

### Upcoming Events

SEP 19 **Healthy for Life Educational Experience**  
Thursday, September 19th

### Claim Your Voluntary Benefit Wellness Incentive(s)

September 3, 2019

Getting an annual checkup pays off in more ways than one! If you enrolled in a voluntary benefit offered through...

[Read More](#)

- New Employees
- Retirees
- Achievements
- Printable PDF

### Announcements

#### Congratulations to our AUGUST County Connection Trivia Winner!

Kayla M. Lupton, Judicial Administrative Support

Kayla was the first person to correctly answer the question:

What day will the 'NEW: Employee Academy: Session One' begin?

The answer: October 4

THANK YOU to all who participated!

#### \*\* September County Connection Trivia \*\*

On August 12-18, we celebrated Safe + Sound Week.

Who presented the Safe + Sound Week charge to all employees?

*Search the [August 2019 County Connection](#) for clues and be the first to submit the correct answer.*

#### Do Your Homework:

Open Enrollment will begin Saturday, October 5 and end Friday, November 1 at 4:30. Check out the October issue of County Connection for more information.

### Tweets by @HenricoHR

**Henrico HR**  
@HenricoHR

#HenricoJobs -Road Maintenance Supervisor I  
Closes-09/3  
Supervises work crews with primary responsibility for performing a wide variety of tasks for the construction, paving, repair and maintenance.  
[bit.ly/2kqnS3Y](https://bit.ly/2kqnS3Y)#ApplyHenrico #Jobsearch



## September Articles



### Healthy for Life! How to Live Your Healthiest Life – Adding positive habits and breaking bad habits

Changing habits can be challenging and those on a weight loss journey often underestimate how difficult it can be to

[Read more.](#)



### Claim Your Voluntary Benefit Wellness Incentive(s)

Getting an annual checkup pays off in more ways than one! If you enrolled in a voluntary benefit offered through

[Read more.](#)



### Managing Different Generations in the Workplace

Imagine being born into a digital world with the internet and social media at your fingertips, inventing tools that will

[Read more.](#)



### Protect Yourself – Get a 2019 Flu Shot

The “flu shot” is a vaccine that protects you from the flu virus. The Centers for Disease Control (CDC) recommends

[Read more.](#)



# Healthy for Life! How to Live Your Healthiest Life – Adding positive habits and breaking bad habits

□ September 2019

by Liz Stovall, MPH Manager, Division of Fitness and Wellness



Changing habits can be challenging and those on a weight loss journey often underestimate how difficult it can be to alter their everyday patterns. So often the weight loss focus is on what can't be eaten. For example, "I can't have fast food for lunch anymore." or "There goes eating ice cream for dessert." or "I'll miss my buttered popcorn on movie night."

This segment in the **Healthy for Life** article series isn't about what you need to give up, but what you should to add to your day. Keep in mind that new behaviors take time. These changes may not come automatically or be easy. If you give them your best effort by

concentrating on what you're adding, you'll pay less attention to what you are giving up.

You are encouraged to do your best to embrace positive behavior changes and remember, no matter how big or small, positive changes add up.

**+ Eat a healthy breakfast (but not too much).**

**WHAT:** Have breakfast every morning. You don't need to eat a lot – just something to get you off to a good start.

**WHY:** Research shows that people who eat a healthy breakfast manage their weight better than people who don't eat breakfast. Breakfast is associated with improved performance at school and work, and it helps prevent you from becoming ravenous in the day.

**HOW:**

- **Keep it whole.** Try whole grains, such as oatmeal, whole-grain cold cereal, and whole-grain toast.
- **Include some color.** Add some fresh or frozen unsweetened fruit.
- **Make it filling.** Low-fat milk and yogurt, an egg, nuts, seeds, and nut butters such as peanut butter can help you feel satisfied throughout the morning.
- **Plan ahead.** If time is an issue, place a box of cereal, a bowl and a spoon on the table the evening before.
- **Choose wisely.** Select your cereal – hot or cold – by checking the Nutrition Facts label for fiber (choose



**PAST ARTICLES**

- April 2019
- August 2018
- August 2019
- December 2018
- February 2019
- January 2019
- July 2018
- July 2019
- June 2018
- June 2019
- March 2019
- May 2019
- copyright 2019 - Count  
November 2018
- October 2018
- September 2018
- September 2019
- Uncategorized

more) and sugar (choose less). Top with banana slices or berries.

