offer seamless support remotely. This was a huge change in workflow. Remote support of remote operations can be a bit tricky and I have had to think outside of the box to resolve issues." -Laura Siewert, Department of Public Relations Media Services

2. How have you adapted to the changes?

"Physically, I've pretty much moved my office cubicle to my dining room table. I have a nice setup using my large monitor and port replicator from work along with a 19" monitor, wireless keyboard, and wireless mouse I had at home. The only thing missing is my nice office chair. Mentally, I feel like I have been so busy I hardly have time to take a break. Many days I find my calendar full of Webex appointments. When the reminder pops up, instead of walking or driving to a meeting, I see everyone involved in a 'Brady Bunch' grid view working from their dining room, kitchen, bedroom, etc." -Kenny Mitchell

"I brought home extra computer equipment to create a home office in a corner of my dining room. I have been using WebEx and my cell phone to communicate as opposed to walking down the hallway. I do not go anywhere without my work cell as it is more difficult to anticipate needs when I am not in the office with a general idea of what people are working on." -Laura Siewert

"Change for me is a constant so you really have to just go with the flow and adapt, improvise and overcome. It is challenging in that my wife also works for the County, so we have had to create separate workstations for each other to make sure we are not interfering in the other's job. The outbreak is showing we have to be able to work wherever we are so the days of desktop computers may need to be replaced with laptops for associates. I have enjoyed the challenge of trying to figure out how to make something work or how to create a new way to do a process we have." -Michael McMillion

"By being more flexible and understanding of the nature of the situation and environment that we're in. I've found that the community and reliance on each other during these times have helped immensely in keeping everything and each other going." -Bentley Chan

3. What has been the biggest challenge for you, your team, and/or your department?

"My biggest challenge has been taking the time to get up and stretch. I find myself sitting down to work at 8:00am. The next thing I know, the entire day has blown by. I quickly realized I was sitting way too much. I got a little better when Fitness and Wellness started hosting M/W/F workouts using Webex. From an IT perspective, the biggest challenge was going from a few people using the VPN connection to well over 1,000 connections. Some upgrades and licenses had to be purchased for the County to continue working. IT was also involved in distributing loaner laptops to users across the enterprise to support telework, bringing up multiple call centers, and creating new sites and apps in a very short period of time." -Kenny Mitchell

"For me, the biggest challenge has definitely been keeping my two kids on task with schoolwork, cooking meals and still providing the immediate support some issues require. As a department it seemed our biggest challenge came in those first two weeks while everyone was working through frustrations of the remote process. I updated and repurposed laptops and other computer equipment for coworkers to take home so there was a learning curve with that as well. Fortunately, we were able to create a reliable and comfortable new normal and not get behind on work. I am very appreciative for my department's willingness to utilize the remote process, new equipment and new applications!" -Laura Siewert

"By far the biggest challenge was when the outbreak started. The office workers in my department are not set up to work from home. We had to work with our in-house IT person and figure out how we can do our daily jobs as our customers need our assistance daily. Since then we are adapting to the ever-changing environment." -Michael McMillion

"For us, it has been about keeping personal connections and relationships going without seeing each other in person. Before, it was very easy to walk down the hallway to talk with someone, and now you have to be very deliberate about seeing people virtually on Teams or Webex; to keep those interpersonal connections strong." -Bentley Chan

4. What have you found positive about the experience or hope to continue in the future?

"While I have missed the daily in person interaction with coworkers, I have enjoyed not having to physically commute for almost an hour to the office." -Danielle Bazemore

"I may never come back to work ...just kidding! I miss the human aspect of being in the office. I really enjoy seeing people use the tools IT provides. We have had a significant increase in our collaboration tools specifically. To me, it is very rewarding when I teach someone how these tools work and they think of ways to expand the use in their department. They



have really enjoyed their time and greatly appreciate the patience I have shown them. Collaboration has been essential during this time and I think everyone, even those in IT, have realized how important it is." -Kenny Mitchell

"I have loved having extra time at home with my kids! It is a bit overwhelming at times, but the comic relief is always right on time. It is refreshing to participate in video or phone calls from my patio on pleasant days. The change in location is nice for a brain and creativity boost. Our infrastructure is now set up to allow easier remote support of systems not previously set up for that. And the technology skills and random things we all learned through this process will stick with us even after we are back in the office." -Laura Siewert

"While I would not want to do it every day, the ability to work from home has been nice. I think whenever we begin our new normal it would be beneficial to be able to work from home once a week especially since my office is showing we can still meet our goals and customer demands. I think the addition of a Microsoft Teams group for my staff will be something we will continue. It allows everyone to be connected all day." -Michael McMillion

"Beyond the much, much shorter commute and relaxed dress code, it's been enjoyable and positive to see others in their non-work environments and to be able to take the time to ask others about things in the background during video calls. We have found even more humor in jokes, virtual backgrounds, families, and pets. I think it has deepened all of our relationships past that of just work. We will continue to replace conference calls with video calls." -Bentley Chan

5. Is there anything else you would like to add?

"I am pleased with the way Henrico County handled the COVID-19 outbreak and the 'Stay at Home Order'. As an employee I feel confident in my job stability and as a resident I feel well informed." -Laura Siewert



"We talk a lot about resiliency and the ability to continue and bounce back from uncertain and difficult situations. It's important for all of us to rely on each other and be able to rest, relax, and recharge to make our way through this." -Bentley Chan

As you can see, some roles changed significantly while others mostly noticed a shorter commute. Some have had to juggle children or additional family members while trying to maintain a healthy work life balance. Regardless of the specifics, these past few months have certainly been a change for everyone, but together we are making it successful. As

the County Manager said in a more recent email, "Our success is a reflection of your tireless work, professionalism and commitment to The Henrico Way of public service....By working together, we have strengthened our capacities in these areas over the past two months and have built a strong foundation for the future."

