

EMPLOYEE NEWSLETTER

Upcoming Events

- SEP 7** **September 7- Labor Day- Office Closed**
 Monday, September 7th
- SEP 25** **Monument Ave 10K**
 Friday, September 25th

Solid Work from Solid Waste

September 2, 2020

As we continue to navigate the global pandemic, I am sure most of us have read those "feel good" stories...

[Read More](#)



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

Announcements

It is time for back to school! Share a photo of your student and how they are enjoying/adapting to the new school year for a chance to win a fun prize and be featured in next month's County Connection. Email your photo to [Christy Nealey](#) by September 14 to be entered.

Tweets by @HenricoHR

Henrico HR
 @HenricoHR

Today is the last day to apply for some of our Fall Internships for academic credit! bit.ly/2PS7GWG
[#ApplyHenrico](#) [#HenricoJobs](#) [#jobsearch](#)
[#Internship](#) [#interns](#) [#governmentjobs](#)
[#Marketing](#) [#GIS](#) [#sports](#) [#tourism](#) [#communications](#)
[#emergencymanagement](#)



Aug 31, 2020

Henrico HR
 @HenricoHR

[#HenricoJobs](#) MH/DS Clinician
 Closes 8/31
 Provides a variety of treatment and/or prevention services to clients with a wide range of psychiatric, emotional, relational, substance abuse or social problems for Outpatient Services. bit.ly/32cHgDB
[#ApplyHenrico](#) [#governmentjobs](#)



[Embed](#)

[View on Twitter](#)

Run the postponed **Monument Ave 10K** on one of the four designated courses that include Henrico's Dorey Park and Deep Run Park anytime September 25-27 or sign up to "virtually" run the 10K anytime on any course by October 31. Registration for the virtual race is due by 10 am on September 26. More information can be found at <https://www.sportsbackers.org/events/2020-ukrops-monument-avenue-10k/> Don't forget to send us your pictures! Becky and Don completed their race back in March!



Does your department have an upcoming event, challenge, or story that you would like to see highlighted in the County Connection? Email [Christy Nealey](#) with the following information for an opportunity to have it published:

Title:

Date:

Time:

Location:

Additional Information:

Contact Information:

Cost:

Image or poster:

September Articles



Solid Work from Solid Waste

As we continue to navigate the global pandemic, I am sure most of us have read those "feel good" stories

Internships Build a Talent Pipeline for Our Future Workforce

Many are aware of Henrico County's award-winning internship program and the partnerships it has with local schools. You may be



Intermittent Fasting: Scratching the Surface

Intermittent fasting has become a popular trend over the last few years, but do you know what it truly is?

Welcome to the County!

Name

Burnett, Leroy L
Davis, Heather D
Drisker, Jade
Dunnavant, Helen Gray
Faries, Austyn
Gonzales, Sabrina Ann
Greene, Angel Donica
Hall, William Chet
Halpin, Erin
Hott, Rachel Nicole
Hughes, Terrell
Jordan, Shanique
Kinzounza, Natey Nkouka
Kyser, Dale Edward
Manigo, Jessica
Maynard, Sara
McCune, Mallory Kerri
Moon-Harris, Lisa Todd (Lisa Moon)
Motley, Tanika Renee
Osei, Abigail
Owen, Kristin M
Page, Taneshia
Payne, Brooke Diane
Pratt, Joshua David
Roane, Nadia N

Saunders, Breanna Monet
Seigel, Emily
Smith, Dominique D
Thompson, Ross C.
Van Esselstyn, Abigail
Winston, Ashia Monae
Wyatt, Sarah C

Department

James River Juvenile Detention
MHDS
Sheriff's Office
Circuit Court Judges
Community Corrections
Circuit Court Clerk
Sheriff's Office
Public Utilities
Social Services
Circuit Court Judges
Public Works
Community Corrections
Circuit Court Judges
Sheriff's Office
MHDS
Circuit Court Judges
Circuit Court Judges
MHDS
MHDS
Social Services
Public Works
MHDS
MHDS
Circuit Court Clerk
Circuit Court Clerk