- **Mix it up.** Try a smoothie made with fruit and add low-fat Greek yogurt. Blend the ingredients to a smooth consistency.
- **Bring it with.** Select items you can grab and take with you to work. Convenient foods include apples, oranges, bananas, pre-portioned cereals, low-fat yogurt in single-serving containers, whole-grain bagels (mini-sized), and low-fat cottage cheese in single-serve containers. Stir in berries or fruit to add fiber and sweetness.
- **Wrap it up.** Make a breakfast wrap with whole-wheat tortillas, roll in scrambled eggs with diced peppers and onions. Or peanut butter and banana.
- If you don't like traditional breakfast foods, eat something healthy that you do like. For example, fix yourself a sandwich made with lean meat, low-fat cheese, vegetables and whole-grain bread.

Use this [habit tracker](#) to monitor your progress. Find inspired breakfast ideas [here](#).

Sometimes the most intense longings for food happen right when you're at your weakest emotional points. Many of us turn to food for comfort – be it consciously or unconsciously – when dealing with difficult situations or when looking for something to do when bored.

To keep food out of your mood, try these suggestions.

- Distract yourself from eating by calling a friend, running an errand, or going for a walk. When you focus your mind on something else, the food cravings may quickly go away.
- Don't keep comfort foods in the house. If you turn to high-fat, high-calorie foods whenever you're upset or depressed, try to get rid of them.
- Identify your mood. Often the urge to eat can be attributed to a specific mood and not to physical hunger.
- When you feel down, try to replace negative thoughts with positive ones. For example, write down all the positive reasons why you want to lose weight.



Other Resources:

[August Healthy for Life article](#)

Upcoming Healthy for Life Educational Experiences:

**Eating for a Stronger, Healthier You**

**Thursday, September 19, 5-6pm**

**Henrico County Training Center, 1<sup>st</sup> floor break room**

Do you sometimes feel confused by everything you hear about healthy eating? You're not alone! Many of us find it hard to sort through all the information that's out there. A good start is learning the basic food groups and servings from each one. This educational experience will teach you all the food groups, with a special focus on fruits and vegetables. Learn how smart food choices can fuel your body and mind! In addition, program participants will work in teams to create Creamy Tomato Soup from fresh ingredients.

Chopped Salad Competition

Thursday, September 26, 5-6pm

Henrico County Training Center, 1<sup>st</sup> floor break room

Roll up your sleeves, put on your apron and get ready to chop. Experience the fun of creating simple, healthy salads. Compete in teams to create a healthy, chopped salad using fresh ingredients.

For more information on the Healthy for Life program, How to Live Your Healthiest Life article series, and/or to register for upcoming educational experiences, please contact Liz Stovall, Fitness/Wellness Division Manager, [sto077@henrico.us](mailto:sto077@henrico.us) or 501-7556.



# Claim Your Voluntary Benefit Wellness Incentive(s)

□ September 2019

by Terri R. Melton, Human Resources Benefits Division Manager



Getting an annual checkup pays off in more ways than one! If you enrolled in a voluntary benefit offered through Pierce Insurance, you can take advantage of the wellness incentives. All incentives are paid once per calendar year as a cash benefit directly to you. Contact Pierce Insurance to file your claim. Didn't enroll in the spring? Meet with a benefit counselor or go online to [pierceins.com/henrico](http://pierceins.com/henrico) during our fall open enrollment and choose the plan that's right for you and your family.