Community & Parks: A Breath of Fresh Air

📅 June 2020 ✎ Edit

by Heather Grubb, Events Manager, Department of Recreation and Parks



A study by Penn State University showed significant correlations between reduced stress, lowered blood pressure, and perceived physical health to the length of visits at parks. They provide places for health and well-being that are accessible by persons of all ages and abilities, especially to those with disabilities. During this stressful health crisis, parks, trails, and open spaces have been vital. While it is common to see families picnicking, kicking the soccer ball, fishing, and flying kites throughout the park system when the weather allows, during the current "Stay at Home Order" more of the public seems to be taking advantage of outdoor amenities. Parks are essential places for communities to recreate, refresh, and reconnect with one another.

Parks can also provide a sense of public pride and cohesion to every community. Before the pandemic, parks were filled with a variety of planned community events and large gatherings. Recreation and Parks has transitioned some of these happenings to virtual experiences since they cannot be held in the traditional sense.

For example, Memorial Day was celebrated very differently this year, but we were committed to making sure it was no less impactful. We invited the community to join us, virtually, in honoring our fallen service members and their families' sacrifice. The Wear Blue: Run to Remember campaign allows for remembrance through active, purposeful steps of a run or walk anywhere you feel comfortable: a local park, trail, or neighborhood just outside your door. For more information visit [wear blue: run to remember](#).

Other events were more easily adapted and able to remain fresh air experiences to enjoy. One of these experiences is the Dorey Park Farmers Market. Founded in 2018, as a partnership between The Dorey Farmers Market, Inc. and Henrico County Recreation & Parks, it is located adjacent to the recreation center at Dorey Park. The market aims to provide Henrico citizens with easy access to fresh and nutritious local produce, and other high-quality products produced by local farms and small businesses. The farmer's market is typically open in-person every Saturday, June-October. However, recognizing the need to revamp the conventional open-air market style, the organizers of the market opened early and began offering online ordering and a drive through pick up for people to receive their fresh, local produce.



During this time, Henrico Recreation and Parks has also coordinated and scheduled food truck stops at Henrico parks. Select time slots are offered over the weekend for Henrico-based trucks to serve visitors at Dorey Park and Deep Run Park. Patrons can take advantage of an accessible meal while also encouraging our local restaurant industry.

These services and the infrastructure managed by recreation and parks are necessary for maintaining the health and well-being of the public, especially in such times as this.

As the weather warms, people grow antsy from being indoors, and more research supports a lower risk of transmission outdoors, parks and open spaces will continue to soar in popularity and use, perhaps more so than ever before.



Search...



PAST NEWSLETTERS

📅 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

📅 August 2018

📅 July 2018

📅 May 2018



county connection Recreation and Parks

Health Trip Words of Wisdom

June 2020 Edit

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



Do Not Ignore Your Diet

One of the most common mistakes I have seen people make when they start exercising is increasing the amount of food they are eating. In fact, a study published in the *International Journal of Obesity* found that when overweight women and men started exercising, many in the study compensated for their workouts by taking in as many as 270 extra calories a day – negating more than half of the calories they burned. A typical moderate 45-minute bout of exercise burns about 250-300 calories. Enjoying a glass of wine and a few crackers with cheese is more than enough to wipe out the calorie deficit from the workout.

One of the best ways to avoid this type of weight loss sabotage is to pay attention to what you are eating when you begin an exercise program. Sticking to a quality meal plan will keep your appetite and calories under control but allow you to be properly fueled for your workouts – and lose more weight. A good place to look for reputable, calorie conscious meal plans include the American Heart Association (<https://www.heart.org/en/healthy-living/healthy-eating/losing-weight>) and Eating Well (<http://www.eatingwell.com/category/4237/how-to-lose-weight/>).

Even if you decide to not follow a specific meal/diet plan, if there is any chance that your eating habits may be an issue for you, experts recommend that you start tracking your food intake. It is easier to say NO to second helpings, big portions, and high calorie treats if you know you must write them down. It is not uncommon for those who regularly record what they eat and when they exercise to lose nearly twice as much weight as those who do not keep track.

If you are looking for help in starting a healthier eating plan, join the **Fitness and Wellness 'Unlock your Potential' Challenge**. Participating with your co-workers who will support your efforts and cheer you on can give you the boost you need to keep believing in yourself when the going gets tough. For more information, visit the [Power Henrico Health Trip page](#).

county connection Power Henrico



Search...



PAST NEWSLETTERS

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