Sheriff's Office
Emergency Management and Workplace Safety
Sheriff's Office
IT
Social Services
Sheriff's Office
MHDS



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Retirees

Name

Anongos, Loretta
 Atkinson, Samuel
 Barnes, Troy
 Barney, Gale
 Baylor, Leon
 Blackburn, Bryan
 Borrell, Paul
 Brannan, Jane
 James, Brooks
 Bucker, William
 Burnett, John
 Burrell, Gail
 Cardounel, Jr, Humberto
 Coleman, Mary
 Coward, Leah
 Crawley, Veronica
 Francis, Curran, III
 Young, Diana
 Edelman, Richard
 Erickson, Mary
 Foldesi, Charles
 Griffin, Wanda
 Harris, Wade
 Herring, Judith
 Hill, Patricia
 Hockaday, Russell
 Hughes, III, Frank
 Jefferson, Judith
 Jessee, Herbert
 Jones, Raymond
 Kirby, Brenda
 Lawrence, Barry
 Little, Thomas
 Long, Robert
 Loving, Timothy
 Maciejewski, Thomas
 Massenburg, Timothy
 Massey, Timothy
 Morrison, Bryan
 Norris, Deborah
 North, Sharon
 Pomfrey, Richard
 Price, Andrew
 Puryear, Michelle
 Raat, Michael
 Robbins, Jr, George
 Shelton, Edward
 Smith, Covey
 Smith, Percy
 Strauss, James
 Thornton, Sharon
 Throckmorton, Linwood
 Tostenson, David
 Wickstead, Nancy
 Wright, Cynthia

Department

Sheriff
 Community Revitalization
 Fire
 Public Works
 Sheriff
 Police
 Permit Center
 Public Utilities
 Public Works
 IT
 Fire
 Sheriff
 Police
 Social Services
 Police
 Sheriff
 Police
 Library
 MHDS
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 IT
 Sheriff
 Public Utilities
 Library
 MHDS
 Police
 IT
 Finance
 General Services
 CRWP
 Building Inspection
 Board of Supervisors
 Finance
 Fire
 Police
 Public Utilities
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 Public Works
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Achievements

Educational Achievements

September 2020

Cari M. Tretina , Post Baccalaureate Graduate Certificate in Public Management	County Manager's Office
Tommy D. Vo , Bachelor of Science in Economics	Department of Finance
Catherine E. Fitzgerald , Master of Business Administration	Department of Finance
Jordan B. Brown , Master of Business Administration	Department of Finance
Casey D. Barden , Bachelor of Science in Interdisciplinary Studies	Division of Fire
William J. Ingersoll , Master of Public Administration	Division of Fire
Frederick A. Chappell III, Bachelor of Science in Fire Administration	Division of Fire
Lauren R. Dumas , Associate of Emergency Medical Services – Paramedic	Division of Fire
Stephen J. Plaster , Associate of Applied Science in Fire Science	Division of Fire
Jonathan A. Balasa , Bachelor of Science in Civil Engineering Technology	General Services
Lamont R. Kizzie , Bachelor of Science in Business Administration	General Services
Demetria D. Edwards , Master of Library and Information Science	Public Library
Marie E. Reese , Master of Library and Information Science	Public Library
Barbara E. Broome , Master of Library and Information Science	Public Library
Teshawna R. Threat , Associate of Science in Business Administration	Public Library
Sara J. Durrett , Master of Science in Library Science	Public Library
Hannah M. Huddle , Master of Science in Information Science	Public Library
Robert Whitaker III, Bachelor of Science in Civil Engineering Technology	Public Utilities
Bentley P. Chan , Master of Business Administration	Public Utilities
Sheila S. Penaloza , Bachelor of Science in Environmental Studies	Public Works
Ashley N. Austin , Master of Urban & Regional Planning	Public Works
Vanessa Taylor , Bachelor of Business Administration in Human Resource Management	Sheriff's Office
Sherie N. Latham , Associate of Applied Science in Administration of Justice	Sheriff's Office
Morgan M. Cotton , Bachelor of Science in Criminal Justice	Sheriff's Office
Adeniyi A. Fowotade , Master of Science in Psychology	Sheriff's Office
Caitlyn M. de Haas , Master of Social Work	Social Services
Caitlin L. Clifton , Master of Social Work	Social Services
Michelle W. Jones , Master of Arts in Professional Counseling	Social Services