## Accident Insurance

- Wellness Benefit pays \$60
- Refer to p. 14 of your benefit booklet for details

## Critical Illness Insurance

- Health screening benefit pays \$150
- Refer to p. 20 of your benefit booklet for details

## Hospital Indemnity Insurance

- Health screening benefit pays \$50
- Refer to p. 28 of your benefit booklet for details

## Cancer Insurance

- Annual Cancer Screening benefit paid based on the plan selected:
  - Plan 1- \$50
  - Plan 2- \$100
  - Plan 3- \$150

Refer to p. 36 of your benefit booklet for details



## PAST ARTICLES

- April 2019

---

- August 2018

---

- August 2019

---

- December 2018

---

- February 2019

---

- January 2019

---

- July 2018

---

- July 2019

---

- June 2018

---

- June 2019

---

- March 2019

---

- May 2019

---

- October 2018

---

- September 2018

---

- September 2019

---

- Uncategorized

---



# Managing Different Generations in the Workplace

September 2019

by Shanone Sport and Nancy Outlaw



Imagine being born into a digital world with the internet and social media at your fingertips, inventing tools that will change the world before entering high school, and collaborating globally with large, diverse groups of people in a matter of seconds. Meet Generation Z (Gen Z for short), the newest generation to enter the workforce and the first to live completely in a technological world.

## Who is Gen Z?

Born between 1994 and 2010, Gen Z represents 4% (156) of the County’s workforce and is estimated to make up 10% of the U.S. workforce by the year 2020. While demographers are still making predictions about Gen Z, some foresee their innate abilities with technology, and especially online connections, as having radical implications on the future of our workplace in ways that we can’t even imagine yet. Below are some characteristics of this emerging generation:

**Characteristics of Gen Z**

<p><b>Independent:</b> Gen Zers are highly independent, focused and resourceful. They have a "Do it Yourself" (DIY) mentality, crave autonomy and will seek meaningful work that aligns with a purpose and goal.</p>	<p><b>Entrepreneurial:</b> Entrepreneurship is in the DNA of this generation. Gen Zers want to gain professional experience at a very early age, fueling a competitive spirit and desire to get ahead. Popular among them is "Do it Yourself" (DIY) education, where they take action courses independent of attending a traditional university.</p>
<p><b>True Digital Natives:</b> Gen Zers are the most digitally adept generation yet. They are known to multitask across at least five screens daily. With their inherent talent for digital tools, they will think of innovative ways to leverage technology in their workplaces.</p>	<p><b>Crave Knowledge:</b> Gen Zers are seeking formal and informal training opportunities to build "real life" business skills and knowledge. Because of their dependence on digital communication, they may need more training in the areas of interpersonal and communication skills.</p>
<p><b>Diverse:</b> Gen Z is the most diverse generation yet. In the U.S., multiracial children are the fastest growing group, and researchers are noticing a 50% increase in multiracial youth populations since 2000. Their ethnic and cultural diversity will shape their non-traditional mindsets, behaviors, values, and ambitious career goals.</p>	

(Select image to enlarge)



## PAST ARTICLES

- [April 2019](#)

---

- [August 2018](#)

---

- [August 2019](#)

---

- [December 2018](#)

---

- [February 2019](#)

---

- [January 2019](#)

---

- [July 2018](#)

---

- [July 2019](#)

---

- [June 2018](#)

---

- [June 2019](#)

---

- [March 2019](#)

---

- [May 2019](#)

---

- [November 2018](#)

---

- [October 2018](#)

---

- [September 2018](#)

---

- [September 2019](#)

---

- [Uncategorized](#)

## Tips for Engaging Gen Z

As Gen Z continues to enter the workforce, leaders will need to know how to best engage and develop them. Below are some best practices and tips for successfully leading and retaining Gen Z:

1. **Leadership:** Gen Zers want leaders who are accessible, provide guidance, help them solve problems, and keep close track of their successes. Be sure to meet with them frequently to define goals and objectives and provide support as needed.
2. **Coaching and Mentoring:** Gen Zers want to focus on results and understand the purpose of the tasks they are assigned. Show them how their daily contributions matter by explaining the “why” behind assignments, and how they are linked to the mission of the organization.
3. **Communication:** Gen Zers prefer brevity and conciseness in their communications. Providing information in small “chunks” helps them quickly learn what’s most needed, relevant, and applicable to their jobs. Because of their digital preferences, face-to-face meetings and phone calls may take some getting used to, especially for Gen Zers in their first job.
4. **Feedback:** Like Millennials, Gen Zers crave frequent feedback from their leaders. Provide regular performance feedback and acknowledge a job well done, even with something as little as a quick “thank you” to motivate them.
5. **Continuous Learning:** Gen Zers want to build “real life” skills, knowledge, and expertise quickly in order to grow within the organization, so provide them with formal and informal training opportunities whenever possible. Job shadowing, networking and mentoring opportunities are a great way for them to get well-rounded training and learn new skills.
7. **Encourage Peer Learning:** Gen Zers believe peers are influential in their learning. Because they grew up with information available to them instantly online as well as access to a large online network of peers, they learn by sharing among themselves. Encourage peer learning or mentoring as a way to engage and retain this generation.
8. **Encourage Collaboration:** Gen Zers are used to freely expressing their knowledge and opinions online. One way to help them feel more valuable to the organization is to provide opportunities for them to share their ideas and expertise with coworkers.

The following resources are available to help employees learn more about Gen Z:

- **From Telephones to Texting: Bridging Generational Differences class** — this class is listed in the 2019-2020 training calendar. Log into HRMS/Oracle/Employee Direct Access/Learner Home to access it.
- **Welcome to the Workforce** classes are a great resource for those who are new to the workforce. For additional information about these classes, view the [2019-2020 online training calendar](#).

county connection

Gen Z

[Protect Yourself – Get a 2019 Flu Shot](#)

[Claim Your Voluntary Benefit Wellness Incentive\(s\)](#)



# Protect Yourself – Get a 2019 Flu Shot

□ September 2019

by Department of Human Resources' Employee Health Services (EHS) Team



The “flu shot” is a vaccine that protects you from the flu virus. The Centers for Disease Control (CDC) recommends everyone ages six months and older get a flu shot every flu season, including healthy people, and people with chronic conditions. In general, it is recommended that anyone who wants to reduce his or her chances of getting the flu should be vaccinated.

The best time to get a flu shot is before the flu becomes widespread. Typically, the peak season is October to March in the U.S., but can start earlier or end later. Ideally, the flu shot should be given in September or October as the vaccine takes approximately 2 weeks to take effect, but the flu shot can be received later in the season as long as the virus is circulating.



Henrico County employees with County healthcare coverage can go to any pharmacy that accepts our insurance plans and receive the flu shot for free. All pharmacies (including Costco and Sam’s Club) and primary care physicians’ offices offer the flu shot. EHS does not offer the flu shot to employees because it is so readily available at so many other places.

Some pharmacies offer additional “incentives” to those who receive a flu shot. Thus far, the County has been contacted by two pharmacies sharing the following information:

1. **CVS in Target in Short Pump** – Five-dollar Target coupon to those who get a flu shot
2. **Publix** – Ten-dollar Publix gift card (through the end of December 2019) to those who get a flu shot

Other pharmacies and businesses in the Richmond area may offer other incentives so please do your homework. If you have questions about the flu shot, ask your pharmacist or call EHS at 501-1600.

[□ HOW TO LIVE YOUR HEALTHIEST LIFE](#)

[Managing Different Generations in the Workplace □](#)