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Solid Work from Solid Waste

September 2020 Edit

by Jon Clary, Solid Waste and Recycling Division Director, Department of Public Utilities



As we continue to navigate the global pandemic, I am sure most of us have read those “feel good” stories that give us faith or hope. Some of us may even be lucky enough to be a part of those stories.

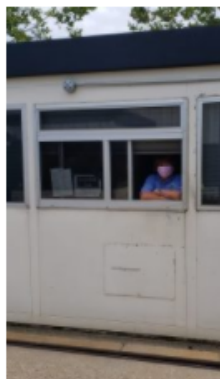
I would like to share a story, about a group of people that embody everything good in the world. Some of you may even see this as an example of the “Henrico Way”. I cannot tell you that this group is perfect nor that they always get along, but I can tell you that the men and women of the Solid Waste Division are a family. They are a team that finds a way to work together and gets the job done.



DPU Staff at the Charles County Road Public Use Area

When the local effects of the pandemic began in March, most restaurants, parks, and businesses closed. Residents were encouraged to stay at home to help stop the spread of COVID-19. As you can imagine, waste services were deemed essential. We knew curbside trash, recycling, and the public use areas could not be put on hold or closed. The question became, how do we provide the same basic level of service while keeping our workers and residents safe? How do we run refuse collection crews (sometimes three workers in a truck) and not expose anyone to COVID-19? How do we open the public use areas that sometimes have over 1,000 visitors a day and not expose the public or our workers to COVID-19?

Many of the answers to these questions made the daily jobs of the Solid Waste staff even harder. We asked our staff to wear masks on hot, sweltering, 100-degree days; making the job more strenuous. We asked our staff to clean their trucks and equipment multiple times a day; often adding an hour or so of work to their already extended day. We asked our staff to limit the number of residents allowed to enter the public use areas to 10 vehicles at a time and to keep those vehicles at least 6-feet apart. This created a 3-hour wait and some unhappy residents on multiple occasions. We asked our call center staff to work and take calls from home which added additional stress and hurdles to work through. Our staff found a way.



From March through July, we saw a 15% increase in the waste volumes we collected. That is an additional 3,600 tons of waste collected through curbside refuse collection program and another 1,100 tons collected through our public use area program. All while the COVID-19 limitations were in place. Our staff found a way.

In April, 20% of our staff was quarantined at one time. In May, our refuse collection routes went from eight hours per day, five days a week to nine hours per day, six days a week. Currently, 60% of our refuse trucks are broken down at one time. Our staff continues to find a way.

At the end of the day, I cannot express the admiration and respect I have for the 60 or so Solid Waste Division employees who I consider my family. They have overcome every obstacle that has been thrown at them and done so with a smile on their face. (I think it is a smile, although it is hard to tell with a mask on!) Please, if you see one of our refuse trucks on the road or visit one of our public use areas, give the staff a big smile and a thumbs up! They

have worked hard, continue to do so, and have truly shown the “Henrico Way”!