## PAST ARTICLES

- April 2019

---

- August 2018

---

- August 2019

---

- December 2018

---

- February 2019

---

- January 2019

---

- July 2018

---

- July 2019

---

- June 2018

---

- June 2019

---

- March 2019

---

- May 2019

---

- November 2018

---

- October 2018

---

- September 2018

---

- September 2019

---

- Uncategorized

---

copyright 2019 - County



## New Employees

Name	Department
Abidi, Amine	Fire
Abu-Bakir, Lateefah K	Sheriff's Office
Breedlove, Hayden Anne	Circuit Court Judges
Bryant, Pametrick	Fire
Clarke, Logan	Fire
Conway, Travis S	Fire
Crawford, Joseph	Fire
Daly, Brendan	Public Utilities
Davis, Rhiannon A	Library
Dunlap, Elizabeth Marie	Fire
Eggleston, Anthony	Police
Garcia, Alex	Fire
Goff, Douglas Hunter C	Social Services
Gooch, Whitney E	MH/DS
Green, Kristopher	Fire
Guilbe, Jordan	Fire
Ham, Robert	Fire
Hicks, K'tia	MH/DS
Hill, Brenna Maria	Circuit Court Judges
Hite, Brian D	General Services
James, Tamika Chanel	Public Utilities
Jones, Shana Nicole	Recreation
Lakhani, Sultan A	MH/DS
McCarragher, Gary	Fire
McCray, Quanta J	Finance
Meekins, Jasmine	Police
Meeter, Steve	Fire
Monahan, Kyle	Fire
Montgomery, Antonio L	Recreation
Pegeas, Quayshaun	Recreation
Perkins, Delorias	Circuit Court Clerk
Pinkham, Marie	Police
Revene, Vincent Montgomery	Public Utilities
Roberts, Michael	Fire
Sayles, Zachary	Fire
Shah, Shalin	Fire
Shelton, Octavia Nicole	Recreation
Tadros, Fares Malak	Sheriff's Office
Throckmorton, Leah Brooke	Circuit Court Judges
Turley, Austin	Fire
Vu, Huyen Thanh (Helen)	Circuit Court Judges
Watts, Kyle	Fire



### PAST ARTICLES

- [April 2019](#)

---

- [August 2018](#)

---

- [August 2019](#)

---

- [December 2018](#)

---

- [February 2019](#)

---

- [January 2019](#)

---

- [July 2018](#)

---

- [July 2019](#)

---

- [June 2018](#)

---

- [June 2019](#)

---

- [March 2019](#)

---

- [May 2019](#)

---

- [November 2018](#)

---

- [October 2018](#)

---

- [September 2018](#)

---

- [September 2019](#)

---

- [Uncategorized](#)

---

Webb, Joseph

*Fire*

Whitaker, Derek Lamont

*MH/DS*

Willis, Jason

*Fire*

Wilson, Jarod Claude

*Finance*



## Retirees

<b>Name</b>	<b>Department</b>
Boothe, James E.	<i>Sheriff</i>
Cross, F. Thomas	<i>Finance</i>
Cutchin, John	<i>Police</i>
Daiger, Mary Jean	<i>Finance</i>
Langford, Edward	<i>Fire</i>
Swisher, Joan C.	<i>Police</i>
Thompson, Susan	<i>Finance</i>



### PAST ARTICLES

- April 2019

---

- August 2018

---

- August 2019

---

- December 2018

---

- February 2019

---

- January 2019

---

- July 2018

---

- July 2019

---

- June 2018

---

- June 2019

---

- March 2019

---

- May 2019

---

- November 2018

---

- October 2018

---

- September 2018

---

- September 2019

---

- Uncategorized

---



## Achievements

### 2019 Emerging Leadership Certification Program Recipients

#### **Circuit Court Clerk**

Patricia Cerone	Level 3
Jaimie Kiracofe	Level 2

#### **Community Corrections**

Aimee Broadney	Level 2
----------------	---------

#### **Community Revitalization**

Geleene Goffena	Level 3
Regina McHugh	Level 2

#### **CRWP**

Alice Bowyer	Level 4
--------------	---------

#### **Economic Development**

Abigail Patterson	Level 1
Audrey Polk	Level 1

#### **Finance**

Deshawna Bledsoe	Level 1
Jason Bledsoe	Level 1
Jeff Conley	Level 1
Kristy Gahn	Level 1
Ashley Gromling	Level 3
Quinnesshia Harris	Level 1
Lisa Hinton	Level 4
Megan Rusch	Level 1
Karen Saffy	Level 2
Betty Sanfilippo	Level 3
Margaret Shaler	Level 1
Caron Smith	Level 3
Stephanie Steele	Level 1
Melissa Taylor	Level 1
Jessie Walsh	Level 1
Lyn Zacharias	Level 2

#### **Fire**

Justin Brittle	Level 2
Richard Cuneo, Jr.	Level 1
Timothy Custalow	Level 3
Hilary Holman	Level 1
James Wheaton	Level 3

#### **Juvenile Detention**

Maxine Lambert	Level 3
----------------	---------

#### **Library**

Jean Abinanti	Level 1
Jessica Alston	Level 1
Michael Bell	Level 2
Megan Bodenheimer	Level 1
Jennifer Daly	Level 3
Inger Hill	Level 1
Julie Lovelace	Level 1
Awnali Mills	Level 4
Katarina Pavic	Level 4

#### **MH/DS**

Anna Adams	Level 3
Regenia Alexander	Level 1
Traci Brickey	Level 4
Stephanie Collins	Level 1
Vicki Ewing	Level 2
Kimberly James	Level 1
Anna Jones	Level 1
Brittany Levin	Level 1
Annmay Morant	Level 1
Kate Mundy	Level 2
Michael Nielsen	Level 1
Joshua Pearman	Level 1
Wendy Phillips	Level 2
Brenda Smith	Level 1
Michelle Thompson	Level 1
Kara Williams	Level 2
Lisa Winston	Level 3

#### **Police**

Carolyn Alston	Level 4
Nicholas Boykin	Level 1
Gary Brookman	Level 3
Linda Carden	Level 2
Bryan Clark	Level 3
Stefanie Cosel	Level 1
Randy Daily	Level 1
Sarah Dwyer	Level 2

#### **Public Relations & Media Services**

William Jones III	Level 2
-------------------	---------

#### **Public Utilities**

Ireini Botros	Level 1
Paul Cuomo	Level 1
Carmel Duverne	Level 1
Marcello Forehand	Level 2
Gene Harris	Level 1
Keith Jenkins	Level 2
Patricia Jones	Level 4

#### **Public Works**

Shirley Carney	Level 3
Steven Kathan	Level 1
Nicholas Katharos	Level 2
John Luff	Level 3

#### **Recreation & Parks**

Kimberly Hannon	Level 3
William Hill	Level 3
Tareka McKiver	Level 2
Jennifer O'Malley	Level 3
Jessica Rock	Level 1
Mary Stanley	Level 2
Katie Wood	Level 3

#### **Sheriff**

Michelle Vowell	Level 1
-----------------	---------

#### **Social Services**

Veronica Albornoz	Level 2
Kim Ashe	Level 1
Stella Bosworth	Level 3
Chatell Callis	Level 1
Donna Clements	Level 1
Shemecka Cunningham	Level 2
Tonya Cunningham	Level 3
Daffany Dunaway	Level 1
Sheryl Elliott	Level 1
Kristin Evans	Level 1
Beth Gilmore	Level 2



### PAST ARTICLES

April 2019

August 2018

August 2019

December 2018

February 2019

January 2019

July 2018

July 2019

June 2018

June 2019

March 2019

May 2019

November 2018

October 2018

September 2018

September 2019

Uncategorized

**General Services**

Rosemary Filippelli Level 1

**Human Resources**

Joshua Gaskins Level 1

Tammy Parsley Level 4

**Information Technology**

Jennifer Montrose Level 2

James Robinson, Jr. Level 1

**Internal Audit**

Sharon Thornton Level 3

Robin Dwyer-Maurice Level 2

Emily Edwards Level 1

Sandra Grata Level 4

Kerry Hansen Level 1

Courtney Johnson Level 1

Coby Kelley Level 1

Adam Martin Level 1

Amy O'Keeffe Level 1

Donald Proffitt Level 1

Vanessa Rodriguez Level 1

Christopher Signorelli Level 1

Brandon Zaremba Level 1

Angela Howard Level 2

Gueisha Lopez-Flores Level 1

Pamela McCloud Level 4

Kimberly McRae Level 1

Rachel Mitchell Level 1

Susan Sparks Karyshyn Level 2

Denise Yusavage Level 1

Florentina Zapata Level 1