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DPU Staff at the Springfield Public Use Area

Internships Build a Talent Pipeline for Our Future Workforce

September 2020 [Edit](#)

by Debbie Lumpkin, Internship Program Coordinator, Department of Human Resources; Clayton Fuhrman, Fire Equipment Mechanic, Department of General Services; Cate Clifton, Family Services Specialist, Department of Social Services; Jamie Anderson, Casework Supervisor, Department of Social Services



Many are aware of Henrico County's award-winning internship program and the partnerships it has with local schools. You may be familiar enough with various Henrico schools or possibly have even seen some of the students working hard around the government center. While there is no doubt that COVID-19 has had an impact on our ability to provide paid internships, the County continues to maintain relationships with many

learning institutions and can offer opportunities for students to obtain credit in their degree programs. Furthermore, these relationships have proven vital in delivering a pool of talented new employees, especially during these hard times. In fact, Henrico County has hired a total of 53 of our former interns; 15 of which were hired during the last fiscal year.

This year also marks the first time Henrico County has hired a previous high school intern as a full-time employee. Clayton Fuhrman started his internship with the County while attending Glen Allen High School and the Diesel Mechanic program at the ACE Center at Hermitage High school. Clayton completed his internship at the East End Automotive Shop working mostly on school buses and some cars. He shared, "I've always loved working with engines and so it was a good fit for me. The guys I worked with helped me along the way teaching me skills and tricks that would later help me succeed to move forward and start my career. My internship prepared me for a unique and special opportunity I would have never

expected, to join Henrico full-time. Henrico Fire was so impressed with my skills and ability to adapt that they hired me as an emergency vehicle technician. I have loved fire engines since I was a little kid and was amazed when I was asked 'when can you start?' It comes to show that regardless of where you start, with a little hard work and perseverance you can end up doing something very special."



The success of our internships does not stop with Clayton. Cate Clifton started her internship at Henrico in August of 2019 as a Master Social Work Intern in the Child Welfare Stipend Program at VCU. Kate shared, "I did not know what to expect, but I had a good feeling about Henrico—the people, the work, and the vibe. I was introduced to everyone in the office and I quickly started to find a groove asking folks what they were doing that day or week and asking to join them. I focused heavily on the foster care and adoption unit and began working closely with this team. I was guided towards being a proficient foster care worker and learning the



Accepting the Partnership for the Future Pacesetter Award



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Clayton Furhman

"Henrico Way". My supervisor's open-door policy and her collaborative way of solving staffing issues were invaluable to my sense of belonging. After the nine months I spent interning, I applied and was hired full-time as a Family Services Specialist. I felt prepared to do this work because of the internship; because of the training and the strong relationships built with colleagues."

Cate went on to say, "Being an intern at Henrico was challenging due to the difficult nature of the work. As a child welfare worker, we are asked to

help families solve complex problems that transcend the family system, and in many cases, it is a tall order. Today, I feel like an asset to the children and families with whom I work. I am constantly taking active steps to learn and grow, which is extremely important. I find that open-heartedness is crucial, and this work is best approached with humility and deep regard for the dignity of all families."

As you can see, internships provide not only professional skills for students but also life skills. It affords students the rare opportunity of self-discovery in the form of career exploration. Their experiences give them a better understanding of what they like and don't like, along with what they want in their future. The program strives to ensure a balance between the student's specific learning and career development goals while creating a positive experience for the student. They witness first hand how various roles align with the County's missions as well as their personal goals, all before graduating high school. Upon graduation, these students are college-ready and career prepared!

Students are not the only ones to benefit and grow with an internship. Their coworkers and supervisors have the opportunity to not only teach a younger generation and watch them flourish but learn from them as well. Clayton mentioned how the mentorship from his colleagues was crucial to his success. Cate's supervisor, Jamie Anderson summarized her view of Cate's success: "Cate is someone who brings a great deal of enthusiasm and passion to her work. Getting her feet wet as an intern has been an excellent segue into professional practice and provided a solid foundation for her as a Family Services Specialist. While jobs in child welfare are highly rewarding, they can come with a high level of stress. Internships can provide a valuable opportunity to see if you are a fit for a certain job type. Many of our employees were interns in public social services agencies who had the opportunity to see the work for all that it is and all that it can be and have chosen this as their profession. A true win-win for the individual, County, and our families."

As we continue to work through this pandemic and grow, we challenge you to help us utilize these students and build a workforce for tomorrow. Interns are a pipeline of talent and provide the opportunity for you to coach, mentor, and mold. Beginning in the Spring, we will also be expanding on our partnership with Cristo Rey and their Work-Study Program. Cristo Rey is a new high school in our area that uniquely serves limited income families to provide a different type of learning experience. Each student takes a full course load of college preparatory classes for four years while participating one day a week in a four-year Corporate Work-Study program. What better way to find your next employee and show the "Henrico Way"? If your department would like to discuss offering an internship, please contact the County's Internship Program Coordinator, Debbie Lumpkin, at dlum@henrico.us or call 804-501-7206. September 31 is the deadline for Spring 2021 internships and November 1 is the deadline for Summer 2021 internships.

county connection internships

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Intermittent Fasting: Scratching the Surface

September 2020 [Edit](#)

by Joseph Pacelli, Senior Fitness Trainer, Department of Human Resources



Intermittent fasting has become a popular trend over the last few years, but do you know what it truly is? Let us look at the general idea and its key components. Intermittent fasting simply means that you are going an extended period of time without eating (or drinking caloric beverages). This timeframe could be 12-hours, 24-hours, or even longer, but most traditionally intermittent fasting falls somewhere between the 14-hours to 24-hours without eating. The key is to consume the same number of calories as you typically would, but in a shorter timeframe. For example, if you typically hold yourself to a 2,000 calorie diet, your eating may look like this: 7 am you eat scrambled eggs with vegetables and a piece of toast, 9 am you eat an apple with peanut butter, lunch is a chipotle burrito bowl at noon, 2 pm your afternoon snack consists of veggies and hummus, and for dinner at 7 pm you eat pizza with a side salad and a scoop of ice cream for dessert. With intermittent fasting, the focus isn't on what you are eating (although it is still important) but rather when. To continue the example, with intermittent fasting 7 pm to 9 am, your day may look more like the following: at 7 am you grab a cup of black coffee, at 9 am enjoy your egg breakfast, apple snack is at 11 am, lunch is at 1 pm, afternoon snack is at 3 pm and dinner is 6 pm. You are done consuming calories by 7 pm to begin your fast. Remember, while fasting, you can still enjoy freshly brewed tea, water, seltzer, or black coffee. So, if at 9 pm you are feeling bored or antsy about fasting, drink some hot tea and wind down before bed.

Why has intermittent fasting become so popular? Not to get too specific, but there are several health benefits associated with it. These benefits include blood sugar regulation improvement which can aid with certain diabetes situations, improved memory function, blood pressure, resting heart rate, and many more. From a physiological and fitness aspect, there is an increased amount of testosterone and human growth hormone (HGH) that is released into the body with intermittent fasting which can lead to improved results when paired with resistance training. Research also shows that the hormone, Ghrelin, which is released when your body is 'hungry', decreases with intermittent fasting.

It is important to realize that not everyone is going to respond the same way to intermittent fasting. You may see good benefits with intermittent fasting, or you may not realize any changes. The way we should view intermittent fasting, in my opinion, is that it is meant to break our normal cycle and make us more conscious of our dietary decisions. It gets you out of your comfort zone and makes you think: "Am I eating because it is time to eat?" "Am I eating because I am bored?" "Do I really need to eat right now?"

Are you now wondering how do you get started? Select a day in which you would like to try the intermittent fasting and start with a 12-14 hour fast. Now, this may sound intimidating, but if you eat dinner at 7 pm then you only need to make it until 7 am the following day to accomplish a 12-hour fast, or 9 am to make a 14-hour fast. Once you have accomplished this a few times, then you can start to expand your timeframe from 12-14 hours to 16 hours and eventually 24 hours or longer.

Give it a try and see how you do! If you have any questions, feel free to reach out to [Joey Pacelli](#) or [Joshua Gaskins](#).

county connection Health Wellness



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